

# Counterpoint

## **FOCUS: 50<sup>TH</sup> ANNIVERSARY CONVENTION HIGHLIGHTS**

## **ANTI-VIOLENCE CAMPAIGN FOR MONTREAL BUS DRIVERS**

## **On the frontlines for fairness in Bonfield**

The night of the  
living P3s

## **Manitoba sets new ground with P3 accountability legislation**

KEEPSAKE POSTER  
FOR INTERNATIONAL  
WOMEN'S DAY



*“I don’t just think it’s UNISON in the UK, or CUPE in Canada, I think if you look to every trade union across the world, we’re facing the same attacks, wherever you find a conservative government”.*

*Maureen Le Marinel UNISON -UK.*



# Successful anti-violence campaign launched by Montreal bus drivers

Bus drivers from Montreal’s STM (Société de transport de Montréal) have decided to take charge of their own safety. They launched an awareness campaign to help prevent assaults on drivers.

“Unfortunately, being a bus driver also means being a victim of violence,” said Stéphane Lachance of the union representing bus drivers (Syndicat des chauffeurs, opérateurs et employés des services connexes) whose members are part of CUPE 1983.

“The high number of annual assaults against bus drivers has motivated us to take our own safety in hand,” said Lachance. “Unfortunately, we don’t

think that the management of the STM is doing enough to promote our safety. Behind the wheel of a bus, we are responsible for the well-being of passengers, pedestrians, cyclists and other motorists.”

“For almost two months, instead of the usual uniform, the drivers have been wearing shirts that say: Notre sécurité, votre sécurité (Our safety is your safety),” said Renato Carlone, president of CUPE 1983.

In April, a brutal attack on a driver brought home the need for cameras on buses. Graphic images of the attack disturbed Montrealers and eventually led to arrests.

“We know that what

happened to our colleague could have happened to any of us,” said Carlone. As a result of the campaign, Montreal’s bus drivers won a major victory in mid-december and the STM agreed to install surveillance cameras on all its night buses by 2015.

The union’s petition calling for tougher sentences against anyone who attacks a public transit employee collected almost 6,000 signatures. The petition will be tabled in the House of Commons by MP John Rafferty whose private member’s bill demands greater protection for public transportation workers.

■ Lisa Djevahirdjian

## On the frontlines for fairness in Bonfield

In Bonfield, Ontario, 16 municipal workers, members of CUPE 4616-2, have been on strike since August 1, 2013, when the employer threatened to impose a contract that allowed contracting out of public services and many other concessions.

Support from the public is strong, and the local has been reaching out to the community via direct mail, radio ads and through community events. Despite their best efforts, they have been unable to reach a settlement. Rather than negotiate a fair contract, Bonfield’s mayor and city council have taken extreme actions including

firing five of the striking workers, hiring scabs, cancelling town council meetings and contracting out winter roads maintenance.

A medical centre and the town’s library were also threatened with closure, since the council has not paid bills for heat and hydro, and they have not paid the workers at both those facilities since the strike began.

CUPE members from across the province have been showing solidarity at rallies and pickets, and donations have been pouring in from across the country.

■ Robert Lamoureux



CUPE’S QUARTERLY PUBLICATION WINTER 2014

# Counterpoint

ISSN print 1920-2857  
ISSN online 1920-2865

Counterpoint is published by the Canadian Union of Public Employees. Address all letters to the editor to: CUPE Communications, 1375 St. Laurent Blvd. Ottawa, ON, K1G 0Z7 T: 613-237-1590 F: 613-237-5508 Publications Mail Agreement Number 40005741

Union-printed on 50% recycled, 30% post-consumer waste, elemental chlorine-free paper, certified by the Forest Stewardship Council.

Return undeliverable Canadian addresses to: CUPE Communications, 1375 St. Laurent Blvd. Ottawa, ON, K1G 0Z7

Visit CUPE’s website at [cupe.ca](http://cupe.ca) or contact us at [cupemail@cupe.ca](mailto:cupemail@cupe.ca)

**Managing Editor** Catherine Louli • Mario Émond

**Communications Director** Heather Fraser

**Graphic Designer** Jocelyn Renaud

**Editorial Assistants** Hélène Bélanger • Stéphanie Bibeau • Valérie Ménard

**Contributors** Philippe Gagnon • Wes Payne • Greg Taylor • Tria Donaldson • Robert Lamoureux • Lisa Djevahirdjian • Gaëlle McNeil • Janet Szliske • Lou Arab • Irene Jansen

**CANADIAN UNION OF PUBLIC EMPLOYEES NATIONAL EXECUTIVE BOARD**

**National President** Paul Moist

**National Secretary-Treasurer** Charles Fleury

**General Vice-Presidents** Daniel Légère • Lucie Levasseur • Fred Hahn • Kelly Moist • Marle Roberts

**Regional Vice-Presidents** Wayne Lucas / Newfoundland & Labrador • Danny Cavanagh / Nova Scotia • Vacant / New Brunswick • Lori MacKay / Prince Edward Island • Denis Bolduc, Marco Lutfy / Quebec • Michael Hurley, Candace Rennick / Ontario • Henri Giroux / Northern Ontario • Mike Davidson / Manitoba • Judy Henley / Saskatchewan • Don Monroe / Alberta • Mark Hancock, Victor Elkins / British Columbia

**Diversity Vice-Presidents** Brian Barron • Yolanda McClean



# The friendly gatekeeper

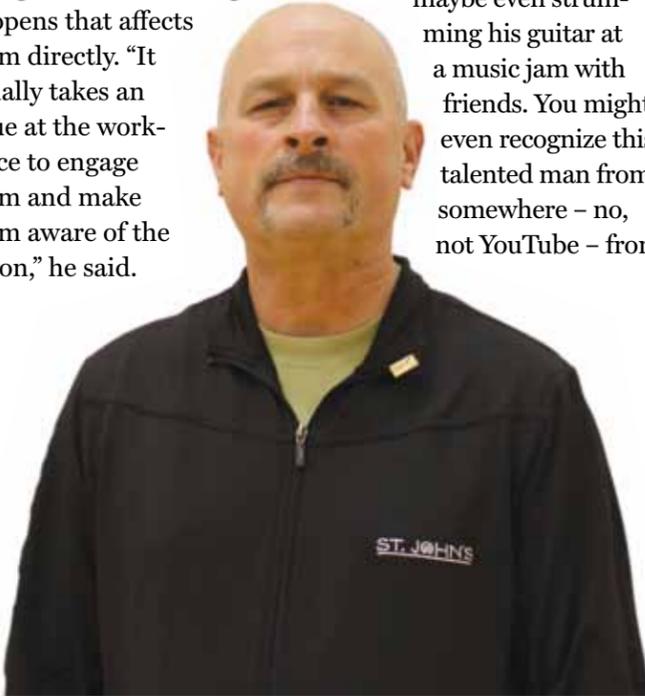
*As a facility service worker at a St. John's recreation centre, Tony Molloy loves greeting people, but even more, he loves being the friendly gatekeeper for the city's inside workers' union.*

As chief shop steward for CUPE 1289, Molloy looks out for "the new guys and gals coming into the workplace," letting them know what their rights are, about health and safety issues, and teaching them about their contract.

Molloy went to his first union meeting about 28 years ago when he was a new hire, and got hooked. He signed up for the job of shop steward because no one else volunteered, and he was curious. Since that time, he has held every executive position except secretary-treasurer at least once, but as a sociable and socially conscious guy, he prefers the role of shop steward.

While Molloy is a passionate advocate for the union, he says that most new employees only

engage when something happens that affects them directly. "It usually takes an issue at the workplace to engage them and make them aware of the union," he said.



When not at work or on union business, Molloy might be found bowling, working on a political campaign or on the golf course (his other passion), or maybe even strumming his guitar at a music jam with friends. You might even recognize this talented man from somewhere – no, not YouTube – from

our National Convention, where Molloy serenaded delegates on the last day as part of the CUPE Choir. Asked if he had any advice for members who might be uncertain about getting involved with the union, Molloy is reassuring. "Most of the education I received in my lifetime came through my involvement in the union," he said. "Most of the social issues I became aware of in my life and in my community I learned about through the union. If you want to protect your job, your rights, and your family, get involved in the union. Don't wait for the employer to do it – it's not going to happen."

■ Gaëlle McNeil

## Governor General honours CUPE member



Susan Shiner was one of five women honoured this year by the Governor General's Awards in Commemoration of the Persons Case.

The prestigious award recognizes individuals who have made outstanding contributions to the goal of equality for women and girls in Canada.

From a young age, Shiner asserted and fought for equality for girls and women. In 1994, Shiner organized fellow workers at Iris Kirby House, a women's shelter. She's been an active member of CUPE 3017 at Daybreak Parent Child Centre since 2000.

Recognizing CUPE, Shiner said, "My union is a social movement committed to women's equality, wage parity, safety, reproductive choice and other rights."

At the ceremony, Shiner vowed to "passionately oppose any anti-feminist, anti-choice or anti-union legislation."

■ Irene Jansen

### NATIONAL PRESIDENT PAUL MOIST

## On to the next 50 years

Our 50<sup>th</sup> anniversary year was a wonderful opportunity to look back at our accomplishments for our members and all workers. Our convention in Quebec City was an invigorating week, where we set a strong course to continue building our union as a force for good in Canada.

We are all familiar with the challenges we will be facing in the New Year. Under persistent pressure from corporate interests, governments across the country continue to push an austerity agenda. There is little sign the threats to the public services our members provide every day will lessen in 2014. In fact, there is every indication we will face even greater challenges.

That is why it is important that we embrace the Fairness Project in CUPE and work together to speak with each and every one of our members. We need to make sure every one of our members know the value of their union. We can make life better for workers and all Canadians.

One way to do this is by tackling the retirement income security crisis. With over 11 million Canadian workers without a workplace pension, this is one of the most pressing public policy issues facing Canada today.

The global economic crisis has meant challenges for many of our pension plans – some worse than others. Pension health is slowly improving across the country. Our union is ready to work with all employers to find ways of protecting the defined benefit pensions our members deserve.

We will not simply stand aside for any employer using temporary, surmountable challenges as an excuse to dismantle our members' defined benefit pensions.

I'm extremely proud of CUPE's advocacy for expanding the Canada Pension Plan. Over the past three years, working with the rest of the labour movement, we have made great strides in our campaign to expand the CPP, the most effective, efficient and affordable way to ensure as many Canadians as possible have a secure and decent retirement income.

While the Conservative Government is still stubbornly standing in the way of making a better CPP a reality, we have won broad public support. The consensus is growing, including many provincial and territorial governments. We can succeed in improving the CPP.

Let's make 2014 the year we secure the legacy of generations of Canadians being able to retire with dignity.

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



# Focus:

50<sup>TH</sup> ANNIVERSARY



## Setting an agenda for Fairness

Experienced a tough round of bargaining lately? You're not alone. Across the country, unions are under attack.

"We face the biggest threat we have seen in decades," said President of the Canadian Labour Congress (CLC) Ken Georgetti, during his address to CUPE convention delegates in Quebec City. "But we are responding and mobilizing against these attacks."

Georgetti described the national advertising and

mobilizing campaign the CLC undertook to show that labour is fighting for a better life for all Canadians. His message at convention underscored the importance for all union members to join together and push back.

Since the economic collapse in 2008, both private and public sector employers have used the cover of economic turmoil created by banks and corporations to put pressure on workers and unions.

Employers are demanding concessions and governments are intervening in bargaining using legislation to strip basic rights that have been enshrined in law for decades.

Whether it's the Conservatives' push to gut the Rand formula or to pass laws such as Bill C-377 that undermine union autonomy, or the Alberta government's newly passed Bill 45 that imposes \$250,000 daily fines on illegal strikes, the assault on labour is unrelenting

and growing.

Seeking to push back against these forces, CUPE, in cooperation with the CLC, developed the *Unite for Fairness* project. Launched last fall, the project is rolling across the country to initiate one-on-one conversations with every member about the value of the union. First piloted in Ontario under the banner of *Stand up for Fairness*, the initial engagement of members was overwhelming.

At convention hundreds of delegates came to the *Unite for Fairness* table in the CUPE Village to share their excitement about implementing the project in their local. Several took the time to reflect and write messages that filled the back walls of

the kiosk with comments underlining the importance of unions not just in our workplace but in society as a whole.

Since convention, this project has continued to be rolled out across every region in Canada. In Ontario alone, where the Fairness project is well underway, over 600 locals participated in the local leadership training so far.

*Unite for Fairness* is a critical project that will help us reorient how we work together and strengthen our ties with all our members.

With conversations being held across the country our voices are being heard.

Learn more about the project at [UNITEFORFAIRNESS.CA](http://UNITEFORFAIRNESS.CA).

■ Tria Donaldson

### 2013 National Convention stats

**2,182**  
**DELEGATES**  
A NEW RECORD.  
THEY CAME FROM...

**6,000**  
**TWEETS**  
DOUBLE THE TWITTER PARTICIPATION AT THE 2011 CONVENTION.

**66** FIRST-TIME CONVENTION FLOOR SPEAKERS  
ANOTHER RECORD.  
IF WE ADD THE UNFORTUNATE FEW WHO DIDN'T CLAIM T-SHIRTS AT THE CUPE VILLAGE BOOTH THEN WE HAD OVER 70 FIRST-TIME SPEAKERS.



**55** EXHIBITORS GREETED DELEGATES IN THE CUPE VILLAGE  
THE BEST-ATTENDED VILLAGE EVER.

**85,000** VIEWS  
ON OUR CUPE FACEBOOK PAGE.

### Delegates boost pay for workers on the line

Though the vast majority of negotiations end in settlement, sometimes workers are forced to take action and walk a picket line to defend their rights. As anyone who's done it can attest, going on strike can be a harrowing experience.

At CUPE's National Convention, delegates showed solidarity with striking workers, passing Resolution 269 to increase strike pay to \$60 per day - to begin on the 10<sup>th</sup> day on the picket line - up to a maximum of \$300 a week.

"With such a healthy strike fund, it is time for the first increase in strike pay in 16 years," National Secretary-Treasurer Charles

Fleury told delegates. "No CUPE member will ever have to stand down from a picket line because the union can't support their strike."

The resolution was submitted by the National Executive Board and CUPE BC. It's the first pay increase for members on strike or in lockout since 1997. CUPE's strike fund currently stands at \$70 million.

"This is just one piece in making sure our members don't starve on the picket line. We also have to educate the public about what a picket line really is," said CUPE BC President Mark Hancock. "There are too many people crossing picket lines."

■ Wes Payne

# Convention highlights



*CUPE's 50<sup>th</sup> anniversary convention was a time to celebrate our achievements in making life better for our members and all Canadians.*

"We believe the services we provide make Canada a great place to live, and we vow to defend those services," said Paul Moist, national president of CUPE, in his convention report.

In his report to the over 2,100 convention delegates National Secretary Treasurer Charles Fleury echoed the call for CUPE members to unite in protecting the services they provide every day.

"A strong team must include all our members. That's why we need to stay in touch with our membership. With the Fairness project, launched in conjunction with the CLC, we will have an even stronger



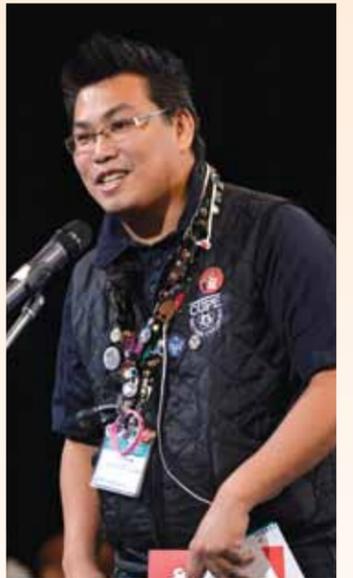
team to meet the challenges ahead. Together, we have the power to make change," concluded Fleury.

The opening day of convention also included a stirring speech from Thomas Mulcair, leader of the official Opposition and NDP.

"For 50 years CUPE and the NDP have stood together side-by-side on Parliament Hill and on the picket lines. And together, we're standing up for a fair and inclusive Canada where no one is left behind," said Mulcair.

Other guest speakers included Public Service International Secretary-General Rosa Pavanelli and Canadian Labour Congress President Ken Georgetti.

Throughout the convention delegates were treated to a series of videos on



CUPE's 50 year history, spotlighting the accomplishments of our union's rise to be Canada's largest.

The convention also took time to look at what the future holds and the challenges facing our movement.

Journalist Anne Lagacé Dowson moderated a panel discussion on reinventing the labour movement. Panelists included celebrated playwright Tomson Highway, champion for income equality, Trish Hennessy from the Canadian Centre for Policy Alternatives, and Martine Desjardins, an activist and key figure in the 2012 Quebec student strike.

While in Quebec City, Convention delegates took the opportunity to send a message of support to the city's blue collar workers with a mass demonstration at the National Assembly. The 1,100 blue collar workers have been without a contract for nearly three years.

Highlights for the resolutions passed include a strike pay increase to \$60 per day, to begin on the 10<sup>th</sup> day on the picket line and up to maximum of \$300 per week, the creation of a Sector Council, and

Resolution 27 calling for a stop to the Harper government's plans to reduce the number of flight attendants on planes. The convention closed with the passing of CUPE's strategic directions,

charting CUPE's priorities and work for the next two years.

For full convention news, photos and videos visit **CUPE50.CA.**

■ Greg Taylor



## Têtes-à-têtes!



## The night of the living P3s

When first elected, the Wall government denied it would privatize any aspect of public health care. Yet today, they are doing just that through an ever-growing number of initiatives.

One of these initiatives, the 3sHealth, a shared services organization, will close all regional hospital laundries within two years



after signing in December a 10-year agreement with for-profit K-Bro Linens from Alberta. Communities will lose publicly-operated health care laundries in Moose Jaw, Prince Albert,

Regina, Saskatoon, Weyburn and Yorkton – leading to the loss of good-paying jobs for workers and services for patients and residents.

Privatization's grasp on health care services is growing at an alarming rate in Saskatchewan. 3sHealth is reviewing many other health care services that could be privatized. In 2012, the government announced that the new hospital in North Battleford and the Plains Surgery and Outpatient Care Centre in Regina could be P3s. This past summer the govern-

ment announced plans to build a new long term care facility in Swift Current as a P3, and possibly another in Estevan. And the Regina Qu'Appelle Regional Health Authority plans to contract out MRIs to a private, for-profit clinic, calling them "community-based clinics."

Despite widely-reported problems with P3s in other provinces, Premier Brad Wall is pushing ahead in other public service sectors. In October, the Premier announced the building of nine new schools as P3s. Regina's new wastewater

treatment plant will be a P3. Saskatoon has committed to building the new civic operations centre as a P3 and is applying for P3 funding for a new bridge.

Much of the P3 privatization is being done by stealth, chipping away at public delivery without sufficient transparency or accountability. CUPE members in Saskatchewan will continue to stand up for public services that are accountable and fair for all – in municipalities, health care and education.

■ Janet Szliske

## Manitoba sets new ground with P3 accountability legislation

In the fall of 2013, the Manitoba NDP government released the regulations that govern the province's new *Public-Private Partnerships Transparency and Accountability Act*. This Act is a first for Canada, recognizing the serious concerns over accountability that P3s represent.

Already the NDP opposition in Saskatchewan has attempted to table similar legislation, calling for openness and transparency for

all P3 projects entered into within the province.

When CUPE published *Asking the Right Questions: A Guide for Municipalities Considering P3s* in September of 2012, concerns were raised regarding the perceived benefits to cities and towns who consider P3s for their infrastructure projects. The perceived benefits of reduced cost, higher service quality, and better value for dollar were all debunked throughout CUPE's study. In fact, the actual outcomes

of these projects undermine these claims even further.

In Winnipeg, construction of the South District Police Station was brought back in-house after the city discovered that it would cost taxpayers less than the original P3 project, while other P3s are being heavily scrutinized for major cost-overruns of millions of dollars.

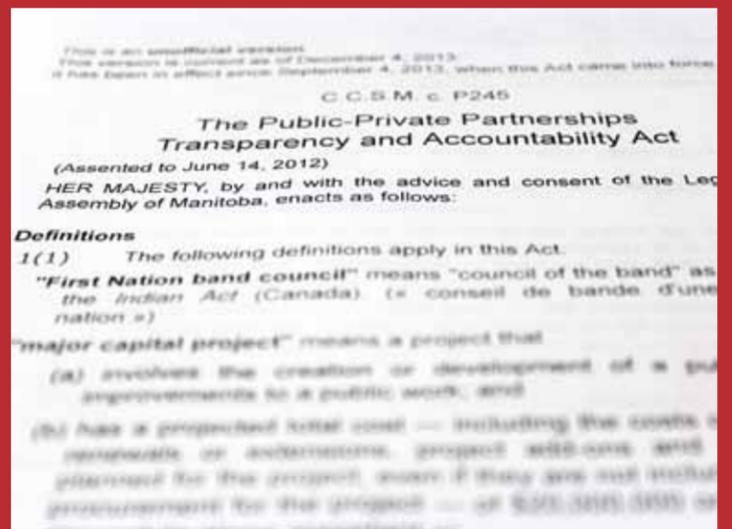
These types of issues, along with concentrated lobbying efforts from CUPE and the Manitoba Federation of Labour, have resulted

in the provincial government of Manitoba taking action to address P3 projects. Legislation and regulations will require the proposed P3 to be subject to public sector comparators (meaning that the P3 must prove that it will be better value for the taxpayer), hold public consultations, and will be held

to account every step of the way through strict reporting requirements.

This new legislation is an excellent way forward in ensuring that the public understands that P3s aren't what they bargained for, and will hopefully curtail future P3s in Manitoba.

■ David Jacks



## in brief

### CUPE National Health and Safety Award



David Lamanna, co-chair of his local's Joint Health and Safety

Committee and a long-time health and safety advocate from CUPE 2 in Toronto, was greatly touched by the award he received. A signal technician at the Toronto Transit Commission, he continues to push for improved safety at his workplace.

### Grace Hartman Award



Sylvie Goyer, who led a sustained struggle for pay equity at her Uni-

versity of Montreal workplace, is the recipient of the 2013 CUPE national convention Grace Hartman award. In thanking all those in CUPE who supported the long pay equity fight, she stressed that "you can't achieve great things on your own. You need a team. So I did not come here to receive this award alone."

### Disability Rights Activism Award



Ray Smith is a longtime activist for persons with disabilities. In addition

to his years of activism, and his four years as co-chair of the Persons With Disabilities National Working Group, Smith's efforts to launch CUPE's national campaign on disability rights, *A Solidarity of Abilities*, was cited as perhaps his greatest achievement.

### Literacy opens doors, breaks barriers



"Through literacy and education, doors open and barriers come down," the president of CUPE 835, John Deveau, said in accepting the 2013 convention literacy award. A health care local in Yarmouth Nova Scotia, CUPE 835, is the first 'group' recipient of the award, which recognizes those who champion literacy.

### Communications Awards

Union solidarity depends on good communication. CUPE's local communicators put in long volunteer hours to make sure our members are informed. This year we honoured communicators with 10 Communications Awards. For a complete list of winners visit [CUPE50.CA/COMMUNICATIONS-AWARDS-2013](http://CUPE50.CA/COMMUNICATIONS-AWARDS-2013).



## Redford government attacks public sector workers

They demonstrated in the bitter Alberta cold, with numbers growing every night.

Thousands of people signed petitions, posted their opposition on Facebook, Twitter and other social media sites, called and wrote their MLAs with increasing frequency and urgency.

Even those not friendly to labour, (like the Wildrose party and the Calgary Herald) spoke out against Bills 45 and 46.

But in the end, the government of Alison Redford was deaf to the chorus of voices mobilizing against them, and they passed radical anti-union laws in the dead of night after shutting down debate.

The new legislation takes away the ability of the Alberta Union of Provincial Employees (AUPE) to apply for arbitration when they are unable to achieve a contract on behalf of the 21,600 public sector members. Bill 46 took arbitration off the table, and forces AUPE to settle for a two per cent wage increase over four years.

And in case AUPE members decide to take job action to protest this action, Bill 45 increases fines for illegal strikes dramatically, and creates a new category of 'strike threat' in which a union can face huge fines if rank and file members or officials, or even members of the media or public, advocate for illegal job activity. Unions can now face fines of up to \$250,000 per day, plus \$50 per member per day, plus civil damages, if they do not put an end to casual talk of striking among members.

■ Lou Arab

# 'I could be at a UNISON Conference'

## UK labour leader notes the similarities between her union and CUPE

It was her first visit to North America, but UNISON President Maureen Le Marinel felt right at home watching CUPE National's convention from the visitor's gallery.

"I could be at a UNISON Conference," said Le Marinel. "Your issues are exactly the same issues that we're facing in the UK."

Le Marinel is the President of UNISON, the 1.2 million strong British public sector union. Hard hit by privatization efforts of the UK Conservative Government, UNISON has had to launch an organizing drive to follow members into the private sector. Le Marinel is passionate about the £10 million campaign to ensure privatized workers don't lose the rights they had as union members.

"You go over (to the private sector) on those terms and conditions, you go over on those pension provisions, but within six months that private employer can change all of that with the stroke of a pen," said Le Marinel. "And what we've got to do is make sure that our members that go



over there are protected."

UNISON's efforts are bearing fruit. In the first two weeks of their campaign, 4,000 privatized employees rejoined the union's ranks.

Le Marinel hopes her union can assist CUPE in its campaigns, including fighting the attack on private sector pensions, which has already happened in Britain, and privatization

efforts, which are ongoing. The UNISON leader thinks membership engagement and strong ties to the public are key to winning those battles.

"Employers and politicians don't like listening to trade unions, but they will listen to community groups," said Le Marinel. "And they are heard by the public as well. If you've got the public behind you, and the public support, and the public are writing to MPs and Ministers, than that makes a massive difference."

Solidarity is on her mind as she visits Canada. Le Marinel stresses the needs for unions to work together and share information.

"I don't just think it's UNISON in the UK, or CUPE in Canada, I think if you look to every trade union across the world, we're facing the same attacks, wherever you find a conservative government. Conservative governments are talking to each other, they're organizing between countries, and we need to do the same."

■ Lou Arab

### NATIONAL SECRETARY-TREASURER CHARLES FLEURY

## Protecting CUPE's financial security

Sisters and Brothers, let me first wish you a Happy New Year. I hope you have recharged over the holidays because in 2014, CUPE and the Canadian labour movement will require the involvement of all our members to counter the attack on workers from governments and employers.

As you know, money is the lifeblood of war. That is why one of the central objectives of the current anti-union offensive is to undermine our ability to protect the financial interests of our members and all Canadian workers.

Our opponents will try whatever means they can to empty our coffers. There's the Conservative Bill C-377, which, if adopted, will impose a heavy financial burden, especially on local unions. There's also a desire expressed by several right-leaning governments to pass laws that

will weaken the Rand formula, which requires all workers to pay dues to the unions representing them. The threat to the financial security of unions is very real and we need to retaliate with force.

Fortunately, CUPE and its allies can rely on a tremendous asset: their members. This makes it essential to stay in touch with our base. We must ensure that our members understand all that their union does for them, thanks to their contributions. With the *Unite for Fairness* project, which has initiated an important conversation with each of our 627,000 members, we will have an even stronger team to meet the challenges that await us.

As with many other organizations, the 2008 economic crisis left its impact on the revenues we need to wage our battles. Of course, we have a responsibility to be prudent managers of the money entrusted to us. Be assured that CUPE National will take all the necessary steps to provide every local with the services it needs to negotiate and enforce its collective agreements. We will also ensure that the human and financial resources are available to implement the policy priorities identified by the delegates at the convention in Quebec City.

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





# International Women's Day

---

MARCH 8, 2014

---

**CUPE**