

# Twenty-fifth Biennial Convention Proceedings



***CUPE 2011*** CUPE NATIONAL CONVENTION – VANCOUVER

**PRESIDENTS EMERITUS**

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**JUDY DARCY**

Immediate Past President  
1991-2003

**JEFF ROSE**

1982-1991

**FORMER NATIONAL SECRETARY-TREASURERS**

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**KEALEY CUMMINGS**

1975-1985

**JEAN-CLAUDE LANIEL**

1985-1989

**GUESTS**

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**JUNEIA BATISTA**

Co-chair  
Public Services International Inter-Americas

**SARAH BÉLANGER**

Political Assistant to the Executive Committee of the Public Service Alliance of Canada

**BARB BYERS**

Executive Vice-President  
Canadian Labour Congress and Chief Electoral Officer

**MARY LOU CHERWATY**

President  
Northern Territories Federation of Labour

**JOHN GORDON**

National President  
Public Service Alliance of Canada

**MARK LANGEVIN**

Sub-Regional Coordinator for North America  
Public Services International

**IRENE LANZINGER**

Secretary-Treasurer  
BC Federation of Labour

**MARGARITA LOPEZ**

President  
SINTRACUAVALLE, Columbia

**GAÉTAN MÉNARD**

Secretary-Treasurer  
Communications, Energy and Paperworkers Union of Canada

**FRED MUZIN**

Past National Executive Board Member

**DUKENS RAPHAËL**

General Secretary  
Union of Public and Private Sector Workers, Haiti

**CANDICE OWLEY**

President  
Wisconsin Federation of Nurses and Health Professionals

**JIM SINCLAIR**

President  
BC Federation of Labour

**NICK SIGLER**

Head of International Relations, UNISON

**ELEANOR SMITH**

President  
UNISON

**AUNG NAING SOE**

General Secretary  
Nationalities Youth Forum, Burma

**MI AIE SON**

Mon Youth Progressive Organization, Burma

**BOB WHITE**

President Emeritus  
Canadian Labour Congress

**SPEAKERS**

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**MAUDE BARLOW**

National Chairperson  
Council of Canadians

**OLIVIA CHOW**

NDP Member of Parliament

**ANNE McGRATH**

Chief of Staff for the Leader of the Opposition (NDP)

**STEPHEN LEWIS**

Distinguished Visiting Professor at Ryerson University in Toronto

**N. ROSE POINT**

Aboriginal Elder from the Musqueam Nation

**GREGOR ROBERTSON**

Mayor of Vancouver

**NYCOLE TURMEL**

Interim Leader  
New Democratic Party

**MARIE CLARKE WALKER**

Executive Vice-President  
Canadian Labour Congress

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## **MONDAY, OCTOBER 31, 2011**

### **MORNING SESSION**

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### **CONVENTION OPENING**

*The 2011 CUPE National Convention was called to order at 10:00 a.m. with Brother Barry O'Neill, President of CUPE-B.C., in the chair.*

BARRY O'NEILL (President, CUPE-B.C.): On behalf of the 85,000 CUPE members in British Columbia, we welcome you to our 25<sup>th</sup> National Convention.

Workers all over the world are facing attacks they have never seen before. We, in Canada, are attacked – all in the name of "we caused it all". We created the meltdowns and it is our fault that the economy is in trouble. The banks would have you say that this meltdown or turndown is a result of our greed. I am here to say to these folks – these "champions of the right"—that they need to understand a couple of things.

The catastrophe we are now facing is not a result of workers. It is the result of banks and high finance being greedy. They need to understand that workers in Canada truly are the engine of the economy and that we will continue to be it.

We are facing a huge challenge. In this province, we have seen the attacks and it is no different in Nova Scotia, Québec, Ontario, Newfoundland and other provinces.

We are going to show organizations like the Canadian Federation of Independent Business that we do more for independent business in this country than they will ever do and we do it from our communities and our neighbourhoods.

We have seen the actions of many activists across this country and internationally. We will celebrate the most recent action in Vancouver and one that has also happened across the country – Occupy Vancouver, Occupy Ottawa, Occupy cities all across this country and all across the planet. But, occupation is one thing. It brings the level of awareness to a point where a whole lot more needs to be done and a whole lot differently. We have to move to the next level and show the financial institutions that what our society needs is what it should look like and that we're going to work to make this happen through other actions, bigger actions, more actions on the street by labour, workers, communities, to ensure it's Our Canada, not "O" Canada.

As CUPE has always done and with the many different opinions we share, we must remember we need to respect each other's opinion. Whether we agree or not, we should all have an opinion and should have in our parliament the ability to stand up without any problem and voice it. I encourage you all to do that.

## **INTRODUCTION OF GUEST SPEAKER**

BARRY O'NEILL (President, CUPE B.C.): N. Rose Point was born on Seabird Island Reserve in British Columbia. A survivor of residential schools, Rose moved to the Musqueam Nation in 1957 when she married her husband, Cagney Point. Together they have four children, two grandchildren and two great-grandchildren.

Rose has had many careers in public services and is, and always has been, an advocate of public sector unions. As a former Band Council member, Rose is an Elder adviser at the British Columbia Institute of Technology, Aboriginal Services Department. Rose leads us in giving thanks to our host nation, the Musqueam Nation.

*Following Sister Rose Point's address, Brother Barry O'Neill thanked her and presented her with a gift.*

*"Bread and Roses"  
"Solidarity Forever"*

*Brother Barry O'Neill presented the gavel to Brother Paul Moist, National President.*

CHAIRPERSON PAUL MOIST (National President): It is a tremendous privilege for me to chair my fourth CUPE national convention here in beautiful Vancouver. I promise to be fair and I know that you will let me know if I stray.

My job as chair is to create a space where healthy, honest and open debate can take place and to ensure that our convention remains a forum where all members have a chance to be heard and I pledge to do my very best.

## **INTRODUCTION OF SPECIAL AND INTERNATIONAL GUESTS**

Beginning with CUPE former National President from 1983 to 1991, President Emeritus Jeff Rose; former National President from 1991 to 2003 and the next member of the Legislature for New Westminster in B.C., President Emeritus Judy Darcy; former National Secretary-Treasurer from 1975 to 1985, Kealey Cummings; and former National Secretary-Treasurer from 1985 to 1989, Jean-Claude Laniel.

Bob White, President Emeritus of the Canadian Labour Congress and former President of the Canadian Auto Workers; Barb Byers, Executive Vice-President of the Canadian Labour Congress who will also serve as our Chief Electoral Officer; Mary Lou Cherwaty, President of the Northern Territories Federation of Labour; Jim Sinclair, President and Irene Lanziner, Secretary-Treasurer of the British Columbia Federation of Labour; John Gordon, National President and Sarah Bélanger, Political Assistant to the Executive Committee of the Public Service Alliance of Canada; Gaétan Ménard, Secretary-Treasurer, Communications, Energy and Paperworkers Union

of Canada; and Fred Muzin, past National Executive Board member.

Juneia Batista, Co-chair, Public Services International Inter-Americas; Mark Langevin, Sub-regional Coordinator for North America, Public Services International; Eleanor Smith, President and Nick Sigler, Head of International Relations, UNISON; Dukens Raphaël, General Secretary of the Union of Public and Private Sector Workers, Haiti; Margarita Lopez, President of SINTRACUAVALLE, the water workers' union in Columbia; Mi Aie Son, Mon Youth Progressive Organization and Aung Naing Soe, General Secretary, Nationalities Youth Forum, Burma; and Candice Owley, President, Wisconsin Federation of Nurses and Health Professionals.

### **INTRODUCTION OF THE NATIONAL EXECUTIVE BOARD**

The members of the National Executive Board are: Claude G  n  reux, National Secretary-Treasurer; and the five general vice-presidents are: Daniel L  g  re, Atlantic and Maritimes; Lucie Levasseur, Qu  bec; Fred Hahn, Ontario; Tom Graham, Saskatchewan; and Barry O'Neill, Alberta and British Columbia.

The two diversity vice-presidents are: Yolanda McClean and Brian Barron; and the regional vice-presidents are: Wayne Lucas, Newfoundland and Labrador; Danny Cavanagh, Nova Scotia; Lori Mackay, Prince Edward Island; Sandy Harding, New Brunswick; Nathalie Stringer and Charles Fleury, Qu  bec; Candace Rennick, Michael Hurley and Henri Giroux, Ontario; Mike Davidson, Manitoba; Judy Henley, Saskatchewan; Marle Roberts, Alberta; Mark Hancock and Ken Robinson, British Columbia.

### **EQUALITY STATEMENT**

"Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.

As unionists, mutual respect, cooperation and understanding are our goals. We should neither condone nor tolerate behaviours that undermines the dignity of self-esteem of any individual or creates an intimidating, hostile or offensive environment."

Discriminatory speech or conduct which is racist, sexist, transphobic or homophobic hurts and thereby divides us. So, too, discrimination on the basis of ability, age, class, religion, language and ethnic origin.

Sometimes, discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.

Discrimination and harassment focus on characteristics that make us different; and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions, and justice in the workplace, society and in our union. CUPE's policies and practices must reflect our commitment to equality. Members, staff and elected officers must be mindful that all sisters and brothers deserve dignity, equality and respect."

### **CODE OF CONDUCT**

CHAIRPERSON PAUL MOIST: At CUPE events, we all want to feel respected and included. This makes our union stronger. As well as the Equality Statement, CUPE has established a code of conduct which defines expectations for behaviour from members and staff at events organized by CUPE National, including this convention. The code arises from the work of our National Women's Task Force and resolutions adopted by our convention in 2007.

In June 2010, the National Executive Board approved a code of conduct for CUPE national events. It represents our commitment to conducting our union's important business in a safe and respectful environment. As CUPE members, staff and elected officers, we commit to one another and to the union to be governed by the provisions and the principles in the code. But where inappropriate behaviour undermines our solidarity, the code is there to handle complaints and impose consequences, if required.

The code lays out a clear process for complaints. The first step is perhaps to ask that the behaviour stop. If that doesn't work, a complaint can be made to one of the convention ombudspersons who will try and resolve the problem.

If the offender refuses to work towards implementing a resolution, the ombudspersons can report to the person in charge of the event who may expel persons from the event – in this case our convention.

We are confident that everyone attending the convention will be guided by the Equality Statement and by the Code of Conduct.

I would ask you now to observe a moment of silence to pay tribute to the sisters and brothers, both members and staff, who have passed away since our last convention. These sisters and brothers fought many battles and paved the way for many of the struggles we take on today.

*"moment of silence"*

### **INTRODUCTION OF GUEST SPEAKER**

BARRY O'NEILL (President, CUPE B.C.): In November 2008, the people of Vancouver chose Gregor Robertson as their mayor. Mayor Robertson and his vision Vancouver team have a strong commitment to social justice as evidenced through their goal

to end street homelessness by 2015. They are tackling housing affordability and public transit and making Vancouver greener and more liveable for everyone.

Since taking office, Mayor Robertson has brought a new tone and has built a respectful relationship with unionized workers. Last year, he was featured in a special CBC-TV program called *"Make the Politician Work"* where he spent three full days alongside CUPE members picking up garbage and recycling and performed other duties as many of us do on a daily basis. He rolled up his sleeves, got his hands dirty and saw first-hand how unionized workers are critical in achieving Vancouver's greenest city goal. Certainly the relationship we have had with the Mayor of Vancouver has been spectacular and one we hope will continue.

*Following Brother Gregor Robertson's address, Brother Barry O'Neill thanked him and presented him with a gift.*

### **RULES OF ORDER**

CHAIRPERSON PAUL MOIST: We will now move to the rules of order. They are CUPE's continuing Rules of Order and set out and form part of the National Constitution of CUPE.

If we run into any constitutional issues or problems with parliamentary matters, I am very fortunate to be able to call on the immediate expertise of four very wise and learned constitutional advisors: Bill Sumerlus, Dawn Learning, Chantale Grenon-Nyenhuis and Cora-Lee Skanes.

Although we must follow the Rules of Order as set out in our Constitution, I also want to appeal to the delegates to help make this convention one where we are able to move along and deal with important business before us.

I make a very solemn commitment to you that I will not abuse my role as chairperson. I will try at all times to be fair and democratic and respect the rules of order and be consistent and fair in the application of those rules.

At our last convention, Article A.9 was amended so that delegates will now vote on the resolution brought before the convention rather than voting on a recommendation of the committee. This change means that we will be debating and voting upon the resolutions and constitutional amendments as they were submitted and not on the committee's recommendation of concurrence or non-concurrence. Although the Resolutions and Constitution Committees are not required to express opinion, they can still express whether a resolution or constitutional amendment should be approved or rejected.

This amendment changes the rules that deal with motions to refer back substantially. Under Rule A.14, a motion to refer back to the committee before the resolution or constitutional amendment has been voted on is still in order. However, if a resolution or a constitutional amendment is defeated by you, a

motion to refer the resolution or constitutional amendment back to the committee for further consideration is no longer appropriate under Rule A.17. This is because Rule A.17 speaks to the recommendation of a committee – and not to a resolution itself. As we are no longer voting on the recommendations of committees, which is the substance of Rule A.17, there is no recommendation to refer back to the committee for reconsideration.

I also want to make reference to Rule A.4 that states that speeches are limited to three minutes. This rule is the result of a resolution adopted at our 1993 convention. It was clearly the desire of delegates to move through as many resolutions submitted by local unions as possible.

There is one other issue I want to address and that is the matter of points of order, points of information and other points that delegates try either in the midst of a debate or between debates. Under our rules of procedures, there are only two types of points allowed: a point of order or a point of privilege.

A point of order is made when a delegate believes that something has happened that is contrary to our rules of order. A point of order has to be raised at the time of the alleged irregularity. It cannot be raised later. When a point of order will be made, I will consider the objection and make a ruling.

A point of privilege can be made only if a delegate feels it is absolutely necessary to correct an inaccuracy that would otherwise reflect badly on him or her or on CUPE as a whole. It is my job to decide if it is properly a matter of privilege.

I will not allow delegates to rise at the microphone on any other points. If you are not clear about a motion on the floor, you can ask at any time to have the motion re-read. But I am strongly urging delegates to limit our convention time to addressing resolutions and reports so we can do the business of our convention.

### **CREDENTIALS COMMITTEE REPORT**

The committee members are: Patti Chapman, co-chair, Local 1328, Ontario; Michael Reed, co-chair, Local 4078, Airline Division, British Columbia; Gail Brinston, Local 3017, Newfoundland and Labrador; Dianne Frittenburg, Local 1933, Nova Scotia; Minerva Porelle, Local 3392, New Brunswick; Leonard Gallant, Local 1779, Prince Edward Island; Sylvain Allard, Local 1294, Québec; Darlene Shkawritko, Local 4214, Manitoba; Gloria Fingas, Local 3967, Saskatchewan; Gloria Lepine, Local 3550, Alberta; Louise Oetting, Local 2081, British Columbia; Marle Roberts, NEB liaison; Monique Desroches, Kathy Todd and Ian McLean, staff advisors.

This is the first report of the committee.

From Newfoundland and Labrador: 42 delegates representing 22 local unions, 1 delegate representing 1 provincial division, for a total of 43 delegates and 7 alternate delegates.

From Nova Scotia: 56 delegates representing 27 local unions, 1 delegate representing 1 provincial division, for a total of 57 delegates and 5 alternates.

From New Brunswick: 68 delegates representing 30 local unions, 3 delegates representing 3 councils of unions, for a total of 71 delegates and 2 alternate delegates.

From Prince Edward Island: 25 delegates representing 11 local unions, 1 delegate representing 1 provincial division, for a total of 26 delegates and 1 alternate.

From Québec: 197 delegates representing 73 local unions, 3 delegates representing 3 councils of unions, 1 delegate representing 1 airline component, 4 delegates representing 2 service contracts, for a total of 205 delegates and 6 alternate delegates.

From Ontario: 505 delegates representing 184 local unions, 1 delegate representing 1 council of unions, 6 delegates representing 6 district councils, 1 delegate representing 1 service division, 1 delegate representing 1 provincial division, for a total of 514 delegates and 60 alternates.

From Manitoba: 84 delegates representing 29 local unions, 1 delegate representing 1 provincial division, for a total of 85 delegates and 11 alternates.

From Saskatchewan: 74 delegates representing 25 local unions, 1 delegate representing 1 council of unions, 1 delegate representing 1 provincial division, for a total of 76 delegates and 7 alternates.

From Alberta and the Northwest Territories: 91 delegates representing 37 local unions, 1 delegate representing 1 provincial division, for a total of 92 delegates and 3 alternates.

From British Columbia: 250 delegates representing 131 local unions, 4 delegates representing 4 district councils; 1 delegate representing 1 service division; 1 delegate representing 1 provincial division, for a total of 256 delegates and 9 alternates.

At this time, we have a total of 1,432 delegates and 111 alternate delegates representing 569 local unions, 8 councils of unions, 10 district councils, 2 service divisions, 1 airline component, 2 service contracts, 8 provincial divisions, 2 national officers and 5 general vice-presidents.

As per Article 6.4 of the National Constitution, we also have 6 equity-seeking group delegates with voice but no vote.

On behalf of the committee, we move adoption of this report.

(M/S M. Reed, P. Chapman – Carried)

There are 22 locals that have been chartered after the end of the previous fiscal year. They are locals 4963, 5032, 5033 and 5054 from Nova Scotia; local 5023 from New Brunswick; locals 5034, 5038, 5041, 5045, 5051, 5053, 5066 and 5072 from Québec; locals 5060, 5068, 5070, 5071 and 5110 from Ontario; local 4053 from Alberta; and locals 2011, 5035 and 5046 from British Columbia. The members representing these local unions asked they be allowed delegate status. The National Executive Board has passed a motion recommending to the Credentials Committee that these delegates be seated.

(M/S P. Chapman, M. Reed – Carried)

### **CONVENTION CALL**

CLAUDE GÉNÉREUX (National Secretary-Treasurer): In May, an advanced notice was issued to all local unions and chartered organizations. All resolutions, submitted in accordance with Article 6.11(a) of the CUPE Constitution that needed to be sent by August 2, 2011 have been included in the Resolutions and Constitutional Amendments book. A copy was mailed in advance to all local unions and chartered organizations.

Also, in accordance with Article 6.3, the official call for the 25<sup>th</sup> Biennial National Convention was issued on August 2, 2011 to all local unions and chartered organizations that were in good standing at the time. Delegate representation for locals eligible to attend convention was calculated in accordance with Articles 6.4 and 6.5 of the CUPE Constitution. We are expecting that by the end of the last Credentials Committee Report more than 2,500 delegates, guests and staff will be in attendance. I would like to welcome you all.

(M/S C. Généreux, unidentified delegate – Carried)

*“video presentation”*

### **NATIONAL PRESIDENT’S REPORT**

PAUL MOIST (National President): It is my great privilege to welcome you to the beautiful City of Vancouver to our 25<sup>th</sup> Biennial Convention.

What a sight! From this podium, you are over 2,000 strong first-time delegates, long-time activists and leaders, CUPE staff – some attending their last convention – and special guests from around the world. To each and every one of you, thank you for your activism, your dedication and your leadership.

You are the face of CUPE – 615,000 members – strong and growing. We gather this week to debate, to plan, to strengthen our unity and to speak truth to power and to say to those who attack public services and free collective bargaining rights and to all who seek to turn back the clock: read our lips! We are proud public employees and we will fight to defend quality public services, fight to defend trade union rights and fight to build a better world for all workers.

As I begin these remarks, I must say a word about my friend and brother, our National Secretary Treasurer, Brother Claude Généreux.

We will honour Claude on Wednesday morning. Having had the pleasure and privilege of working with Claude for the past eight years, I want to say that no union has ever had a more competent or diligent steward of its finances than has ours.

In ten short years, Brother Claude has strengthened our finances and increased our support for campaigns, strengthened our provincial divisions, increased our privatization fightback and increased our global justice work.

In the 48-year history of our union, we are at our strongest point ever. And while many deserves our thanks, one person stands above all. Thank you Claude for all of your hard work, your friendship, your sound stewardship and mostly for your strong leadership.

Two years ago, when we met in Montreal, we discussed the global recession, then just 12 months old.

- The attack on auto workers in Canada and the United States over government investments designed to save this key industry.
- The attack on our members in the cities of Windsor and Toronto in the summer of 2009 – attacks that actually continue to this day.
- The beginnings of the attack on public sector workers throughout the globe as governments began to focus on dealing with debt which was taken on to pull the global economy out of recession – a recession caused by Wall Street bankers and currency speculators.

Today, some two years later, the attack has deepened:

- In Romania, a 25% permanent wage cut to the entire public sector.
- Our sister union, UNISON, in the United Kingdom, is facing 500,000 layoffs and legislated concessions on public sector pensions.
- The ripping up of decades of progress, the social contracts in Greece, Spain, Ireland and Portugal, to name only a few European union countries. And today the euro and the European Union itself are on the brink of collapse!
- In the United States, in former democratic strongholds such as Wisconsin, Michigan, Ohio and New Jersey, a full frontal attack on wages, benefits, pensions, and bargaining rights of public employees. Wisconsin became “ground zero” in this unprecedented attack. Public employees and civil society occupied the state legislature, conducted

“recall campaigns”. And a fire was lit that was one of the sparks of the “Occupy Wall Street” movement.

We have a special friend here this week, Sister Candice Owley from the American Teachers’ Federation in Milwaukee, Wisconsin. We want to salute her and the brave workers in Wisconsin. It was a pleasure to be in Madison with you at the height of the fightback. Not only did you inspire us but also inspired workers around the world. We salute you for igniting the pushback that is occurring today.

While Wisconsin was the catalyst for fightback in the United States, the Occupy Wall Street movement must be placed in a much broader context – 30 years of neo-liberalism – and deference to markets above all else.

The roots of Occupy Wall Street also began last spring in the Arab world and in the Middle East. Skyrocketing food prices and crippling rates of unemployment, particularly among young people, lit a flame. So too did some violent and galvanizing acts by various dictatorships.

- In April, in Syria, 13 year-old Hamza as-Khateeb attended a protest with his father. He was swept up by security forces, his jaw and kneecaps were smashed, he was shot, his body was covered with cigarette burns, and was returned to his family one month later. His brutal murder saw tens of thousands hit the streets demanding regime change.
- In Tunisia, a 26 year-old street vendor Mohammed Bovazizi, set himself on fire after security forces confiscated his fruit and vegetable cart. This act of brutality led to protests that brought 50 years of dictatorship to an end.
- In Egypt, plain clothes police dragged 28-year old Khaled Said out of an internet café in Alexandria and was beaten to death. Photos of this act of violence went viral and the Mubarak regime fell in the face of widespread protest.

Activist Naomi Klein spoke to the Occupy Wall Street Movement in New York three weeks ago. In part, she said: “The 1% loves a crisis, when people are panicked and desperate, it's the ideal time to push through privatization and the slashing of public services”. She talked about “the new normal being serial disasters: both economic and ecological.”

Joseph Stiglitz, former World Bank Chief Economist, calls this corporate capturing of public policy, “government of the 1%, by the 1%, for the 1%.”

We have a host of issues to deal with this week: bargaining, privatization fightback, pension, equality, all important, but none is more important than the global fightback.

Our union cannot be isolated. We must strengthen our internal solidarity, our relations with other unions, our

connection to civil society, to our political party, to students, to anti-poverty activists and others.

We must speak truth to power, to the 1% and say: "We don't accept the attack on public services which narrow the gap, services that make our society more equal. We are a united union and we know where we stand. We stand with the 99% and fully commit to building a better world for all workers."

Within our union, we face an incredibly busy agenda and many challenges:

- Our bargaining climate has gotten much tougher, almost one-half of our 3,900 collective agreements are open and austerity restraint measures are driving down wage settlements.
- In Toronto, our members face unprecedented cuts and privatization measure. The mayor's brother, Councilor Doug Ford, said, "We're going to be outsourcing everything that is not nailed down." Last week, solid waste collection; this week, selling off 10% of the Toronto Hydro and privatize Enwave, the city's heating system. This same councilor tried to take on Canada's pre-eminent author Margaret Atwood, advocating library branch closures. Well, guess what? That plan didn't work. CUPE 4948 members connected with the community and plans to close branches were shelved. We win when we align with the community and fight back! Congratulations to the members of Local 4948 for fighting smart and winning!
- The incredible campaigning by members of Locals 416, 79 and Toronto Hydro workers, Local One, are paying off. Mayor Rob Ford's approval ratings have plummeted. There is no fat to cut in the services in Toronto and the community is opposing the agenda of fear and cuts that Ford proposes.
- Our civic locals are heading into bargaining and rumour has it that they'll be locked out in January 2012. So, this battle won't end soon, but you need to know the impact that our Toronto locals are having, the positive impact. I salute them and commit the ongoing support of our national union, to push back against the Ford agenda and to defend each and every one of our members and their jobs in the great City of Toronto.
- I salute CUPE British Columbia and CUPE Nova Scotia, both of whom are connecting with their communities by speaking out about the value of local purchasing and the positive effects this can have on local economies. It's a new way of fighting back and it's working.

We continue to act on the direction you gave us last convention:

- Our long-term care and child care tours;

- Our campaign to expand the Québec Pension Plan and the Canada Pension Plan. Sixty-five per cent of Canadian workers have no workplace pension plan and no prospect of their employer sponsoring one. This will be a long-term struggle, but we can't stop. Our goal must remain coverage for all CUPE members and an expanded CPP to offer dignity in retirement for each and every Canadian worker.
- I salute CUPE health care workers, specifically the Ontario Council of Hospital Unions and New Brunswick health care workers. They are in the face of their communities, standing up against bed closures and standing up in favour of public Medicare.
- I salute our political efforts. The federal election, I didn't think I would ever see this, 103 new democrats elected. We are 55 seats away from forming government in Canada. In Ontario, we almost doubled our seat count. Mr. McGuinty has a minority government now and it's a tribute to the efforts of CUPE activists.
- Newfoundland and Labrador, we came one seat away from forming official opposition because of the work of CUPE members.
- And I salute CUPE 998 Manitoba Hydro Workers. They conducted a campaign in Manitoba where you can't make donations to political parties. In addition, their campaign said this: 90% of Manitobans want to keep Hydro public. You know you've struck a cord when the leader of the opposition, a Conservative, takes out a full-page ad three days before the election, promising that if elected he will not privatize Manitoba Hydro. Well, guess what? For the fourth consecutive election with a bigger majority, the NDP got elected with two CUPE members.
- Our CETA campaign – I travelled throughout Canada with Maude Barlow of the Council of Canadians. We are bringing CETA – the Comprehensive Economic and Trade Agreement – the proposed free trade deal between Canada and the European Union, out in the open. We don't accept any more concessions to multi-national pharmaceutical corporations that will drive up the cost of prescription drugs. We don't accept that municipal, provincial and crown corporation procurement will be opened up to compulsory tender. And we don't accept expansion of investor rights for corporations which will see compensation paid to private corporations.

We can win the CETA debate by being visible and clear in stating that we accept that Canada is a trading nation, but we will never accept a trade deal which leads to the privatization of public services. We will fight to defend our jobs and the services our parents' generation fought to create.

The last challenge I'll mention is perhaps our biggest challenge: the Harper majority in Parliament. Because of this government:

- CAW members representing ticket agents at Air Canada had back-to-work legislation introduced 15 hours into their strike.
- Postal workers were locked out by their employer, the Government of Canada. And that same government imposes an agreement on them, one with less wage increase than their employer had offered.
- Our flight attendants at Air Canada – threatened legislation blocking their legal right to strike prior to their exercising that right. Then, blocking the right to strike by referring the entire matter to the Canadian Industrial Relations Board – extraordinary interference in the bargaining between our union and a private company.

These actions destroy free collective bargaining rights. They are more than a signal. They are a clear message to employers that the federal government is on their side. In these circumstances, after much anguish, we achieved an arbitration process, the best of some bad options, in order to achieve a renewal agreement at Air Canada.

I salute our flight attendants. They have endured much at the hands of their employer: wage rollbacks, worsened working conditions and unbelievable pressure on their pensions. And while we have a solution for Air Canada flight attendants – not a perfect solution – we need to say with one voice to Labour Minister, Lisa Raitt: “You are supposed to be the Minister of Labour, not the Minister of Employers.” Workers who went before us, fought for the right to free collective bargaining including the right to strike and we will fight with everything we've got to preserve our rights, rights that belong to us, not to you, or any government.

To Mr. Harper, if a strong, stable, Conservative Government means:

- Ending the Canadian Wheat Board's single desk selling against the wishes of grain farmers;
- Billions for jails while social services suffer;
- communities like Abbotsford can only get federal investment for infrastructure if they take P3 money;
- Silence on the renewal of the Health Care Accord with Canadians;
- Rising personal debt levels for average Canadians as housing doubled in the past 35 years, the economy has grown two-fold, yet wages have risen only 6% in real terms;

Then we reject your vision for our country. Assaulting workers' bargaining rights will destroy labour relations in Canada. So, Prime Minister Harper, from CUPE's Parliament in Vancouver,

we say this: “We won't be gripped by fear. We'll do what we do best; we'll organize, we'll increase our political activity and we'll tear down your majority and elect Canada's first ever federal NDP government in the next federal election.”

We dedicate our 25<sup>th</sup> constitutional convention to the memory of our friend and the leader of our party Jack Layton. Jack was my friend and I miss him incredibly. But the spark he lit burns brightly and we have within sight a dream many of us never thought possible. To get there will be a lot of work but *“Hope will triumph over fear if we resolve to work as we never have before.”*

Today, fighting to preserve services that our parents struggled to build is the order of the day. Working to create a better Canada has to be our long-term goal, a Canada that pursues peace, not war; a Canada with a national child care program universal and accessible for all families.

This vision has to drive our union. It's a vision that Canadian families want and will embrace. We cannot allow Harper to place us in a box, playing to Canadian fears by calling us, as public employees, a privileged class, by isolating us. He isolates us, he wins.

When we are united, we are a force for good. When we unite with other citizens who share our vision, we are an unstoppable force for good and we will win.

Thank you to each and every one of you for your activism and energy. Thank you to our staff for working alongside with you, day in and day out. Thank you to all CUPE retirees, staff and activists. Your efforts built Canada's biggest and best union. We accept the torch that you have passed to us and we commit to continue the fight to realize your dreams for our union.

Now, let me ask you. Can we win this fight? Can we push back at the Harper agenda? Can we increase our work with students, coalitions and civil society? Can we expand our global justice work and build a better world for all workers? Yes, we can!

You are the leaders of our union representing 615,000 members at work today providing needed public services – services that make our society better and more equal.

Take a look at yourselves as I introduce the face of our members. We are:

- Hydro workers providing essential services for all Canadians;
- Library workers making communities better;
- Child care workers and casino workers;
- Flight attendants making the sky safer;
- Paramedics making communities safer;
- School workers keeping children safe and educating them;
- Social service workers;

- Communications workers providing media service everywhere in Canada;
- Municipal workers in zoos, in parks, in public works, everywhere in Canada; and
- Health care workers in acute care, long-term care, labs, kitchens and clinics.

Look at the face of CUPE – 615,000 women and men who make Canada a better place to live, 24/7 and 365 days a year. They are why we're here. They are who we are fighting on behalf. They want us to win and we can!

I declare open, for the transaction of business, the 25<sup>th</sup> constitutional convention of Canada's biggest and best union – our union – the Canadian Union of Public Employees.

(M/S unidentified delegate,  
unidentified delegate – Carried)

## **MONDAY, OCTOBER 31, 2011**

### **AFTERNOON SESSION**

□

CHAIRPERSON PAUL MOIST: Environmentally, we are very proud that CUPE has taken some big steps at this national convention. As you know, we want to be, in the labour movement, a leader in the environment. In Vancouver for the first time, the carbon emissions from all delegates, staff and guest travel and from all the printed materials are being fully offset. This is therefore our first ever carbon neutral convention.

We achieved this by purchasing offsets and working with Carbonzero, a firm that makes investments in a social housing retrofit project in Montreal where CUPE members work. This project utilizes new and energy efficient technologies which replaces inefficient gas boilers, piping systems, and allows for the fuel switching of heat generation system for natural gas to electricity. This convention centre is also a terrific green building with many fine environmental features.

We are also using less paper, cutting back on materials and using technology to steadily decrease our carbon footprint to help fight climate change.

### **PRESENTATION OF THE NATIONAL HEALTH AND SAFETY AWARD**

CHAIRPERSON PAUL MOIST: Nine very impressive nominations were received. They are: Local 2094, Nova Scotia; Denise Mallet, Local 1378, New Brunswick; David Giroux, Local 4628, Québec; Bill Young, Local 4400, Ontario; Carlos Flores, Local 50, British Columbia; David Viau, Local 1182, Ontario; Charlie Morrison, Local 110, Manitoba; Bob Dauphinais, Local 37, Alberta; and Gary Orsten, Local 38, Alberta.

Brother Gary Orsten won the ninth National Health and Safety Award. Gary has been a dedicated union health and safety activist with an impressive list of achievements. He has been an executive member of local 38, City of Calgary, since 1977 and also held the position of vice-president. For most of this time, Gary has been chair and ex-officio member of the health and safety committee. Listing all of Gary's achievements would be too long, but briefly, he was instrumental in negotiating health and safety language into their collective agreement by providing education to rank-and-file members, drafting contract proposals and being part of the negotiating committee.

Since 1984, Gary has participated in joint health and safety workplace inspections and ensuring action was taken on countless hazards. He helped set up and was a board member of the Alberta Municipal Safety Association. Gary has served on the CUPE Alberta Health and Safety Committee where he was an essential resource to all CUPE locals in Alberta.

Between 1977 and 1992, Gary was a key member of the Alberta Federation of Labour Health and Safety Committee where he successfully advocated for the defence of all workers, including those without the protection of a union.

From 1999 to 2002, Gary served on a tripartite committee that created Alberta's Health and Safety Code. For the past 25 years, he has been providing health and safety training for stewards and members, facilitated countless week-long and weekend schools and has helped to plan and been a resource person on several national health and safety conferences.

Finally, the National Health and Safety Committee minutes indicate that Brother Gary attended his very first meeting on December 11, 1989. He went on to serve three terms on our national committee. He helped develop policies, legislation and workshops and helped promote one of the most important days for our union and the global labour movement – the April 28 Day of Mourning.

It gives me great pleasure to present this award to Brother Gary Orsten with the symbol of the canary in a cage that reads, *"In recognition of outstanding contributions to the health and safety of CUPE members."*

### **REPORT OF THE NATIONAL SECRETARY-TREASURER**

CLAUDE GÉNÉREUX (National Secretary-Treasurer): It has been ten years since you elected me as your national secretary-treasurer and eight years since I presented my first convention report.

As I prepare to take my leave and hand the books to a new national secretary-treasurer, I am struck by how we have strengthened our foundations while expanding our reach over the last decade. I came into this office on a promise to manage CUPE finances with accountability, transparency and fairness. I wanted to help make CUPE stronger by making it more stable and transparent financially.

I am pleased to say that with the support of our national president, the National Executive Board, and all of you, we have succeeded. We can see it in the activity of our union, in the campaigns we run and in our increasing involvement in electoral politics.

Rather than having to spend our energies in the last two years dealing with the internal crises of decades ago like deficits, a diminishing strike fund and unfounded liabilities, we were able, this year, to channel some new resources into our largest election budget ever.

CUPE members have been actively involved in one federal election, four provincial elections – with Saskatchewan still to come next Monday, two territorial elections, municipal and school board elections here in British Columbia and, just to top it off, the odd by-election. And as a union and as a movement, we benefit from this activity in so many ways.

First, we work together to help elect the governments that workers and our communities need. Sometimes we have a partial victory, like we did in the federal election. The results at the federal level have given us as Dickens said, *"the best of times and the worst of times"*. We and other workers are struggling with a Harper majority, but for the first time ever, have an NDP official opposition. Even when we lose in the campaign process, we challenge those who would govern us to stand up for our communities and the public services they need.

We educate each other and the broader public about crucial issues and correct the distorted, even wrong information disseminated by politicians and media about finances, taxation, trade and pensions.

Secondly, we build our own capacity by mobilizing our members. The focus of much of our election work has been on organizing CUPE members to speak to other CUPE members, encouraging them to do everything from casting a ballot to making a financial contribution to working on a campaign in one of our targeted ridings. We come out of these elections with a growing body of activists ready to take on other campaigns.

Without a doubt, CUPE locals and members are active. The attack on workers and on public sector workers in particular has intensified. Indeed, there is a growing attack on services in and of themselves with more municipal governments in Toronto, Winnipeg, Calgary and elsewhere undertaking one version or another of "core service" reviews.

If they're not cutting the service, they're looking at how to privatize or contract it out under the guise of getting it for less. Of course, we know that there is no such thing as getting it for less; the money is taken from decent wages and benefits and put into private profit.

Delegates to our national convention in 2007 decided to create a dedicated anti-privatization fund. It has been well used to mobilize our members and build community alliances. The more we fight, the more we win, the harder the privateers come after our public services and our jobs.

It is remarkable to me that the acronym PPP – for public-private partnerships – did not exist in French and was little known in English when I was elected 10 years ago, even to the privateers. Now, we see editorial cartoons about P3s and, in Québec, we even have stand-up comedians making jokes about them.

We have proved time and again, sometimes with the help of auditors, sometimes with our researchers and economists, that privatization costs more. There is no transfer of risk from the public sector to the private sector. To the contrary, the public becomes the insurance company for the privateers. P3s mean privatized profit and socialized loss.

We need to fight because the forces that want to privatize are the same ones who want us to believe that the only solution for economy is to have ever lower corporate taxes.

These are the same ones who fuelled this decade's financial speculation and the bubble that burst three years ago. Instead of investing in hard and social infrastructure that benefits us all, these speculators and privateers were investing in financial infrastructure on Wall Street and Bay Street, to the point where they created an armada of financial engineers.

Our communities need real engineers – the kind who builds roads and bridges – not financial engineers who build private profit. We need tax fairness, not corporate tax cuts. To win, we also have to continue fighting on free trade.

I was elected right after the "Battle in Seattle" protests at the World Trade Organization meeting, which were followed by actions in Québec City against the Free Trade Agreement of the Americas.

As these globalization efforts went down, phoenix-like they tried again with internal free trade through TILMA in the West and ATLANTICA in the East. Now, we are still fighting but on a whole new dimension with the Comprehensive Economic and Trade Agreement (CETA). Previous trade agreements have been country-to-country, but this one is country-to-continent – all of Europe.

And it's not really about trade; it's about opening up our public sector procurement to multinational corporations. And it's not about setting up new services to citizens. It's about multinationals wanting to privatize those and deliver them for a profit. Some of them like Aramark, Compass, Sodexo that operate in our sectors, are as big as some European national economies.

We have to ask: how is CETA good for workers or communities? It's not. The effect of CETA will be to make bargaining even harder and to put our public services at risk. Twenty-five years of free trade in North America has revealed the false promise of prosperity for all. In Mexico, ten people own 10% of all the wealth in the country of 100 million peoples! Yes, 10 people only. In the United States of America, a study showed that in one year, the largest 25 American companies paid more money to their top management than they paid in taxes. This speaks to the inequality rising in our societies.

Companies and Wall Street got up easy when in 2008 they created a mess we're in. Populism, like the Tea Party, created all sort of political diversions. Recent mobilization against Wall Street and Bay Street shows that they will not get off that easily. There's work for us.

There is one more issue that is integral to any talk about the economy – the environment. Our earth is warming due to our own human activity. We're trade unionists; we might be the best bargainers on earth, but we can't bargain with nature. Action is all we have.

We need to debate the issues based on scientific evidence, set goals and fight for them in order to reduce greenhouse gas emissions. We need to promote a green economy where workers can transition to good jobs and not just leave this fight to the environmentalists. Harper has dealt with this issue in his own way by proceeding to fire hundreds of scientists working on this.

Capital abuses nature as much as it abuses workers. These are intersecting fights. Working together will make us stronger as we saw last June, in Italy, where more than 95% voted against privatizing water in that country. This was an issue about both the environment and public services.

Our campaigns to see progressive candidates elected at every level of government, to fight against privatization, to support collective bargaining are successful when we are able to communicate effectively with one another.

At our last national convention, delegates declared 2010 the Year of the Steward. Since then, scores of members have gone through the steward learning series, strengthening our core in the workplace.

One issue that has continued to come up year after year is the question of membership lists and access to them for campaign purposes.

When I was first elected in 2001, the Blackberry had been on the market for two years – as a pager. Smart phones didn't exist. It took radio 38 years to reach 50 million consumers; television 13 years to do the same; internet four years only; and Facebook two years. Ten years later, we have undergone a communications revolution, and we're still

talking about membership lists. Technology has moved us beyond local autonomy and ownership of lists. We need to look at how we can be more effective in communicating with our members and with the broader public and how we use social media and other tools to build coalitions with union and community partners and to strengthen solidarity.

Privatization, trade agreements, resisting the attack on public sector workers, improving communications – these are all decisions to be made for the 2011-2013 period in our discussion of national strategic directions. We have been using the national strategic directions process to set our policy course since 2003. At the time, your two national officers proposed the strategic directions paper as an alternative to policy papers.

At previous national conventions in the 90s, delegates adopted up to 12 policy papers at a single convention, but we had to wonder whether that was really democracy at work. There was little time for thorough debate and too many good policies were left sitting on the shelf. Instead, we proposed one paper that would be discussed and debated with no designated pro or con microphones. Locals could still submit resolutions.

At this convention, we have reached the fifth generation of our national strategic directions. We have covered all the basics. Our task now is not to re-invent the wheel, but to report back on what we have done and discuss how we will enrich it as we move forward.

As your national secretary-treasurer, I take great pleasure that we can discuss a strategic policy direction for the next two years knowing that we are on a solid foundation, that we have the staff and the financial resources to invest and an activist member-base that is ready for the challenges ahead of us.

As usual at our convention, I will just mention some of the highlights of our three funds.

The General Fund takes care of CUPE's day-to-day operating expenses. Besides the costs of staffing, offices and supplies, the National Executive Board and national committee expenses, the General Fund includes monies for strengthening divisions, strengthening district councils and anti-privatization.

In 2009, our total income into the fund was \$153.6 million with \$152.1 million from per capita and \$817,872 from investment income. In 2010, our total income was \$159.3 million. Per capita revenue made up \$157.9 million and investment income was \$965,988.

We continued to invest in staff, both in the regions to provide direct servicing, and at the National Office. Our capital assets – in other words, our buildings – also continued to grow. All this happened while investing more on ourselves – CUPE members.

In 2010, we were also able to bring an end to the legal guerrilla war waged upon us by Bridgetech Systems Inc. and Ottawa Carleton Mortgage Inc. This technological issue plagued us from the time I took office ten years ago. The \$2.3 million that we have had to carry on the books as an accounts payable since 2002 has now been written off and added to the provision for employee future benefit expenses. We are on a steady course with our revised roadmap goal of having more or less a match regarding the funding of the total future liability on our books by 2029 versus our overall financial obligations.

The General Fund also includes the monies we have dedicated each year to fighting privatization. In 2009, we spent \$3.2 million on anti-privatization fights against a budget of \$2.5 million. The difference was made up from under spending in 2008.

We continued to overspend in the legal and arbitration budget, by \$328,000 in 2009 and \$984,000 in 2010. Some of this overspending can be attributed to a general trend in Québec where employers are forcing arbitration awards to the Superior Court. We see similar trends with specific employers in other provinces as well. At the same time, we must go back to our policy on retaining outside legal counsel that states that the request for financial assistance must go through the regional director and the director of our legal services branch for approval before counsel is retained. We are getting a large number of after-the-fact requests and I therefore must remind locals of the policy.

Also continuing to grow is the National Defence Fund, where we place 4% of all per capita revenue. This is the fund used for most of our political activity across the country. In 2009, the fund had \$7.2 million in total assets; in 2010, the amount grew to \$8.8 million.

On-the-ground campaigns by locals are funded primarily as cost-shared programs. In 2009, the National Executive Board approved \$1.8 million in new cost-shares and \$2.7 million in 2010.

This is the fifth national convention where delegates will discuss and debate our national strategic directions. The implementation of these policies is also covered by the National Defence Fund – in 2009 to the tune of \$1.4 million and in 2010 in the amount of \$1.3 million.

Through the National Defence Fund, we were also able to provide \$1.4 million in 2009 and \$1.2 million in 2010 for regional strategic priorities in CUPE.

Finally, the National Defence Fund also includes the spending envelope for major organizing campaigns, totalling \$2.6 million in 2009 and \$2.1 million in 2010. Since our last convention, our total membership has grown by about 6,200 to more than 612,000 today.

One of our greatest financial assets as a union is our National Strike Fund, which receives 6% of our national per capita revenue each year. Combined with investment income, that allowed the Strike Fund to reach a balance of \$30.4 million at the end of 2009 and \$43.7 million at the end of 2010. Although we look at the last two years at this convention, I am pleased to tell you that this year our National Strike Fund has reached \$50 million.

We are in an era of difficult bargaining and a concerted effort by employers and other interests to turn public opinion against the people who provide the services they need every day. In this climate, our locals do not make decisions lightly when it comes to taking job action. Partly as a result of this climate, we saw few strikes in 2010 with only \$610,000 paid out of the fund. In 2009, however, with major strikes in Toronto and Windsor among others, the National Strike Fund paid out \$16.9 million.

A healthy strike fund means our members never have to consider giving in to an employer's demands because they do not know how they will survive a strike. A healthy strike fund means we have clout at the bargaining table.

At our next national convention, we will be celebrating 50 years of this great union. I hope to be there, but this time as a retiree. When I made the decision to step down as national secretary-treasurer, I was reminded of the Freedom Riders from the American south, who are celebrating the 50<sup>th</sup> anniversary of their determination to end racial discrimination. As they rode throughout the southern states from spring to fall in 1961, some people got off and others got on at each stop.

My stop has appeared. It is time for me to get off the bus and for someone else to get on. You will make the decision about who will be at this convention through an open and democratic process.

I want to thank you for the honour of letting me serve as your national secretary-treasurer. It is my great pride that once elected, I was never challenged. Together, we have taken our union from a series of financial crises to a solid and secure footing. I hope that you will ask your new national secretary-treasurer to stay the course and continue to build members' equity in our union.

This is not about bean counting. It is about being able to fund our political activity, to wage successful campaigns, to have strength at the bargaining table, to educate members and to foster activism and militancy.

There are forces in this country and elsewhere who would give anything to see us flounder on the rocks of financial weakness, who would like nothing better than to see us disappear. That's why groups like the Fraser Institute and the Tories in the recent Ontario election have targeted the Rand formula – the automatic dues check off. And the very first private member's bill introduced in the Harper majority parliament just one

month ago was by a B.C. Conservative MP Russ Heibert that would require unions to file all of our financial information – not with our members as we already do – but with the tax department for all to see including our employers. This is a solution looking for a problem.

Make no mistake. This is not about protecting the rights of workers. It's about the right-wing getting their hands on information they can sensationalize in their ongoing campaign to discredit unions and the power they give to working people. It is an incremental approach to attacking the Rand formula. Harper said he would make the economy the priority of his government. We now see the real agenda.

In fact, a director of Americans for Prosperity – a group backed by the wealthy Koch brothers who also funded the anti-union fight in Wisconsin – said: "We fight these battles on taxes and regulations, but really what we would like is to take on the unions out at the knees so that they don't have the resources to fight these battles". Don't let us ever be in the position of giving them that pleasure.

We also need to continue on the path we have set for building our human resources capacity. Our union will continue to grow. We already have more than 800 dedicated staff who we rely on every day in every part of our organization. We need to improve our ability to recruit new staff, to manage our staff resources in the best ways possible and to keep our union on a positive trajectory. And, back to need for ongoing sound financial management, we need to be able to meet all of our obligations to staff, who have given so much to the union, when they retire.

I know too that the commitment our members have to global justice and international solidarity means we will continue to support our sister and brother trade unionists around the world.

I am happy to have been able to see the construction of a new building for our sister union in Haiti following the devastating earthquake in 2010 – a project in which CUPE has been instrumental.

#### *"video presentation"*

Our union too has reached a new level of maturity and unity. You have many candidates offering for national secretary-treasurer. Three of them currently sit on the National Executive Board and the fourth one is a good activist. At our last National Executive Board meeting, I found myself looking around the room and thinking – there is no tension here. There was a time when that would not have been possible.

I want to thank all candidates for offering and presenting their ideas in such a way. There will be an election on Wednesday, and on Friday, life will go on. CUPE will be united and strong.

Our strong foundation is not just financial. Our real foundation is our people and that is who I want to thank now because I could not have done this job without you.

First, to our members – thank you for keeping me in this job for so long. This is all about you, local leaders and your rank-and-file members; and thank you for all of the kind words and gifts since I announced I would not be re-offering.

To Patricia, a home care CUPE member in Ontario and to so many others, I apologize for I feel I've not delivered enough on raising you all out of poverty. This work and the work for equality and social justice need to go on.

Secondly, to our staff – every day you work hard to get the best out of our members. Your activism inspires others. Bargaining, servicing, campaigns – we couldn't do it without you. Here, I wish to thank Susan for epitomizing this commitment. Susan was rushed to a hospital in an ambulance last year. While getting there she called her regional director to make sure someone else would meet members she had an appointment with at 2:00 p.m. in Fredericton.

Third, the team at National Office – for you, delegates, it's the army working "out there", in the shadow. They're as committed as staff in the trenches with you.

Fourth, the National Executive Board – to all of you, it has been a pleasure serving with you. I am proud of all we have been able to accomplish together. And that is the key word: together. I have served on our board for 18 years and have never experienced the unity that we have today.

Last, but by no means least, our national president Paul Moist. I believe that the unity and maturity that we have in our union is due in no small part to Paul's leadership.

Eighteen years on the board and ten as your national secretary-treasurer. On these last ten years, I guided myself thinking a lot about a thing Einstein once said: *"Not everything that can be counted counts, and not everything that counts can be counted."*

It's not been a job; it's not been work for me. Confucius said: *"Choose work that you like and you will not have to work one day in your life."* I was a hospital worker and then stopped working when you elected me. We do what we do because *"If work were such a splendid thing, the rich would keep more of it for themselves"*, said someone else.

I do not yet know what my next life adventure will be, but whatever it is, I will always have CUPE in my heart. Thank you!

(M/S C. Généreux, M. Hancock – Carried)

## REPORTS OF THE NATIONAL TRUSTEES

The national trustees are Colin Pawson, Mark Goodwin and Ronald Dagenais.

### January 1 to December 31, 2009

The national trustees' meeting began on May 10, 2010 in Ottawa, at the CUPE National Office, and ended on May 14, 2010. To complete their audit, the trustees had access to the following documents: National Executive Committee minutes, National Executive Board minutes, quarterly financial statements, General Fund, Strike Fund, Defence Fund, cost-shared files, expense files, per capita and arrears files, actuarial valuation of post-retirement and post-employment benefits for 2009, and any other document deemed necessary for the audit.

At the time of this report, CUPE's per capita revenue for 2009 was \$152,123,050. This amount of revenue requires CUPE to retain professionals with respect to a number of areas to ensure adherence to best practices, in order to protect CUPE's revenue.

#### New Recommendation

Given CUPE's growth and the reliance on actuaries, auditors, and money managers to handle investment strategies, the trustees recommend that during the next year, the national president and the national secretary-treasurer and the trustees, together with the auditors and any staff deemed beneficial, meet to establish a future plan for the national trustees. This will help us in our objective to apply the provisions of the CUPE constitution and help us, as well as future trustees, continue the work of trustees.

#### General Fund/Arrears/Per Capita Receivables

The General Fund has assets of \$113,000,947. The per capita receivables as at December 31, 2009 were \$24,563,632. We must consider that \$13.3 million of these receivables date from December 2009, and \$10.2 million date from October and November 2009. Interest is added to late per capita after three months. Only interest bearing amounts are considered to be in arrears.

#### New Recommendation

With respect to the per capita, the trustees recommend that CUPE review debts each year, and do what is needed to ensure that the locals are up-to-date in their payments.

#### National Defence Fund

The trustees reviewed entries made to the National Defence Fund and found them to be in compliance with the National Defence Fund Regulations.

#### National Strike Fund

The trustees reviewed entries made to the National Strike Fund and found them to be in compliance with the National Strike Fund Regulations.

#### Accrued Benefit Liability

The trustees reviewed in detail the report completed by Buck Consultants with respect to the accrued benefit liability.

The liability as at December 31, 2009 is \$185,916,00 as reported by Buck Consultants. This liability does not include accrued vacation.

The trustees maintain, once again, that the accrued benefit liability is understated on the balance sheet and, thus, the members might not understand the magnitude of this problem. We reiterate that, if this liability continues to grow, CUPE's future financial health could be severely weakened. In last year's report, we recommended that the NEB develop a strategy to fully fund the accrued benefit liability by the year 2029. We acknowledge the budget decision made in 2009 to dedicate more financial resources to this obligation.

#### Expenses

The trustees examined a random sampling of expense files for the National Executive Board, the executive assistants, and CUPE national and regional staff. The trustees found these files to be in impeccable order.

We met with the national secretary-treasurer and among many items we discussed were cell phones. The national secretary-treasurer advised that CUPE is working constantly to harmonize its cell phone plans. For the moment, things have not progressed as far as he would like, but it must be understood that not all groups have the same cell phone technology, and that as contracts expire, CUPE hopes to adopt the same cell phone provider for everyone.

As for automobile expenses, the trustees noted that there was progress with respect to the issue of kilometrage documentation brought forward in the 2007 report, but this adjustment must be accelerated. For the trustees to be able to audit the fuel expenses there must be a monthly accounting of the kilometrage of each vehicle leased by CUPE which should be entered on the official expense form. We are aware that there is a difference between the French and English forms. CUPE should standardize the necessary documents.

#### New Recommendation

The trustees noted that it is sometimes extremely difficult for them to understand CUPE's payment system. The system

allows staff to do the paperwork very quickly, since they know the codes and abbreviations permitting them to identify the payment requisitions. The trustees recommend that CUPE develop a quick and simple way to identify these payment requisitions, in order to facilitate the audit.

#### New Recommendation

That “common practices or understandings” be written down, voted upon by the National Executive Board and if adopted, become a CUPE administration policy. That the national officers review CUPE policy and practices annually and update the policy binder.

#### Pension Plan

While the trustees do not audit the pension plan, the actuarial valuation on the pension plan is reviewed to confirm the status of the funding and ensure that this is properly reflected in CUPE’s financial statements as it relates to the employee future benefit liability.

#### Cost-Shared Campaigns

The trustees reviewed the cost-shared campaign files and found that all relevant documents were included and in compliance with the National Defence Fund Regulations.

#### Concluding Remarks

The trustees found the books to be in excellent order. We congratulate Brother Généreux for his efforts over the past year. We would also like to thank the interpreters who worked with us, as well as CUPE staff members who always answered our questions quickly and accurately. Special thanks to Sisters Tammy Greaves and Monique Bélair for their assistance.

(M/S C. Pawson, M. Goodwin – Carried)

#### January 1 to December 31, 2010

##### Introduction

This year our audit meeting took place at CUPE National office in Ottawa from May 16 to May 20, 2011. Before the meeting, CUPE offered the trustees two days of training with Deloitte & Touche, our external auditors, on risk management and performing an internal audit. We also had the opportunity to meet with CUPE National President Paul Moist, and National Secretary-Treasurer Claude Généreux, with whom we had the opportunity to discuss several items of interest. We appreciated this experience and hope to have more meetings and training sessions in the future.

Based on our training session with Deloitte and Touche, we decided to implement a rolling five-year work plan for the trustees. This plan is attached. We believe that this plan will

be more efficient and will allow for better follow-up for all parties concerned, including the National Executive Committee, the National Executive Board, the members, and future trustees.

To perform our audit we had access to minutes of the National Executive Committee meetings, minutes of the National Executive Board meetings, quarterly financial statements for the General Fund, the Strike Fund, and the Defence Fund, files on per capita payments and arrears, actuarial valuations of pensions and post-employment benefits for 2010, and any other document deemed necessary for the audit.

#### General Fund and Per Capita

At the time of this report CUPE’s per capita revenue for 2010 was \$157,695,843. The General Fund had assets of \$128,430,200 as at December 31, 2010. This amount of revenue requires CUPE to retain professional services in a number of areas to ensure adherence to best practices.

#### Per Capita Receivables and Per Capita Arrears

The per capita receivables as at December 31, 2010 were \$26,088,453. 54.4 % of that amount was due for the current month (for a value of about \$14 Million); 41.7% was within a two-month period (for a value of \$10 Million) and 3.9% is over 60 days late and considered in arrears for a value of \$1,017,449. Interest is charged for per capita arrears after three months. Only those accounts that are charged interest are considered to be in arrears. The collection of these arrears is now included in our five-year audit action plan for future monitoring.

#### National Defence Fund

The trustees reviewed entries made to the National Defence Fund and found them to be in compliance with the National Defence Fund Regulations.

#### National Strike Fund

The trustees reviewed entries made to the National Strike Fund, and found them to be in compliance with the National Strike Fund Regulations.

#### New Recommendation

The trustees note that the National Executive Board makes many decisions with serious financial implications over the course of a year, and then has to manage the outcomes of these decisions. We found the risk management workshop offered by Deloitte and Touche very helpful in assessing the outcomes of financial decision-making. In order to ensure that decisions made are in the best interest of CUPE members, we believe that NEB members would benefit from this workshop and recommend that they attend.

### Accrued Benefit Liability

The trustees reviewed the report completed by Buck Consultants in detail with respect to the accrued benefit liability. The liability as at December 31, 2010 is \$199,691,000 as reported by Buck Consultants. This liability does not include accrued vacation. As in last year's report, the trustees maintain, once again, that the accrued benefit liability is understated on the balance sheet. The union's accounting policy is not in agreement with Canadian generally accepted accounting principles. We also note that the accrued benefit liability continues to grow every year. We know that the National Executive Board has developed a strategy, but it must be adequately reviewed. We have included this item in our five-year audit plan as well.

### Pension Plan

The trustees reviewed part of the pension plan. Its actuarial valuation is reviewed to confirm its adequate capitalization and to ensure that it is an accurate reflection of CUPE's financial statements with respect to liabilities and funding of future benefits. We have included this item in our five-year audit plan.

### Statement of Expense Form

Again this year we noticed that some employees do not fill out the expense forms properly. For example, information on the vehicle kilometrage is often not filled in. We have seen this negligence year after year. CUPE should enforce the policy stating that no expenses shall be reimbursed until the form is completed properly. This is a long-standing issue. We also ask once again that expense forms be standardized across regions.

### Concluding Remarks

The trustees found the books to be in excellent order. We congratulate Brothers Généreux and Moist for their efforts over the past year. We would also like to thank the interpreters who worked with us, as well as CUPE staff members who answered our questions quickly and accurately. Special thanks to Sisters Monique Bélair, Tammy Greaves and Danielle Clairoux for their assistance.

(M/S C. Pawson, M. Anderson – Carried)

### Internal Audit Plan 2011

<b>Auditable Process for Unit</b>	<b>Relative Risk Rating</b>	<b>Nature of Work</b>	<b>Key Audit Areas or Issues</b>	<b>Schedule</b>	<b>Tasks</b>
Per capita arrears over 3 months	Medium	Financial review	Membership stats	3 years	NEB + NEC Internal staff, reps Local union trustees
Pension Liability	Low as a going concern  Medium solvency report	Financial review	Review investment policy  Actuarial valuation	5 years  April 2011	NEB + NEC Trustees  NEB + Trustees
Employee Benefits	High	Financial Review	Review investment policy	5 years	NEB + NEC + Trustees

### RESOLUTIONS COMMITTEE REPORT

The members of the committee are: Manon Lupien, co-chair, Local 5436, Québec and Laurie Whyte, co-chair, Local 951, British Columbia; William Sheppard, Local 569, Newfoundland and Labrador; Louise Riley, Local 1259, Nova Scotia; Leo Cheverie, Local 1870, Prince Edward Island; Delalene Harris Foran, Local 1127, New Brunswick; Carrie Lynn Poole-Cotnam, Local 503, Ontario; Gerry Flood, Local 110, Manitoba; Donna Smith, Local 4828, Saskatchewan; Elizabeth Tweedale, Local 37, Alberta; Louella Vincent, Hospital Employees' Union, British Columbia; Daniel Légère, NEB liaison; Shelly Gordon, Annick Desjardins, John Lepine and Stan Marshall, as staff advisors.

The Resolutions Committee has been appointed under Article 6.10 of the CUPE Constitution. The committee is independent of the National Executive Board, our provincial divisions and our locals. Our deliberations over the past week were carried

out with the full knowledge that we are accountable only to the delegates of this convention. We have worked diligently and conscientiously on behalf of the delegates and members.

We have reviewed each resolution submitted to the convention. The committee would like to thank the many locals, councils and divisions for their hard work on behalf of the membership in submitting over 260 thoughtful resolutions focused on the issues facing our membership, our communities and the broader society every day.

The 2009 national convention adopted constitutional amendment C26 which changes the way in which resolutions are dealt with at convention. Beginning with this year's convention, the Resolutions Committee will no longer make recommendations of concurrence or non-concurrence. The committee will place resolutions directly on the floor for

consideration and the delegates will vote whether or not to adopt them.

The Resolutions Committee still has the responsibility to examine and consider each of the resolutions submitted. While we no longer make recommendations to the delegates, we do have the responsibility to ensure that the resolutions are clear and are in compliance with CUPE's Constitution and to consider whether they contradict existing CUPE policy and to alert the delegates to these issues.

Article 9.3(d) of the Constitution states that the national secretary-treasurer is responsible for preparing and presenting the annual budget to the National Executive Board for amendments and adoption. The Resolutions Committee will place resolutions which have financial implications on the floor as long as they are general enough to allow the national secretary-treasurer and the National Executive Board to determine the budget. Resolutions that would tie the national union to a particular level of expenditure or to adding new staff are contrary to the responsibility and authority for budgets. We have placed this type of resolutions in two substitute resolutions which will be presented to the National Executive Board for consideration.

As per Article 6.11(b) of the Constitution, it is possible to submit emergency resolutions if they deal with issues that have arisen in the 90 days prior to the convention. They are submitted first to the National Executive Board for a ruling on whether or not the resolution addresses an "emergency". If they are accepted by the Board, they are referred to the Resolutions Committee. They can be placed on the convention floor by the Resolutions Committee if a majority of the delegates approve and when the resolution has been available to the delegates for four hours.

We recognize and support the desire of delegates at national convention to deal with as many resolutions as possible. We have tried to group resolutions and combine others of similar intent so that more resolutions can be presented to the delegates at convention.

The draft Strategic Directions 2011-2013 – *A Blueprint for the Future* – references many topics or issues that are also dealt with in resolutions. The process for consideration of the Strategic Directions document allows for broad debate. In order to maximize the number of resolutions that are debated on the floor and to enhance debate of this document, we have indicated that certain resolutions are covered by the Strategic Directions document. We encourage delegates to discuss those resolutions when the document is before convention.

We also recognize that the number of resolutions we debate at convention is contingent on dealing with other business of a pressing nature. These other issues are also important for delegates to address.

All resolutions not dealt with by this convention will be referred to the National Executive Board for decision. The National Executive Board will distribute a report on their decisions to local unions before the next convention.

On behalf of the Resolutions Committee, we move that our report be received.

(M/S M. Lupien, L. White – Carried)

**Resolution 112 covering Resolution 113** submitted by the National Executive Board and CUPE Ontario:

CUPE NATIONAL WILL:

1. Develop and launch a campaign for fair taxes at the federal, provincial and local government level, including research, education for members, lobbying and public communications material, focusing on the problems of eroding tax fairness, regressive tax loopholes and the potential for progressive tax reforms to provide increased funding for public services;
2. Work with and provide support to allies on this issue, including the progressive advocacy organization, Canadians for Tax Fairness.

BECAUSE:

- Canada's tax system has become increasingly regressive with corporate tax cuts, reductions in income taxes for the rich, an expansion of tax loopholes and increasing reliance on regressive consumption taxes, property taxes and user fees; and
- Sufficient taxation revenues are necessary to pay for quality public services that benefit all Canadians; and
- After building up deficits following the financial crisis, some Canadian governments are now cutting public services while further cutting corporate taxes; and
- Business funded lobby groups such as the Canadian Taxpayers Federation, Fraser Institute and CD-Howe Institute continue to advocate for regressive taxes; progressive alternatives advocating for a fairer tax system for lower income and working Canadians need to be supported.

(M/S M. Lupien, L. White – Carried)

#### **REMEMBERING NANCY RICHE**

CHAIRPERSON PAUL MOIST: Sister Nancy Riche devoted her life to working people as a labour organizer and as a lifetime new democrat. She served as an executive vice-president and then secretary-treasurer of the Canadian Labour Congress. Her list of accomplishments of her tireless activism and her service to working people is very long, including being named to the Order of Canada. She was an inspiration and role model for many sisters in our movement.

Sister Nancy Riche served as our chief electoral officer for the last four national conventions. She ran our elections with efficiency, fairness and with a good bit of Nancy's fun thrown in. Sadly, Nancy was taken from us when she died very suddenly just one month ago. We lost a great friend as our movement lost a great friend.

*"video presentation"*

## **TUESDAY, NOVEMBER 1, 2011**

### **MORNING SESSION**

□

### **TRIBUTE TO JACK LAYTON**

CHAIRPERSON PAUL MOIST: On August 22, we were all shocked and incredibly saddened to learn of the passing of our good friend and the leader of our party, the NDP, Jack Layton.

Jack took us to new heights on May 2 when the NDP formed the official opposition to the Government of Canada. He worked tirelessly on behalf of working people and he built our party with a vision for Canada that inspired hope.

Under Jack's leadership, the federal NDP ended the May 2 general election with an historic 103 seats and he increased to popular from 18% in 2008 to 30.6% on May 2. This included the incredible breakthrough in Québec where we won 57 seats and the people of Québec came to know Jack as *"un bon Jack, our good friend"*.

When he left us, all of Canada mourned the passing of a great leader, a politician who was truly different, spreading his message of hope and optimism rather than the politics of division that we hear all too often. The outpouring of grief and the sense of loss experienced by the entire country is something we have not seen in Canada before now.

Today, in our parliament, with 2,500 delegates, guests and staff, it is fitting that we pause and pay tribute to our good friend for the great Canadian he was and the work he did for each of us throughout his entire life.

It's our job to continue the project that Jack began for ourselves, for our families, for future generations of Canadians.

### **INTRODUCTION OF GUEST SPEAKERS**

CHAIRPERSON PAUL MOIST: It is my great pleasure to introduce two very special guests: Olivia Chow, Jack's partner in life and in politics; and Anne McGrath, Chief of Staff to Jack Layton.

Olivia's quest for a better society has been a life-long journey that has taken her from Hong Kong to Toronto and one of the most extraordinary careers in Canadian politics, first as a school trustee in Toronto, the city councillor and now as Member of Parliament. Since first elected as MP in 2006, Olivia has been a tireless activist for the residents of Trinity Spadina in downtown Toronto.

Anne McGrath, another very special person in Jack's life from our own family, is our former Director of Equality, served as an executive assistant to Judy Darcy, our former national president. Anne went to work for Jack when he was first elected NDP Leader. Jack told me he was borrowing her. That was four years ago, and Anne has made an incredible contribution and still does as Chief of Staff for the Leader of the Opposition.

*"video presentation"*

### **REPORT OF THE NATIONAL POLITICAL ACTION COMMITTEE**

The members of the committee are: Jim Laverie, co-chair, Nova Scotia; Debbie Hubick, co-chair, Saskatchewan; Terry Bennett and Michael Murphy, Newfoundland and Labrador; Marlene Hunt, Prince Edward Island; Tammy Provost, Nova Scotia; Serge Plourde and Tammy Nadeau, New Brunswick; Mario Sabourin, Québec; Jim Beattie and Colleen Costa, Ontario; Gerry Flood, Manitoba; Mike Scott and Sherrie Balon, Alberta; Paul Faoro and Marcel Masolais, British Columbia; Pat Shaw and Victor Elkins, Hospital Employees' Union, British Columbia; Paul Zamperin, Airline Division; Henri Giroux, NEB liaison; David Michor and Nicole Campbell, staff advisors.

*"video presentation"*

The National Political Action Committee was first established in 2003 and makes recommendations through the officers of the NEB on CUPE political action.

During 2009 and 2011, the committee and a number of national staff who are engaged in political action reviewed the 2009 strategic directions document and CUPE's political action initiatives with the purpose of developing a framework of CUPE political action strategies for moving forward.

Our framework also considered the existing strategies of Canadian Labour Congress and CUPE B.C. Both of these models have been years in the making; constantly changing and improving.

To meet the political action objectives as set out in the strategic directions document, the committee recommended to the National Executive Board that CUPE:

- Increase political action capacity within CUPE;

- Increase the coordination of CUPE political action initiatives with other CUPE initiatives;
- Increase coordination of CUPE political action initiatives with the NDP and the CLC;
- Increase the number of CUPE-endorsed progressive candidates at all levels of government;
- Increase lobbyist capacity of CUPE members and staff;
- Increase CUPE member and staff activism within the NDP.

CUPE is the largest union in Canada, with over 600,000 members and we have the capacity to make a difference. Political action begins the day after the election as our strategic plan includes:

- Connecting our issue based on campaigns with our political action work;
- Polling and consulting for effective messaging;
- Lobbying politicians and bureaucrats in our communities;
- Increasing CUPE capacity in the NDP;
- Targeting our election work where CUPE has a capacity to achieve change;
- Training staff and members to be leaders in election work.

CUPE endorsed 80 target ridings during the May 2011 federal election. We were successful in 46 ridings of which 32 were in our top tier. There were 23 ridings where CUPE members and staff ran for the New Democrats and six of those seats were won.

During the federal election, seven staff coordinators and 30 member-coordinators contacted over 150 CUPE locals with members in the target ridings, having conversations with close to 30,000 members explaining why CUPE is supporting the New Democrats in these ridings.

Fall 2011 will prove to be busy as we face more elections than ever before.

#### Provincial Elections 2011

Prince Edward Island:	October 3
Northwest Territories:	October 4
Manitoba:	October 4
Ontario:	October 5
Newfoundland and Labrador:	October 1
Nunavut:	October 11
Saskatchewan:	November 7
Yukon:	undetermined

#### Municipal Elections 2011

British Columbia	November 19
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We are active within the party, in the debates, during election campaigns and with the party once they are elected.

### **REPORT OF NATIONAL CONTRACTING-OUT AND PRIVATIZATION COORDINATING COMMITTEE**

The members of the committee are: Mark Ferguson, co-chair, Ontario; Cindy McQueen, co-chair, British Columbia; Dawn Lahey, and Warrick Clune, Newfoundland and Labrador; John Atwater, Nova Scotia; Robert Coughlin and Blaine Parkman, Prince Edward Island; Joey Kelly and Michel Losier, Nova Scotia; Pierre Soucy, Québec; Brian Madden, Ontario; Sallie M. Caufield; Manitoba; Nick Bonokoski, Saskatchewan; Joyce Baker and David Graham, Alberta; Carolae Donoghue, British Columbia; Rhonda Bruce, Hospital Employees' Union, British Columbia; Mike Davidson and Charles Fleury, NEB liaison; and Mary Catherine McCarthy, staff advisor.

#### *"video presentation"*

The National Contracting-Out and Privatization Coordinating Committee is one of CUPE's longest standing committees with representation from across the country and from a variety of sectors. Privatization threats have been intensifying as governments promote privatization and employers either willingly or reluctantly follow through by contracting out, selling assets and using P3s for infrastructure renewal.

Since the 2009 convention, committee members have been engaged in campaigns in their regions and as committee members share their experiences, lessons learned and make recommendations for strengthening our union to take on privatization.

In the spring of 2010, the committee welcomed the opportunity to meet with other national committees, especially CUPE's National Political Action Committee. Privatization continues to be a key issue fought on the political front as we have seen in elections over the last two years. The election of Rob Ford in Toronto, whose alarming determination to contract out city services has spurred the union into an intense broad-based campaign to mobilize members and the community in support of publicly-delivered municipal services. The election of the Harper Conservative majority government will force even more privatization either actively with PPP Canada Inc. or by neglect by failing to address the encroachment of for profit operators into health care, education, social services and municipal infrastructure.

Priority areas that the committee has focused on since the last convention:

Contracting in – Continue to provide resources, case studies education and campaign support for contracting in campaigns

- ✓ The committee participated in testing the contracting in national survey that has run since November 2010.
- ✓ An initial survey report has been completed. The purpose of the survey was to gather information:
  - To find more about what CUPE locals are doing to contract in important services;
  - To gather experiences from locals about contracting in;
  - To strengthen our capacity to organize contracting in campaigns; and
  - To provide concrete CUPE contracting in examples to help shape the debate on the benefits of publicly-delivered services.
- ✓ Representative case studies are being developed from the responses. To date, we have had 111 responses from across the country with a broad scope of work that has been contracted in. We have had success where an employer is willing to engage with us on the issue and not resistant because of economic or ideological reasons. Strategies such as collective bargaining, labour/management meetings, research, quality and safety monitoring, and lobbying are proving to be effective strategies to contract work back in-house.
- ✓ Additional resources for contracting in are now available on [cupe.ca](http://cupe.ca).
- ✓ Contracting in workshops are available.

Support for national campaigns

Committee members have participated in the national tour town hall and other events that ran from November 2009 to April 2010.

- ✓ The child care tour was spearheaded by the CUPE National Child Care Working Group. The tour's slogan was "A great place to grow – public child care". It featured academics, advocates and CUPE activists, to raise awareness and mobilize support for public bodies like school boards or local governments delivering child care. The tour also highlighted the problems with for-profit delivery of child care. Workshops for activists were conducted prior to town hall events. For more information on the campaign see <http://cupe.ca/child-care/public-child-care-tour>.
- ✓ The long-term care tour hosted union or public events in all ten provinces between November 2009 and April 2010 on residential long-term care across the country. Participants included union members, seniors, health coalition activists, elected officials and others concerned about the state of residential long-term care in Canada. We talked about the serious quality and access problems

in this sector, their origins, and solutions. Participants went away with a greater awareness of facility-based long-term care issues and of CUPE and health coalition campaigns in this sector. In some locations, strategy workshops allowed participants to delve deeper into the issues and plan follow-up actions. For more about the tour see [http://cupe.ca/updir/LTC\\_Tour\\_Report-0.pdf](http://cupe.ca/updir/LTC_Tour_Report-0.pdf).

Public-private partnerships (P3s)

The committee has recommended that we continue to develop case studies of P3 successes and failures. Also that we develop resources including for example, an instructional DVD on anti-privatization/pro-public campaigns that would highlight CUPE campaigns, and debunk the pro-privatization/pro-P3 ideology to build member capacity and support for our anti-privatization campaigns.

Develop a strategy and resources to organize within membership to campaign against requirements to use P3 screen for infrastructure projects that would include targeting MPs and perhaps the Minister of Infrastructure.

- ✓ A PowerPoint presentation on the economic arguments against P3s by Pierre-Guy Sylvestre is available for locals' use.
- ✓ The "People Power" instructional video was shown and distributed to committee members for use in privatization workshops and meetings.
- ✓ The P3 workshop has been updated and materials are being reviewed and updated.

Examples of P3 campaigns:

- ✓ Capital Regional District in British Columbia wastewater campaign;
- ✓ CUPE 608 and the Penticton recreation P3;
- ✓ CUPE 774, 1267 and CUPE BC campaign to promote a public solution for the construction of a new water treatment plant at Stave Lake shared by the two communities of Abbotsford and Mission;
- ✓ CUPE 374 in the District of Sooke, opposing the renewal for 21 years of the EPCOR P3 contract for water/wastewater services;
- ✓ CHUQ hospital P3 campaign in Québec;
- ✓ CUPE 500 and City of Winnipeg contract with Veolia and Positively Public campaign;
- ✓ Campaign to stop the P3 model for the expansion of long-term care facilities;
- ✓ CUPE 503 in Ottawa hosted a P3 education forum for municipal council candidates in the lead-up to the municipal elections in the fall of 2010;

- ✓ Friends of Lansdowne coalition is challenging the P3 for the redevelopment of the public park into a private mall, high rise condos and stadium by the Ottawa Sports and Entertainment Group (OSEG). CUPE National and CUPE 503 have been supporting the legal challenge; and
- ✓ CUPE 4705 in Sudbury is campaigning against the proposed P3 for the treatment of biosolids (sewage sludge).

#### Contracting out continues to be the major threat facing our services in all sectors

Examples of contracting out campaigns:

- ✓ Toronto fightback campaign against contracting out and asset sales of city services. The municipal locals and CUPE Ontario have mounted a campaign, Toronto 2011 – Ground Zero, in the fight to defend public services;
- ✓ CUPE 1974, Kingston in Ontario, Food Fight Campaign to stop the contracting out of food services to multinational Compass has engaged the local food movement and farmers in the campaign;
- ✓ CUPE 82 and 543 in the City of Windsor, Ontario, contracting out of municipal solid waste, parking enforcement and closing municipal child care centres;
- ✓ CUPE 500, City of Winnipeg in Manitoba, Positively Public campaign to promote public services and privatization of city services in the lead-up to the municipal election in 2010;
- ✓ CUPE 1, Toronto Hydro in Ontario, is fighting the privatization of the utility during the municipal election 2010;
- ✓ CUPE 118, City of Port Alberni in British Columbia, contracting out of solid waste;
- ✓ CUPE 402-01, City of White Rock in British Columbia contracting out of solid waste; and
- ✓ CUPE 2729, City of Sherbrooke in Québec, was successful in having the city bring waste management services back in-house.

#### Privatization and equity-seeking groups

The committee is working to gain a better understanding of privatization and the impacts on aboriginal communities especially regarding water infrastructure and P3s with a view to developing a strategy and project(s) to promote public alternatives to P3s.

Don Moran, senior officer for aboriginal issues, presented at the November 2010 committee meeting and discussed how vulnerable aboriginal communities with very limited resources to provide adequate drinking water or other social infrastructure are being encouraged to use P3s.

The committee has recommended that we work with the National Rainbow Committee and Equality Branch to explore the impact of privatization on racialized workers, immigrant workers, LGBT and migrant workers so that our campaigns benefit from their experience and expertise in dealing with privatization and contracting out issues. Integrating equality issues into our privatization education program is essential.

Work is ongoing. Workshop presentations have been developed for the CLC “Rise Up” Conference and for meetings with the Equality Branch committees.

#### Water

Water privatization has been a standing item on the committee’s agenda. Also included: Blue Water Summit follow-up; water regulations; privatization and P3s for water and wastewater; participating in Bottled Water Free Day.

- ✓ The committee meeting in November 2009 was organized in conjunction with the Blue Water Summit so that members could participate in both events. CUPE worked with the Council of Canadians to organize the summit. See the summit declaration at <http://cupe.ca/water/blue-summit-declaration>.
- ✓ Our municipal researcher has provided the committee with up-to-date information on how the lack of funding for the implementation of the new federal wastewater regulations will lead to privatization of water services.
- ✓ Committee members have participated in Bottled Water Free Day in their regions.
- ✓ Document: *Public Water for Sale* [http://cupe.ca/updir/CETA\\_Water\\_Report\\_FINAL\\_-\\_EN.pdf](http://cupe.ca/updir/CETA_Water_Report_FINAL_-_EN.pdf).
- ✓ Burnaby and Victoria have become the first two Blue Communities by passing these resolutions:
  - Water is a human right
  - Ban on bottled water
  - Pro-public/anti-privatization

#### Canada-EU – Comprehensive Economic and Trade Agreement (CETA)

In November 2010, the committee recommended that the CETA work plan include town hall meetings and resources for local unions including materials for lunch and learn sessions in the workplace and speakers’ notes.

- ✓ Teresa Healy, CLC researcher, led a discussion with the committee and provided background information on CETA at the committee’s November 2009 meeting.

- ✓ A letter and resolution from Paul Moist was sent out to municipal locals to have their municipal council adopt to exempt municipal governments from the CETA trade agreement.
- ✓ Details about the CETA campaign and tour with Paul Moist and Maude Barlow were provided at the April 2011 meeting so that committee members can participate in building awareness and opposition to the trade deal.

Building alliances with other public sector unions and coalition partners to build solidarity to take on privatization and support public services

The committee has recommended that CUPE spearhead a public sector conference with other public sector unions and allies to defend public services and promote public solutions.

- ✓ Two CUPW activist leaders attended the committee meeting in April 2011, to discuss their campaign on postal service deregulation. Members will be submitting resolutions in solidarity with the postal workers' campaign. For more information about the campaign see [www.publicpostoffice.ca/index.cfm/ci\\_id/12400/la1.htm](http://www.publicpostoffice.ca/index.cfm/ci_id/12400/la1.htm)
- ✓ A PSAC activist attended our September meeting to discuss the privatization challenges facing federal public services workers and their strategies.

Skills building and campaign capacity building using social media and new forms of technology

The committee has recommended that CUPE National examine the feasibility of being a central resource (e.g. social media and campaign predictive dialing technology) to support and coordinate campaign strategies in the regions and nationally.

- ✓ The committee participated in a social media workshop to explore the use of Facebook and Twitter in union campaigns.
- ✓ The committee discussed the effectiveness of audio town hall technology like that used in Winnipeg for the campaign against the secret Veolia Deal and in Penticton to stop privatization of the community centre.
- ✓ Campaign predictive dialing technology is being used by CUPE 416 for their contracting out campaign in Toronto.
- ✓ The committee participated in a public speaking workshop to enhance their capacity to speak out on privatization issues in their regions and at conferences and conventions.

Looking ahead – Strategies for moving forward

The challenges are many and with a Conservative majority government we can anticipate a continuation of their policy framework to legislate and have policies to:

- ✓ Expand corporate powers and restrict the public sphere;
- ✓ Restrict public discussion, consultations and dialogue, and making decisions behind closed doors;
- ✓ Cut funding to organizations for advocacy work;
- ✓ Fail to enforce the *Canada Health Act* and allow “alternative service delivery” models of privatization to proliferate;
- ✓ Expand the scope and powers of PPP Canada Inc. as in their pre-election budget that going forward, all federal capital projects with a lifespan of at least 20 years and capital costs of \$100 million or more will be subject to a P3 screen;
- ✓ Sell-off public assets. In 2009, they released a five-year plan to sell off \$10B of federal assets;
- ✓ Promote contracting out delivery of public services. Federal payroll has only increased by nine per cent but their personnel outsourcing costs have risen by 100 per cent since 2005-2006; and
- ✓ Continue to promote deregulation, self-regulation, commercialization and cutbacks in the public sector.

The committee will be continuing to explore ways to build our capacity to take on privatization with our members and our allies in the labour movement and social movement coalitions and groups like the Canadian Health Coalition, child care coalitions and advocacy groups, the Trade Justice Network, the Canadian Center for Policy Alternatives and the Council of Canadians. Some suggested future activities include:

- ✓ Working in new ways using social media to bolster our campaigns;
- ✓ Expand our reach with privatization education. The committee will continue to be a resource to suggest, test out and review new privatization workshops and other privatization resources;
- ✓ Promote alternatives to privatization, for example, through public-public partnerships (PUPs) and develop and promote resources on PUPs for CUPE members;
- ✓ Track federal P3 funding and be CUPE's eyes and ears on the ground to alert us to new privatization threats and strategies to take them on; and
- ✓ Work with our pension experts to provide tools for our trustees to resist our pensions' investments in P3s. What is the investors' responsibility when it comes to the money end of it? How to encourage trustees to avoid investing in P3s.

## **REPORT OF THE NATIONAL ADVISORY COMMITTEE ON PENSIONS**

The members of the committee are: Delalene Harris-Foran, co-chair, New Brunswick; Bob Ripley, co-chair, Manitoba; Yvonne Sullivan and Kerry Hiscock, Newfoundland and Labrador; Anne Burgess and Todd MacPherson, Nova Scotia; Lane MacLaren, Prince Edward Island; Michel Lizée, Québec; David Carrington and Tom Lyons, Ontario; John Gangl, Saskatchewan; Rosemary Kostiuik and Sandy Albrect, Alberta; Keith Todd and Mel Hale, British Columbia; Kelly Knox and Margie Anderson, Hospital Employees' Union, British Columbia; Jean-Charles Lavigne, Airline Division; Ann Dembinski, Local 79; Judy Henley, NEB liaison; Nancy Parker and Kevin Skerrett, staff advisors.

### *"video presentation"*

#### Introduction

The period since the 2009 convention has been an extremely challenging one for all pension plans. We have witnessed the most aggressive and serious attacks on CUPE member pension plans ever. This year marks 22 years since the committee's establishment in 1989. Over the course of its existence, it has championed the extension and improvement of public and workplace pension plans, greater member education on pensions, and progressive approaches to pension fund investment.

The strategic directions document approved at the 2009 national convention significantly focused the union's activities on pension issues. Most importantly, it set out unprecedented commitments of financial and political resources to a major, pan-Canadian campaign dedicated to improved and expanded public and workplace pension coverage. Specifically, Strategic Directions 2009 called for an expansion of both the Canada Pension Plan (CPP) and the Guaranteed Income Supplement (GIS), as well as the extension of workplace pension coverage to all CUPE members by 2013. The committee was satisfied to see this degree of commitment on issues we have been working on for so many years.

This campaign was launched in the same period as a significant escalation of attacks on pensions by even more employers and governments. CUPE continues to fight both defensively (protecting hard-won gains) and pro-actively, to achieve a dignified level of retirement income and security for all workers.

The following report will first present highlights of the dedicated pension campaign, and then follow with consideration of several important developments in the area of our mandate in the past two years.

#### CUPE 2009-2011 pension campaign

The CLC launched the Retirement Security for Everyone campaign on Labour Day of 2009, shortly before the 2009 national convention. The destructive impact of the 2008 financial crash and the recession which followed were felt not only in major job losses but also in the personal savings and investments of workers. If anything, these losses underlined the serious weaknesses of the many approaches to retirement income that rest on high-risk individual savings schemes such as retirement savings plans (RSPs) and defined contribution (DC) pension plans. But financial losses also resulted in new or growing deficiencies within the more secure defined benefit (DB) pension plans that most CUPE members and unionized workers have negotiated. In consequence, the cost of maintaining these plans has escalated, in some cases quite significantly, and the number of employers seeking to dump their DB pension plans has increased and this practice is now extending into the public sector.

In this context, it made fundamental sense for CUPE and the CLC to revive our historical demands for a doubling of the benefits paid by the CPP. The CLC campaign included a demand for an increase to the GIS sufficient to eliminate poverty among retirees, and the establishment of a workplace pension insurance system that would provide greater protection for pension plans that face the bankruptcy of their sponsoring employer.

The CLC campaign effectively complemented our own pension campaign. Our emphasis has been on CPP expansion, an increase to the GIS, and the protection and extension of DB pension coverage to all CUPE members and all workers. The financial crisis exposed a number of fundamental weaknesses in the retirement income system in this country, including the basic fact that too much of it has been left in the hands of enormous financial institutions whose goal and primary function is to maximize the profits that they generate from workers' savings, investments, and pension plans.

In December 2009, the committee met and prepared a comprehensive set of recommendations to the National Executive Board. In May 2010, CUPE national named Atlantic Region research representative Leanne MacMillan as a pension campaign coordinator. Leanne engaged directly in lobbying activity with politicians, ministers of Finance and labour and social movement allies. At the finance ministers meeting in Charlottetown, it was announced that all of the provincial (except Alberta), territorial and federal finance ministers would support a "modest" expansion of the CPP.

Unfortunately, the campaign hit a major setback in December 2010 when federal Finance Minister Flaherty announced his official retraction of support for CPP expansion, and asserted instead support for an alternative plan to establish a voluntary, private sector pension system

that would be run by large insurance companies and banks. That alternative plan known as Pooled Registered Pension Plans (PRPPs), has since been endorsed in principle by all provincial governments. However, with six of the ten provinces still publicly declaring their support for an expanded CPP, the debate and the campaign continue.

At the time of writing this report in mid-2011, the committee anticipates that the many provincial election campaigns in the fall will serve as our next key opportunity to win over still more sectors to labour's vision for retirement security.

#### Member pension education and trustee networking

The committee has long been a strong advocate for building our union's pension knowledge base, and improving our capacities to share information via formal and informal networks of pension activists, trustees, and bargainers. Looking back over the past 10 years, we were very satisfied to see the establishment of CUPE's widely recognized weeklong pension trustee course, as well as the convening of major meetings of pension trustees in 2005 and 2008. These forums have served as valuable opportunities for our trustees and activists to share experiences and support one another in achieving our shared goals.

Pension education has also been made more accessible over the past several years. CUPE's Union Development Department has developed a special "weekender" version of our weeklong Introduction to pension course. There are plans to proceed with a similar nine-hour version of the Building Pension Activism weeklong course geared to members interested in engaging in escalated pension defence or improvement activities. Finally, a new, special version of the pension trustee course was piloted in Ottawa in January 2010, which involved engaging more outside specialist expertise to focus on emerging challenges and strategies. Taken together, CUPE's pension education programs are now stronger than they have ever been, and hundreds of members and staff are gaining knowledge and confidence with which to fight back against rising attacks.

Nonetheless, we remain convinced that there exists significant potential for further expanding and developing of CUPE's networking capacities. In mid-2011, resolution 292 as adopted at the 2009 national convention has not been fully implemented. The resolution calls upon CUPE national to facilitate and provide improved resources to ensure a proper networking system is in place. Plans are underway to create a two-month staff assignment to assess existing systems and develop a networking plan for the next five years.

Under the current circumstances of intensified attacks on pension plans, the need for an informed and connected membership has never been greater. The pension system as we've known it is failing and the only real solution is an expanded CPP. Instead, the Harper government's solution is

calling for PRPPs that would, for the first time ever, not require any employer contributions. This arrangement is really just an expanded retirement savings plan that won't provide the much needed retirement income security we all deserve and effectively relieves employers of any responsibility to play a role in contributing to workers retirement security.

We are facing stealth attacks on our DB workplace pension plans by governments at all levels through legislative measures. This will facilitate and encourage a shift of pension liabilities from employers to plan members, benefit cuts to our early retirement and inflation protection provisions and/or the introduction of two-tier benefit arrangements. The traditional DB pension plans model that must be funded sufficiently to pay the earned pension promise is being replaced with a plan design that will offer a "target" pension benefit that is only paid conditional to a sufficient funding level. Until recently, the target benefit plan design was only permitted in a multi-employer plan but we are seeing increasing pressure by governments and employers to amend existing pension legislation to allow for single employer target benefit plans.

We need a strategy to respond to the loss of pension coverage in the private sector. Without it, public sector pension plans will continue to be under attack. We continue to press for more commitments of financial and human resources dedicated to organizing and expanding a Pension Trustees Network which could be engaged in support of these goals.

#### Moving forward: CUPE's strategy in defence of workplace pensions

The attack on DB pension plans, now definitively extended into the public sector, has many dimensions and implications. It is an attack on all workers and our deferred wages, but also on the equality gains that women and other equity-seeking groups had been making in the 1980s and 1990s. Women, in particular, remain dependent upon the public pension system at far higher rates than men, a result of their lower wages and more precarious experience of employment. On average, women tend to retire earlier (often to care for elderly parents, in-laws, and spouses), and live longer. Women also experience disproportionate breaks in their paid employment to take maternity and other caregiving leaves of absence – often unpaid. For all of these reasons, the attacks on workplace pension plans are especially bad news for women workers who need them most.

Clearly, recent pension headlines make for grim reading. Whether we consider the attacks on the DB pension plan at Air Canada, or deep pension benefit cuts proposed at the City of Regina, there is no question that the pension battle that had been brewing slowly is now fully underway. Even large and stable public sector employers such as the

University of Guelph and the City of St. John have recently proposed outright conversions of their decent, secure DB pensions into individualized, DC schemes. The federal government's support for so-called "Pooled Registered Pension Plans" – a fancy new term for RRSPs, with employer contributions optional – is also a reflection of this anti-pension climate.

But CUPE and our allies in the labour movement are not giving up on the only proven, secure model for workplace pensions. As our members become better equipped with knowledge of the strengths – and viability – of DB pensions, they are also becoming more determined to defend and secure them. Whether this means building support for collective bargaining teams, engaging in basic member pension education, or advocating for stronger pension laws, CUPE is putting up a ferocious fight to defend our rights to a decent and dignified retirement.

One important bright spot to mention in this regard is our success in bringing secure pension coverage to CUPE members (and others) through the Multi-Sector Pension Plan (MSPP). This plan has been central to our pension coverage strategy over the past 10 years, growing to over 9,700 members in over 125 workplaces. For CUPE alone, this plan is providing pension coverage to more than 8,500 members – a large majority of whom are women – at over 100 workplaces. The committee intends to continue pursuing all avenues, to strengthen CUPE's effort, to extend decent pension coverage to all of our members – and all workers. In our view, this can be accomplished by aggressively defending and securing existing pension plans, by bringing MSPP and other decent plans to those without coverage, and ultimately by winning the expanded CPP that all workers in this country deserve.

#### **REPORT OF THE NATIONAL ENVIRONMENT COMMITTEE**

The members of the committee are: Robert Coelho, co-chair, Ontario; Carolyn Unsworth, co-chair, Hospital Employees' Union, British Columbia; Debra Nichol and Richard M. Kean, Newfoundland and Labrador; Donna Gormley, Prince Edward Island; Carmel Forde, Nova Scotia; Denis Brun, New Brunswick; Denis Petitclerc, Québec; Kyle Lucyk, Manitoba; Donna Krawetz, Saskatchewan; Peter Kaufmann, Alberta; Rachel Champagne, British Columbia; Carina Ebnoether, Airline Division; Ken Robinson, NEB liaison; and Matthew Firth, staff advisor.

*"video presentation"*

#### **Introduction**

CUPE's National Environment Committee provides advice and recommendations for action on environmental issues to CUPE members. Since the last national convention, the committee has focused on climate change, greening the workplace, Earth Day and other environmental days,

promoting environmental awareness, green jobs, greening CUPE, and building alliances. The committee has continued to meet and communicate regularly. The following report to the Twenty-fifth Biennial CUPE National Convention outlines our activities and future plans.

#### **Climate change**

CUPE's National Environment Committee has responded to climate change – the planet's most urgent environmental issue – in many ways. The committee has maintained a strong presence on cupe.ca, the national website, using it as a tool for educating members on climate change and updating readers on the latest climate change science and news. The committee has also sent representatives to the last two United Nations Conference of the Parties (COP) meetings on climate change. Three committee members participated at both COP15 in Copenhagen and COP16 in Cancun, and were active within the broader international delegations of labour activists. The committee members tracked climate change negotiations, attended UN workshops, and met with Canadian federal and provincial politicians. At both COP15 and COP16, committee members took part in the World of Work Pavilion, a labour-centered climate change conference that ran concurrently to the COP meetings. CUPE made a presentation to an international labour audience at COP16. CUPE also took part in civil society events, such as the Klimaforum Conference in Copenhagen and at roundtable discussions with labour and environmental allies in Cancun. Between COP meetings, the committee has been actively lobbying the federal government to take meaningful steps to cut Canada and the world's greenhouse gas emissions. The committee has also contributed to actions that reduce greenhouse gas emissions, such as CUPE's recently adopted policy on electrical energy generation that calls for greater use of renewable energy sources that will cut greenhouse gases. Likewise, the committee has promoted various green workplace actions that benefit the climate, such as bargaining contract language that encourages bicycle and public transit for travel to and from work, along with many other actions.

#### **Greening the workplace**

The committee has encouraged CUPE locals and all workplaces to make changes that will reduce the harmful environmental impact of our work. Many of these steps are laid out in the booklet *Healthy, Clean & GREEN: A Workers' Action Guide to a Greener Workplace*. Since last convention, approximately 2,500 copies of this publication have been distributed within Canada and abroad. Many others have referenced the green book online. Representatives of the National Environment Committee have participated in events that promote greening the workplace, such as the annual Federation of Canadian Municipalities Sustainable Communities Conference, where CUPE has a strong presence and has been able to share its message that

greener workplaces are an integral part of sustainable communities. The committee has also used web-based tools to encourage greener workplace practices, such as bargaining environmental language into collective agreements, and performing workplace environmental audits to assess a workplace's environmental record. The committee has contributed to a new workshop on green workplace stewards within CUPE's Steward Learning Series.

#### Earth Day and other environmental days

The committee has continued to promote environmental action by focusing on Earth Day and other environmental days that draw societal awareness to environmental issues. The committee updated its Earth Day materials for 2011. A new newsletter with background facts on current environmental issues was published. The newsletter also publicizes the kids' Earth Day colouring contest. A new component was added in the form of an email campaign aimed at getting students in higher grades to take political action on Earth Day. Committee members also made a series of short video pledges that describe their environmental commitments for Earth Day and every day. These videos were posted on cupe.ca and on YouTube. The committee has also highlighted actions that CUPE members and others can take to reduce their environmental impact on Clean Air Day, Buy Nothing Day, Car Free Day, Bottled Water Free Day, and during Earth Hour. The committee has recognized that these days help draw attention to environmental issues, while at the same time the committee has promoted positive environmental change in workplaces and communities 365 days a year.

#### Promoting environmental awareness

The committee has used excellent communication tools to promote environmental awareness. The CUPE national website, as well as other CUPE websites, has been used to educate and encourage action on environmental issues across a broad spectrum of concerns. Likewise, the committee contributes to environment newsletters and other CUPE publications (e.g., *Counterpoint*) to promote environmental awareness. The committee has also contributed to the content presented in different CUPE events to bring an environmental focus to events such as the CUPE National Municipal Sector meeting in February 2011, where a climate change and green jobs workshop was conducted, and at the CUPE Blue Water Summit in November 2010, where a green jobs discussion took place. Occasions like these help spread environmental awareness among a broader spectrum of CUPE activists. The committee has also helped improve CUPE's own environmental awareness by proposing that CUPE adopt an environmental statement and green vision plan to guide our union and embed environmental responsibility within all that CUPE does. Committee members have engaged with the community to promote environmental awareness by, for example, taking part in Run for Water road races.

#### Green jobs

The committee has been very active in promoting a green jobs agenda for CUPE and Canadian society more generally as a way to reduce environmental harm and chart a cleaner and more sustainable path for the future. Specifically, the committee has been a major contributor to Canada's Green Economy Network, which is comprised of members from labour, environmental, and social justice groups that all call on federal leaders and others to green our economy to foster greater green job growth.

#### Greening CUPE

The committee has continued to improve the environmental performance of committee business by, for example, holding paperless meetings and using public transit to get to and from meetings while in Ottawa. The committee has also taken the big step of holding its first videoconference meeting, with the western half of the committee in Vancouver and the eastern portion in Ottawa. This meeting reduced carbon dioxide emissions normally associated with member-travel to an Ottawa meeting by 48 per cent. The committee was also instrumental in making changes to CUPE's 2009 national convention to reduce its environmental impact. For example, the committee helped develop walking and public transit guides for use at the convention. The committee helped cut back on the amount of material that was distributed at the convention in kit bags, in the gallery, and on the convention floor. Emissions from on-site printing of documents were reduced by 30 per cent at the 2009 national convention compared to 2007. Likewise, acting on a committee recommendation, carbon offsets were purchased from a legitimate Canadian offsetting company for all staff travel to and from the convention. The 2009 national convention was also audited to assess its overall environmental impact and a series of recommendations for steps for improvement were brought forward by the committee for 2011. The committee has taken these measures to help demonstrate that CUPE has an active role to play as an organization to reduce its environmental impact.

#### Building alliances

The committee has maintained and developed relationships with other groups to build alliances and strengthen actions taken on environmental issues. For example, some committee members sit on the Canadian Labour Congress Environment Committee, which is comprised of labour representatives from across Canada. Committee members also contributed to a CUPE presentation before the federal government's Environment Committee that heard submissions on Bill C-469 (an Environmental Bill of Rights) in November 2010, which was brought forward as a private member's bill by an NDP MP. Strong alliances have also been forged by the committee through its work within the International Trades Union Congress at COP15 and COP16.

### Action plan and committee priorities for the next two years

The committee knows it has a vital role to play advising our union on today's pressing environmental issues. The committee has made huge gains in recent years to bring environmental issues to the heart of CUPE's work. But more always needs to be accomplished, particularly on climate change, where Canada lags far behind other more progressive countries that are embracing the new green economy. The committee will focus its work on these areas:

- Climate change
- Earth Day and other environmental days
- Promoting environmental awareness
- Green jobs
- Greening the workplace
- Water
- Greening CUPE
- Other ongoing and emerging critical environmental issues

### Climate change

The committee will work on climate change issues with a particular focus on urging the federal government to adopt progressive policies and implement strong actions that will help lead Canada to an equitable and prosperous low-carbon future. COP17 in Durban, South Africa will be a decisive moment for the world to finally get it right and sign a legally-binding, fair and ambitious agreement to cut greenhouse gas emissions to fight climate change. The committee will push hard to ensure Canada does its part and gets in step with the rest of the world in moving to a low-carbon, climate-stable future where good green jobs are plentiful.

### Earth Day and other environmental days

The committee will use Earth Day to promote environmental awareness. We will engage workplaces and communities by keeping the Earth Day poster contest and the new political email campaign annual events. We will also promote actions that CUPE members can take at work to green their workplace on Earth Day and other environmental days, and throughout the year.

### Promoting environmental awareness

Environmental awareness is at the core of the committee's work. The committee will develop new materials, tools, and resources to inform CUPE members about environmental issues and to urge all of us to be environmentally-responsible citizens.

### Green job

The committee recognizes that the environmental challenges facing us today are leading to a new way of working. Work will become increasingly green as our society

learns how to become truly sustainable. Green jobs present new opportunities for meaningful work. The committee will explore how our jobs can be made greener, while keeping our work in the public sphere.

### Greening the workplace

The committee will produce new materials (both print and online) to further promote greening the workplace. Specifically, a new green meetings fact sheet and a new guide for workplace environment committees will be published.

### Water

The committee will continue to work on water issues and support CUPE's ongoing campaign to protect water by keeping it in public hands. Environmental protection of source and groundwater, including protecting water on aboriginal lands, will remain a priority for the committee. The committee will draw particular attention to water conservation in the workplace.

### Greening CUPE

Success breeds success. The committee will build upon its successes and the tremendous support CUPE has demonstrated toward environmentalism by implementing greener practices throughout CUPE. CUPE has shown great leadership in this area. The committee will ensure that CUPE continues to have success by reducing the harmful environmental impacts of its operations.

### Other ongoing and emerging critical environmental issues

As the world wrestles with environmental issues, some new concerns arise. The committee will stay on top of these issues (e.g., shale gas, carbon capture and storage) to ensure that what are touted as new solutions to today's critical environmental issues are genuinely a better environmental choice. Likewise, the committee will press forward with a critical eye on ongoing environmental issues like the tar sands, which has a deleterious impact on the climate, aboriginal communities, natural habitats and fresh water supplies. The committee will always take these and other big issues on directly, while ensuring the best interests of CUPE members, the community, and the planet drives its work.

### Conclusion

The National Environment Committee's work is of critical importance as the planet confronts climate change and moves toward a more sustainable and equitable low-carbon future where green jobs will flourish. Climate change is an urgent societal issue that demands attention and action. CUPE must play a leading role advocating for action on climate change, environmental protection, green jobs and sustainability. The National Environment Committee will

work to embed environmental awareness and action into all elements of our union. We commit to further expanding CUPE's environmental program by promoting environmental issues as workplace, local union and community issues.

In the past two years, some committee members have moved on. We thank them sincerely for their work and dedication: Judy MacKay, Prince Edward Island; Belinda Roscoe, Nova Scotia; Marie-Reine Godbout, New Brunswick; Rh'ena Oake, co-chair, Alberta; Bev LaPointe, British Columbia; and Wyman MacKinnon, NEB liaison.

On behalf of the National Political Action Committee, the National Committee on Contracting-out and Privatization, the National Advisory Committee on Pensions and the National Environment Committee, we move that our reports be received.

(M/S unidentified delegate,  
unidentified delegate – Carried)

#### **RESOLUTIONS COMMITTEE REPORT**

***Resolution 218 covering Resolutions 219 and 221*** (submitted by CUPE British Columbia, Locals 416, Ontario; 389, British Columbia; the Hospital Employees' Union):

CUPE NATIONAL WILL:

- Conduct a comprehensive review of the impact on communities where P3s have been implemented.
- Develop case studies of failed P3s and contracting out across the country reflecting the regions and sectors.

BECAUSE:

- Local unions need additional resources to resist P3s and contracting out.
- The push to privatize is increasingly promoted by corporate lobby groups, and the federal government through PPP Canada Inc.

(M/S M. Lupien, L White – Carried)

***Resolution 233 covering Resolution 232*** (submitted by CUPE Ontario and the National Executive Board):

CUPE NATIONAL WILL:

1. Campaign against the proposed trade agreement between Canada and the European Union;
2. Support the Trade Justice Network (TJN) and provincial coalitions working against CETA;
3. Work with the CLC and the NDP to encourage parliamentary opposition to CETA;

4. Work with Public Services International (PSI), European trade unions, civil society allies in Europe and progressive members of the European Parliament to oppose CETA in Europe;
5. Work with CUPE divisions to encourage provincial governments to oppose CETA and to be transparent about their CETA negotiating positions;
6. Lobby the Federation of Canadian Municipalities, provincial municipal associations and local municipalities to seek a permanent exemption from CETA for local governments; and
7. Inform CUPE members and the public about the dangers of CETA for public services and democracy in Canada.

BECAUSE:

- CETA is a direct threat to Canadian public services, the rights of local governments, water services, Medicare and jobs;
- The Conservative Government and the EU aim to conclude a CETA treaty by early 2012; and
- CUPE is working with the TJN, the CLC and civil society allies to campaign against CETA.

(M/S M. Lupien, L. White – Carried)

***Resolution 207*** (submitted by Local 951, British Columbia):

CUPE NATIONAL WILL:

1. Continue to participate in progressive pension reform on a provincial and federal basis to secure defined benefit pension plans for all workers.
2. Continue to support the Canadian Labour Congress plan for pension reform.
3. Continue CUPE's campaign to secure defined benefit pension plans for all CUPE members who don't have pension plans and to secure and maintain defined benefit pension plan coverage for those whose plans may be under attack.
4. Continue to raise awareness with CUPE locals of the importance of bargaining and/or maintaining defined benefit pensions with their employers.
5. Continue to ensure that training and resources are available to help CUPE locals fight threats to their negotiated pension plans.
6. Make portability of pensions between plans and jurisdictions a priority.

7. Continue to devote adequate resources to a campaign to educate CUPE members as to the maximum benefits they are entitled to under the Canada and Québec pension plans.
8. Fight the Canadian Government's "fend for yourself" approach to public pensions and prevent the transfer of risks and costs from investors and corporations to pensioners and workers.

BECAUSE:

- The economic and financial crisis has exposed deep flaws in the Canadian pension system and identified that it cannot guarantee and sustain pensions as deferred wages for workers;
- If implemented, CUPE's proposals would offer meaningful and greatly needed income security in retirement to all Canadians including women and other increasingly vulnerable populations;
- All workers deserve a pension that is secure, includes post-retirement health and welfare benefits, indexing to meet cost of living adjustments and allows them to retire with dignity;
- Improving retirement income through the Canadian Pension Plan (CPP), Old Age Security (OAS) and Guaranteed Income Supplement (GIS) will enhance all Canadians' ability to retire with dignity;
- CUPE Locals 917 and 951 just completed a five-year battle to save their defined benefit pension plan and their success was a direct result of the staff and resources provided by CUPE National.

(M/S M. Lupien, L. White – Carried)

**Resolution 94 covering Resolution 93** (submitted by the Hospital Employees' Union, British Columbia):

CUPE NATIONAL WILL:

Develop a national environment policy by the end of 2012.

BECAUSE:

- Climate change is the greatest threat to our environment and communities; and
- CUPE must have a clear direction to address climate change; and
- A national environment policy will help set a course for future CUPE work on the environment; and
- A national environment policy for CUPE will serve as a model for other organizations within labour and other socially progressive movements.

(M/S M. Lupien, L. White – Carried)

**Resolution 193** (submitted by the Hospital Employees' Union, British Columbia):

CUPE NATIONAL WILL:

1. Work with the Canadian Labour Congress (CLC) and its affiliates to make the achievement of a living wage a priority for all workers; and
2. Work with the Canadian Labour Congress (CLC) to encourage affiliates to apply to become living wage: employers and as such, pay fair wages to all their employees and ensure that companies or services they deal with also pay their employees a living wage.

BECAUSE:

- The living wage is based on the real costs for a family of four to stay above the poverty line in their community;
- Minimum wages across Canada are too low to properly support a family;
- Child poverty remains too high and a living wage helps alleviate this situation; workers and their families should not be forced to live in poverty; and
- All workers deserve to be paid a living wage for their labour.

(M/S M. Lupien, L. White – Carried)

**Resolution 37** (submitted by Locals 1979 and 2204, Ontario):

CUPE NATIONAL WILL:

- Launch a broad-based campaign to fight the imposition of two-tier contracts with lower wages, benefits and working conditions;
- Include an education component in this campaign that highlights the additional impact two-tier contracts have on youth, equity-seeking groups and non-unionized workers.

BECAUSE:

- Unionized workers are under attack by governments determined to make them pay for a financial crisis they did not cause;
- In the name of "austerity," governments are imposing a big business, union-busting agenda even though big businesses continue to reap major profits;
- Gains made by workers over decades of struggles are being swept away by union-busting legislation as with Air Canada and CUPW;
- Young workers are being told to expect less, work for less and do more with less;
- Rollbacks in wages and benefits create an unequal two-tier system and undermine the union.

(M/S M. Lupien, L. White – Carried)

## CUPE CONSTITUTION

CHAIRPERSON PAUL MOIST: At our 2009 National Convention, delegates approved a resolution calling on the national union to rewrite CUPE's Constitution in clear language and to bring the clear language version to this convention for approval. In January 2010, we created a committee charged with the responsibility of rewriting CUPE's Constitution and to present it to the National Executive Board. The committee members were: Sylvia Sioufi, Union Development Department; Nancy Rosenberg, Director of Legal presently on leave, being very ably replaced by Anne Gregory; Bill Sumerlus, Legal Branch in Manitoba; Michael Butler, Executive Assistant to the National Secretary-Treasurer; Dennis Burke, Executive Assistant to the National President; John Elder, retired Director of Legal; and Gisèle Dupuis, retired Executive Assistant to the National President.

The committee reviewed the various guidelines for writing in clear language. The main purpose was to rewrite CUPE's Constitution without changing the meaning of any provision. Both the French and English versions were considered in determining the meaning of its provision.

In performing its work, the committee adopted certain specific measures. It replaced longer complex sentences with shorter and simpler sentences. Wherever possible, it used active verbs as opposed to passive verbs. In addition, the committee has changed the order of certain articles to create a constitution that is better organized and follows a more logical sequence. The final product has been reviewed by Claude and myself and then by the National Executive Board and subsequently approved by the Board as a constitutional amendment C1.

The committee has also identified a number of simple corrections and clarifications to the constitution. These are contained in a housekeeping constitutional amendment which has been approved by the National Executive Board and is also submitted by the Board as constitutional amendment C2. Finally, the committee has recommended a number of other amendments because some of the rewriting would change the meaning of a provision. These are presented separately.

## CONSTITUTION COMMITTEE REPORT

The members of the committee are: Catherine Bert, co-chair, Québec; D'Arcy Lanovaz, co-chair, Alberta; Victor Elkins, British Columbia; Thom Knutson, Saskatchewan; Marilyn MacCormack, New Brunswick; Arlene Macklem, Manitoba; Todd McPherson, Nova Scotia; Mike Murphy, Newfoundland and Labrador; Karyn Noble, Prince Edward Island; Colin Pawson, British Columbia; Joanne Webb, Ontario; Tom Graham, NEB liaison; Anne Gregory, John Elder, François Bellemare, Laura Delhenty and Kathy MacLeod, staff advisors.

The committee has considered all constitutional amendments. Each resolution has been reviewed from a number of perspectives including its constitutionality and practicality. In all instances, committee members have attempted to look at issues from the perspective of what is best for CUPE as a whole.

The committee has consulted with outside parties where required. All resolutions have been fully discussed by the committee itself. The recommendations contained in this report in some cases represent a unanimous view, and in others, a majority view of the committee members.

Each day, the committee will prepare and have distributed a list of constitutional amendments which will be dealt with that day. Most importantly, our role is to ensure that all matters are presented to the full convention for discussion, debate and decision-making.

### **Resolution C1** (submitted by the National Executive Board):

#### CUPE NATIONAL WILL:

Replace the current CUPE Constitution except the Equality Statement in Appendix D, with the CUPE Constitution in clear language. The Equality Statement will continue without amendment.

(The CUPE Constitution has been rewritten in clear language following adoption of resolution 44 submitted to the 24<sup>th</sup> CUPE National Convention in 2009. Please refer to the document titled **Constitutional Amendment No. C1 – The CUPE Constitution in Clear Language** for the complete text of this resolution.)

(M/S D. Lanovaz, C. Bert – Carried)

### **Resolution C2** (submitted by the National Executive Board):

#### Article 2.1 Goals

#### CUPE NATIONAL WILL:

Amend Article 2.1 of the Constitution by replacing "are" with "include".

#### BECAUSE:

- The goals of the Union should be permitted to go beyond those listed in the Article 2.1.

#### Article 3.5 Jurisdiction Disputes

#### CUPE NATIONAL WILL:

Amend Article 3.5(c) by replacing the second sentence with:

"The decision of the National Executive Board is final and binding on the chartered organizations, except that it may be appealed to Convention."

BECAUSE:

- Article 3.5(c) is not clear on whether the decision of the National Executive Board can be appealed to Convention or is subject to approval by Convention.

#### **Article 9.5 Employing Staff**

CUPE NATIONAL WILL:

Amend Article 9.5(c) to read:

“The Regional Director selects National Representatives in the region with the approval of the Managing Director of Organizing and Regional Services.”

BECAUSE:

- The hiring of National Representatives must be approved by the Managing Director of Organizing and Regional Services.

#### **Article 9.5 Employing Staff**

CUPE NATIONAL WILL:

Amend Article 9.5(d) to read:

“The National Officers appoint Assistant Regional Directors, with the approval of the National Executive Committee.”

BECAUSE:

- The National Officers appoint Assistant Regional Directors, subject to approval by the National Executive Committee.

#### **Article 9.5 Employing Staff**

CUPE NATIONAL WILL:

1. Amend Article 9.5(f) by replacing “Assistant National Directors” with “Assistant Branch Directors”
2. Amend Article 9.5(g) by “National Directors” with “Branch Directors”

BECAUSE:

- The titles of these positions have been changed.

#### **Article 9.5 Employing Staff**

CUPE NATIONAL WILL:

1. Add a new paragraph to Article 9.5 as Article 9.5(g): “The National Officers appoint Managing Directors, with the approval of the National Executive Board.”

2. Re-letter the current Article 9.5 (g) as Article 9.5 (h).

BECAUSE:

- The Constitution does not contain a process for the hiring of Managing Directors.

#### **Article 11.6(a) Oath of Nomination**

CUPE NATIONAL WILL:

Remove the phrase “come forward to the podium and” from Article 11.6(a)

BECAUSE:

- At convention candidates for office take the oath of nomination from the floor at a microphone.

#### **Article 11.8 Vacancy for National Officer**

CUPE NATIONAL WILL:

Amend Articles 11.8(a) and 11.8(b) so that, if the office of National President or National Secretary-Treasurer becomes vacant, the replacement will be elected by a majority of members of the National Executive Board by adding this sentence to both Article 11.8(a) and Article 11.8(b):

“The National Executive Board will elect a replacement by majority vote of all its members.”

BECAUSE:

- The Constitution now requires that replacements for General Vice-Presidents and Regional Vice-Presidents be elected by a majority of all members of the National Executive Board and not just a majority of members voting; and
- This requirement should also apply to replacements for the National President and the National Secretary-Treasurer.

#### **Article B.2.5 Failure to Attend Meetings**

CUPE NATIONAL WILL:

Amend Article B.2.5 by replacing “three consecutive meetings” with “three consecutive membership meetings or three consecutive executive meetings”.

BECAUSE:

- This change reflects the interpretation of this article. Specifically absences from membership meetings and executive meetings cannot be combined to declare a position vacant.

### **Article B.3.3 Recording Secretary**

CUPE NATIONAL WILL:

Amend the last sentence of Article B.3.3 by adding duties contained in the Local Union's bylaws so that it reads:

"The Recording Secretary performs other duties required by the Local Union, its bylaws or this Constitution."

BECAUSE:

- The duties of a Recording Secretary also include duties that are set out in a Local Union's bylaws.

### **Article B.3.9 Return of Property by Secretary-Treasurer**

CUPE NATIONAL WILL:

Replace the current Article B.3.9 with:

#### **"B.3.9 Return of Property by Officers**

All officers must give all properties, assets, funds and all records of the Local Union to their successors at the end of their term of office."

BECAUSE:

- All officers of a Local Union should be required to turn over all property belonging to the Local Union to their successors at the end of their term of office.

### **Article B.4.4 Expenditures**

CUPE NATIONAL WILL:

Amend the first sentence of Article B.4.4 to read:

"Funds can only be spent for the valid purposes of the Local Union and as permitted in the bylaws or as approved by a majority vote at a regular or special membership meeting."

BECAUSE:

- A Local Union should be able to approve expenditures at a special membership meeting as well as at a regular membership meeting.

### **Article B.9.2 Transfer Card**

CUPE NATIONAL WILL:

Amend the first sentence of Article B.9.2(b) by removing the requirement that the seal of the Local Union be attached to a transfer card so that it reads:

"All Local Unions will recognize transfer cards issued by other Local Unions if the card is on the form provided by the National Union."

BECAUSE:

- Most Local Unions do not have seals and cannot attach them to a transfer card.

### **Article B.11.3 Selecting a Trial Panel and Trial Committee**

CUPE NATIONAL WILL:

Amend Article B.11.3(h) to read:

"The President will carry out the duties of the Recording Secretary if the Recording Secretary is the accuser or the accused. The President will carry out the duties of the Vice-President if the Vice-President is the accuser or the accused. The Vice-President will chair the meeting if the President is the accuser or the accused."

BECAUSE:

- No officer who is an accused or an accuser should have a role as a local union officer in the Trial Procedure.

### **Article B.11.5 Appeal**

CUPE NATIONAL WILL:

Amend the last sentence of article B.11.5(d) by replacing "present evidence" with "present their case" so that it reads:

"The Appeal Panel will determine its own procedure and will give the parties a full opportunity to present their case and make submissions on the issues in the appeal."

BECAUSE:

- The parties do not normally present evidence in an appeal.

### **Article B.11.5 Appeal**

CUPE NATIONAL WILL:

Amend Article B.11.5(i) by requiring that the decision of the Appeal Panel also be reported to the accused and the accuser so that the first sentence reads:

"The Appeal Panel will report its decision to the accused, the accuser and the Recording Secretary of the Local Union. "

BECAUSE:

- The Appeal Panel should be required to report its decision to the accused and the accuser as it now does in practice.

#### **Article B.11.5 Appeal**

CUPE NATIONAL WILL:

Amend the last sentence of Article B.11.5(i) by requiring the Local Union to report the result of the appeal to the next membership meeting whether the appeal is upheld or dismissed so that the last sentence reads:

"The decision of the Appeal Panel will be reported to the next membership meeting and recorded in the minutes of the meeting."

BECAUSE:

- The decision of the Appeal Panel should be reported to the next regular membership meeting and included in the minutes of the meeting.

(M/S C. Bert, unidentified delegate – Carried)

**Resolution C3** (submitted by the National Executive Board):

CUPE NATIONAL WILL:

Amend Article 4.7 and the title of Article IV by replacing "Provincial Occupational Groups" with "Provincial Sectoral Groups"

BECAUSE:

These groups are made up of workers in the same sector not in the same occupation.

(M/S C. Bert, unidentified delegate – Carried)

**Resolution C4** (submitted by the National Executive Board):

CUPE NATIONAL WILL:

Amend Article 6.8(a) to add Provincial Council of Unions and Airline Division Components to the list of organizations which can be represented only by a member in good standing from a Local Union affiliated to that organization. The second sentence of Article 6.8(a) will read:

"Only a member in good standing of a Provincial Division, District Council, Service Division, Provincial Council of Unions, Council of Unions or Airline Division Component to which their Local Union is affiliated can be a delegate representing that organization."

BECAUSE:

- The requirements to be a delegate from a Provincial Council of Unions or an Airline Division Component should be the same as to be a delegate from the other organizations listed in Article 6.8(a).

(M/S unidentified delegate,  
unidentified delegate – Carried)

**Resolution C5** (submitted by the National Executive Board):

CUPE NATIONAL WILL:

Amend Article 6.8(b) to add Provincial Council of Unions, Council of Unions and Airline Division Component to the list of organizations that can be represented at Convention by a person who meets the requirements of this Article. Article 6.8(b) will read:

"A full-time elected officer or appointed official of a Local Union, Provincial Division, District Council, Service Division, Provincial Council of Unions, Council of Unions or Airline Division Component can be recognized as a delegate representing that organization only if the officer or official was a member in good standing of a Local Union and covered by the collective agreement of that Local Union when elected or appointed to office."

BECAUSE:

- Officers or officials who represent a Provincial Council of Unions, Council of Unions or Airline Division Component should be subject to the same requirements as the other organizations listed in Article 6.8(b).

(M/S C. Bert, unidentified delegate – Carried)

**Resolution C6** (submitted by the National Executive Board):

CUPE NATIONAL WILL:

Amend Article 11.1(b) to make the eligibility requirements for Regional Vice-Presidents clear to read as follows:

"Only members who reside in the region and who are members in good standing of a Local Union in the region are eligible for election to the office of Regional Vice-President. A Regional Vice-President who ceases to meet these requirements cannot continue in office."

BECAUSE:

- The Constitution currently contains different requirements to be eligible for election and to hold office as a Regional Vice-President; and
- These eligibility requirements should be consistent.

(M/S unidentified delegate,  
unidentified delegate – Carried)

**Resolution C7** (submitted by the National Executive Board):

CUPE NATIONAL WILL:

Amend Article 15.1 to permit the Constitution to be amended at a regular or special Convention so that Article 15.1 reads:

"This Constitution can only be amended at a regular or special Convention by a two-thirds majority of voting delegates."

BECAUSE:

- The Union should be able to amend this Constitution at a special Convention if necessary.

(M/S unidentified delegate,  
unidentified delegate – Carried)

**Resolution C8** (submitted by the National Executive Board):

CUPE NATIONAL WILL:

Amend Article B.4.3(c) to allow a Local Union to set or change its regular monthly dues by referendum vote, as well as at a membership meeting. Article B.4.3(c) will read:

"A Local Union can set or change the regular monthly dues at a regular or special membership meeting or by referendum vote. Notice of at least seven days at a previous meeting or 60 days in writing must be given."

BECAUSE:

- A Local Union should be able to change its dues structure by referendum vote.

(M/S unidentified delegate,  
unidentified delegate – Carried)

**Resolution C9** (Submitted by the National Executive Board):

CUPE NATIONAL WILL:

Amend Article B.7.1 to read:

**"B.7.1 Retired Members' Associations**

- (a) A Local Union can form a Retired Members' Association. The National Union will charter the Retired Members' Association. All members of the Local Union who hold an Honorary Retiring Card and their spouses can join the Association. The Association will hold regular membership meetings.

- (b) Every Retired Members' Association must have an Executive Board made up of its President and Recording Secretary and other officers or members of the Executive Board needed by the Retired Members' Association to conduct its affairs.
- (c) The President of the Local Union is a member of the Executive Board of the Association with voice but no vote.
- (d) The Association will elect a member to the Executive Board of the Local Union with voice but no vote.
- (e) Every Retired Members' Association must have bylaws approved by a majority of its members. These bylaws do not come into effect until approved in writing by the National President.
- (f) If a Local Union has too few retired members to form a viable Association, its retired members can join a Retired Members' Association in the area.
- (g) The National Union may charter a District Council of Retired Members' Associations for an area. A District Council of Retired Members' Associations must have bylaws approved by a majority of its members. These bylaws do not come into effect until approved in writing by the National President. A Retired Members' Association in the area covered by a District Council of Retired Members' Associations can join it.
- (h) Retired Members' Associations and District Councils of Retired Members' Associations must comply with the policies and programs of the National Union. They may submit resolutions to Convention through a Local Union."

BECAUSE:

- Every Retired Members' Association needs an Executive Board to conduct its affairs;
- Every Retired Members' Association needs bylaws to give it an operating structure and these bylaws should be subject to approval by the National President in writing;
- Every District Council of Retired Members' Associations needs bylaws to give it an operating structure and these bylaws should be subject to approval by the National President in writing; and
- Only a Retired Members' Association within the area covered by a District Council of Retired Members' Associations should be able to join the District Council.

(M/S unidentified delegate,  
unidentified delegate – Carried)

## **TRIBUTE TO CUPE RETIREES**

CHAIRPERSON PAUL MOIST: There are many staff attending this convention that have retired since we last met in Montreal and a number of staff that retired long ago but still take an active interest in our union. Eighty-one CUPE staff have retired in the last two years and I am not sure how many hundreds of years this adds up to. Suffice it to say that these 81 sisters and brothers have hundreds of collective years of service to you the membership.

I want to salute all CUPE retirees. These folks built our union. They have serviced you tirelessly for decades and it's incumbent on us to say thank you to all retirees. We have the best staff of any union in Canada and I want to thank them for carrying about our organization, wish them all good health and a long and happy retirement.

## **TUESDAY, NOVEMBER 1, 2011**

### **AFTERNOON SESSION**

□

## **PRESENTATION OF THE NATIONAL LITERACY AWARD**

CHAIRPERSON PAUL MOIST: Our union is a literacy leader for CUPE reading and writing are not ends in themselves. We understand literacy is not just about reading the words; it's about reading the world. CUPE has developed and implemented literacy programs for over ten years empowering members to be full participants in the workplace and in their communities. There two nominees are: Tom Ciancone, Local 4400, Ontario; and Terry Bennett, Local 569, Newfoundland and Labrador.

This year's award goes to a true champion of literacy, Brother Terry Bennett, City of St. John's in Newfoundland and Labrador. Through the Literacy Program he started in his workplace, Terry went on to get his graduate equivalency diploma after much hard work and determination. When interviewed about his experience as a literacy learner, he said: "I used to write long letters to management. Now, I right short and saucy letters to them."

In 2009, Terry went from a learner to a candidate for municipal council in St. John's. He didn't win that first time out, but he ran a solid campaign and he credits his involvement with literacy for giving him the self-confidence to take on the campaign. When I phoned Terry a couple of weeks ago to advise him about this award, he made it clear to me that it may have been his first, but it won't be his last run to be a union-backed city councillor in the great City of St. John's.

## **CREDENTIALS COMMITTEE REPORT**

This is the second report of the committee.

From Newfoundland and Labrador: 44 delegates representing 24 local unions, 1 delegate representing 1 provincial division; for a total of 45 delegates and 7 alternates.

From Nova Scotia: 74 delegates representing 39 locals union, 1 delegate representing 1 provincial division; for a total of 75 delegates and 6 alternates.

From New Brunswick: 78 delegates representing 38 local unions, 3 delegates representing 3 councils of unions, 1 delegate representing 1 provincial division; for a total of 82 delegates and 2 alternates.

From Prince Edward Island: 26 delegates representing 12 local unions, 1 delegate representing 1 provincial division; for a total of 27 delegates and 1 alternate.

From Québec: 299 delegates representing 106 local unions, 5 delegates representing 5 councils of unions, 1 delegate representing 1 airline component, 4 delegates representing 2 service contracts, 1 delegate representing 1 provincial division; for a total of 310 delegates and 13 alternates.

From Ontario: 810 delegates representing 280 local unions, 1 delegate representing 1 council of unions, 9 delegates representing 9 district councils, 1 delegate representing 1 airline component, 1 delegate representing 1 service division, 1 delegate representing 1 provincial division; for a total of 823 delegates and 93 alternates.

From Manitoba: 101 delegates representing 35 local unions, 1 delegate representing 1 provincial division; for a total of 102 delegates and 15 alternates.

From Saskatchewan: 89 delegates representing 29 local unions, 1 delegate representing 1 council of unions, 1 delegate representing 1 provincial division, for a total of 91 delegates and 8 alternates.

From Alberta and the Northwest Territories: 128 delegates representing 52 local unions, 1 delegate representing 1 district council, 1 delegate representing 1 provincial division; for a total of 130 delegates and 7 alternates.

From British Columbia: 414 delegates representing 172 local unions, 6 delegates representing 6 district councils, 1 delegate representing 1 service division, 1 delegate representing 1 provincial division; for a total of 422 delegates and 17 alternates.

At this time, we have a total of 2,114 delegates and 169 alternate delegates representing 787 local unions, 10 councils of unions, 16 district councils, 2 service divisions, 2

airline components, 2 service contracts, 10 provincial divisions, 2 national officers and 5 general vice-presidents.

As per article 6.4 of the National Constitution, we also have 6 equity seeking group delegates with voice, but not vote.

On behalf of the Committee, I move adoption of this report.

(M/S P. Chapman, M. Reed – Carried)

#### **INTRODUCTION OF GUEST SPEAKER**

CHAIRPERSON PAUL MOIST: Stephen Lewis is a humanitarian who has worked to improve the human condition both in Canada and around the world. He was an elected member of the Ontario Legislative Assembly from 1963 to 1978. In 1970, he became Leader of the Ontario New Democratic Party, during which time he became Leader of the Official Opposition.

Stephen served as Canada's ambassador to the United Nations from 1984 to 1988 and he was the Deputy Executive Director of UNICEF at the Organization's Global headquarters in New York from 1995 to 1999. He was the UN Special Envoy for HIV Aids in Africa from 2001 to the end of 2006.

Currently, Stephen is a distinguished visiting professor at Ryerson University in Toronto. He serves as the Board Chair of the Stephen Lewis Foundation in Canada, which is dedicated to turning the tide of HIV Aids in Africa. He is a co-founder and co-director of Aids Free World in the United States. He is a member of the Board of Directors of the Clinton Health Access initiative and emeritus board member of the International Aids Vaccine initiative. He also serves as a commissioner on the newly formed global Commission on HIV and the Law created by the United Nations Development Program.

Stephen is the author of the best-selling book "Race against time". Mr. Lewis holds 34 honorary degrees from Canadian universities and, in June 2010, he received an honorary degree from Dartmouth College in the United States. He is a Companion of the Order of Canada, Canada's highest honour for lifetime achievement and for us, much more than all of this introduction, he is not just a great Canadian although that he is, he is a true friend of working people and specifically a great friend of the Canadian Union of Public Employees.

*Following Brother Stephen Lewis's address, Brother Paul Moist thanked him and made a donation, on behalf of CUPE, to the Stephen Lewis' foundation.*

#### **REPORT OF THE SPECIAL NEB COMMITTEE ON STRATEGIC DIRECTIONS**

The committee members are: Daniel Légère, general vice-president, Atlantic and Maritimes; Yolanda McClean, diversity vice-president representing workers of colour; Candace Rennick, regional vice-president, Ontario; Mark Hancock, regional vice-president, British Columbia; Tom Graham, general vice-president, Saskatchewan; Charles Fleury, regional vice-president, Québec; and Stan Marshall, staff advisor.

We draw your attention to the report distributed at registration, titled "*Reporting Back, CUPE's Strategic Directions 2009-2011*". The report describes the successes achieved in carrying out the priorities established in the 2009 Strategic Directions Program. *Please visit the CUPE website for a copy of this report.*

The committee will also introduce the strategic directions program for the next two years. This document is called "*Strategic Directions Program 2011-2013, A Blueprint for the Future*".

This document will be brought to the convention floor for debate in sections. Delegates will have an open and free discussion on each section, taking the usual step of ignoring the pro and con microphones so that any amendment or comment could be made without having to worry too much about procedure.

Following a sufficient discussion period, the chairperson will ask delegates to refer the strategic directions document to the committee members who will modify the document to reflect the points raised at the microphones.

After the last debate, all sections of the strategic directions program will have been discussed and the document will be rewritten. A new and revised version will be presented on the last day of convention for debate and a final vote, this time using microphones for the pros and cons.

Discussions took place on the sections titled "The Assault on the Public Sector and the Working Class", paragraphs 1 to 15 and Strategic Priority 1a: Reaching CUPE Members, paragraphs 16 to 26.

(M/S D. Légère, Y. McClean –  
Referred back to the committee)

#### **REPORT OF THE NATIONAL WOMEN'S COMMITTEE**

The members of the committee are: Barbara Moore, co-chair, Nova Scotia; Helen Kennedy, co-chair, Ontario; Corrina Simmonds and Marie Murphy, alternate, Newfoundland and Labrador; Lori MacKay and Melissa Bruce, alternate, Prince Edward Island; Marilyn MacCormack, New Brunswick; Joëlle Ravary, Québec; Sylvie Moreau, Ontario; Arlene Macklem,

Manitoba; Linda Joyce and Elizabeth Tweedale, alternate, Alberta; Debbie Taylor and Laurie Whyte, alternate, British Columbia; Barbara Williams and Judy Geeraert, alternate, Hospital Employees' Union; Kathleen Jean-Pierre, Airline Division; Kelli Lawrence, COPE; Sheryl Burns, Persons with Disabilities Representative; Joanne Foote, Aboriginal member; Candace Rennick, NEB liaison; Darcie Beggs, Sheree Capar, Annick Desjardins and Maureen Morrison, staff advisors.

#### *"video presentation"*

#### Introduction

The National Women's Committee has been very engaged over the past two years in the struggle to achieve equality for women – in the workplace, in the union, and in society as a whole. The economic downturn and the election in May, 2011 of a majority Conservative government have set the stage for a major assault on women's rights. Since coming to power in 2006, Stephen Harper has made it clear that his political agenda denies the reality of women's inequality and that he will try to silence any groups that raise their voices on behalf of women and other equity-seeking groups. The initial cuts to Status of Women Canada and national women's groups have been followed by withdrawal of funding for a long list of women's advocacy organizations. The NWC is committed to participating with our CUPE sisters and brothers in a reinvigorated fightback campaign against this regressive government.

#### Looking back

March 8, 2011 marked the 100<sup>th</sup> anniversary of International Women's Day (IWD) as a day to celebrate the achievements and struggles of women. It was in 1910, in Copenhagen, that the delegates to the second Socialist International Conference unanimously agreed to establish a day to highlight the struggles of women for equal rights, including universal suffrage. The first IWD was celebrated the following year, in March 1911.

Also in March 1911, the Triangle Shirtwaist Fire in New York City killed more than 140 young working women, most of whom were immigrants. This tragedy highlighted the demands women were making for improved working conditions and was used as a call for mobilizing participation in International Women's Day marches.

Just a year later, in 1912, the Industrial Workers of the World (IWW) strike marked another important event. Textile workers, over half of whom were women and children, took to the streets of Lawrence, Massachusetts. It was one of the first strikes involving women and immigrant workers and became known as the *Bread and Roses Strike* because of a picket sign carried by one of the striking women, which read "*We Want Bread, But Roses Too!*"

#### Women in CUPE

As we look back at these seminal events in women's labour history, it is also important to reflect on the history of women in CUPE. In 1970, the Royal Commission on the Status of Women submitted its report and recommendations on how to improve the situation of women in Canada. Building on this, at the 1971 Convention, CUPE adopted a program titled "*The Status of Women in CUPE*" aimed at making progress on those Royal Commission recommendations which were applicable to CUPE members.

Four years later, 1975 was celebrated as International Women's Year, and CUPE produced a report called "*The New Status of Women in CUPE*" to review the progress made in implementing the 1971 recommendations.

Much has changed over the past 40 years. We've gotten rid of overt discriminatory practices like separate wage schedules for men and women, and the requirement that women quit their job if they marry. However, many of the issues identified in the 1970s remain a problem, including the lack of pay equity, limited access to child care, the lack of universal coverage for full pay during maternity/parental leave, limited access to good pensions and benefits, and the underrepresentation of women at all levels of the union.

The 2007 CUPE National Women's Task Force (NWTF) continued this tradition of internal reflection through its study of ways to improve the status of women in the union. The NWTF made several recommendations and while not everything has been accomplished, there have been a number of significant steps, including the holding of the Bargaining Women's Equality conference, the development of the Code of Conduct, the creation of more user-friendly Model By-Laws, and the inclusion of Equality modules in the Steward Training course. The National Women's Committee is committed to carrying forward the work of the NWTF to transform the union so that we can benefit from the strength and energy of the full diversity of CUPE women.

#### Accomplishments

The committee was very pleased to see the adoption of the *Code of Conduct* at the National Executive Board meeting in June 2010, as the members had been involved in its development. It had been one of the key recommendations of the NWTF as a way of trying to make the union more inclusive and welcoming, especially to women. It is also encouraging to note that several divisions have also adopted similar provisions.

The issue of women and pensions was another important focus of the committee. The members were pleased to see that their idea of developing a factsheet on women and pensions was incorporated into CUPE's pension campaign. The committee also welcomed a presentation from Sister Darcie Beggs on this subject as a way of getting more

informed in order to better participate in CUPE and the Canadian Labour Congress campaigns on retirement security. It was shocking to hear that there are over 100,000 CUPE members, mostly women, who have no workplace pension – this underlines the importance of fighting for improvements to the Canada Pension Plan (CPP).

The members have been discussing the question of what a “living wage” means to them and what a living wage/decent work campaign should look like. The committee had a presentation by Sister Margot Young about casualization and how this is an important component of any decent work campaign. The NWC input into the discussion about what increasing casualization and part-time work means for women and how locals need to take these issues seriously provided an important framework for the ongoing work on this project.

The committee understands that child care is an issue which is inextricably connected to the struggle for women’s equality and we liaise often with the National Child Care Working Group. Some of the issues of common concern are the provisions for compensation for off-site child care and the proposed family leave policy. Two sisters from the committee, as well as members from the National Young Workers’ Committee and the Persons with Disabilities National Working Group, worked with the NCCWG to draft this policy. The committee is hopeful that this policy will be approved by the NEB as it will assist more members to be able to be involved in the union. The members are pleased to note that several jurisdictions have moved child care from social services to education and are committed to carrying on the work in the regions to lobby for a publicly-delivered, not-for-profit, accessible child care system.

Several of the sisters were able to attend the CLC *Rise UP! for Your Rights* conference held in December 2010 in Ottawa. The sisters who participated were very enthusiastic about the conference and said it was one of the best they had ever attended. Over 500 equity-seeking activists came together to strategize on a diverse range of human rights issues and to develop ways to mobilize to move these issues forward.

Members of the committee have also been very active over the last two years in promoting educational opportunities for women. They have organized various conferences, seminars, and workshops across the country, on a range of diverse subjects such as human rights, bargaining equality, women breaking barriers, women speaking up, harassment and violence, and many others.

Working to eliminate violence against women is one of the major issues the committee continues to address and was recently added as one of the points under the Committee’s Terms of Reference. We worked on several aspects including:

- Participating in the CLC December 6, 2009 campaign to mark the 20<sup>th</sup> anniversary of the killings in Montreal – *20 days and 20 ways to end violence against women*, which included 20 postcards dealing with the systemic causes underlying women’s inequality and vulnerability to violence.
- Working to defeat the repeal of the gun registry in September 2010, as we felt that getting rid of the long gun registry would put more women at risk of violence. Unfortunately this victory will be short-lived with the election of a majority Conservative government.
- Working with the Native Women’s Association of Canada *Sisters in Spirit* campaign to highlight the appalling number of missing and murdered aboriginal women and girls.
- Supporting the WISE program in Manitoba which teaches employers how to deal with domestic violence and lobbying for better funding for transition houses in Nova Scotia, as well as in British Columbia.

The committee members in Québec and New Brunswick were very involved in the World March of Women in October of 2010. The major demands of the march included calls for improved working conditions and economic security for women, and against privatization and user fees for public services. The Québec Federation of Labour built on the theme of the march in its International Women’s Day poster which depicted a huge variety of women’s footwear and other symbols associated with women, in keeping with the concept of women on the march for equality and social justice.

The co-chairs and staff attend the CLC Women’s Committee and are very involved in promoting the issues which are discussed there, including that of domestic work. This is an issue which impacts women directly as it is female-dominated, low wage, generally non-unionized and shares all the other characteristics of precarious work. The committee was pleased to note that the union worked with the CLC to sponsor a CUPE sister from British Columbia to attend an international conference on domestic work in Geneva in May 2011. The committee hopes to follow up with this sister to bring more awareness to this important issue.

The committee members were also very involved in March 8 activities across the country to mark the 100<sup>th</sup> anniversary of International Women’s Day. CUPE produced a new IWD poster “*What we’ve achieved... is just the beginning.*” to illustrate progress on women’s issues and highlight our objectives for the future.

#### Plan of Action

The National Women’s Committee developed a plan of action which has focused the work of the Committee over the past two years and which will guide the work over the

next few years. It addresses a number of important issues, including:

#### Bargaining

Implement recommendations from the 2009 National Women's Bargaining Conference

- Employment Equity plans.
- Protection of full-time jobs, conversion of part-time jobs to full-time jobs, and fight back against the casualization of work.
- Full seniority rights for all workers.
- Workplaces free from violence in any form.
- Work family balance.
- Pensions for all CUPE members and in particular bargaining units that are predominantly female.
- Full benefits for both full and part-time workers.
- No contracting-out language.
- Coordinated and central bargaining.

#### More effective and inclusive union meetings

- Monitoring the implementation of the Code of Conduct.
- Encouraging locals to adopt more user-friendly by-laws and use clear language in developing policies and resolutions.

#### Create a representative union structure

From Strategic Directions 2009: CUPE will continue our commitment to equality in our internal structure and processes.

- Develop resolutions and campaigns to create more representative union structures.
- Create a full-time coordinator of women's issues within the Equality Branch.
- Create full-time equality representatives jobs in Saskatchewan and Alberta and increase resources in all other regions.

#### Education and training

- Broaden education opportunities for women by highlighting opportunities currently available.
- Diversify ways of delivering CUPE courses in our local communities, to remove barriers for women from small locals, rural locals, etc.

#### Leadership development and mentoring programs for women

- Develop a factsheet on what mentoring is at a formal and informal level, listing what mentoring opportunities are available, how to get mentored, etc.

- Continuing to promote leadership course for women such as *Women Breaking Barriers*, *Women Speaking Up*, etc.

#### Develop and fund a "Living Wage/Decent Work" campaign, to address women's economic and social inequality

- Justice for caregivers
- Increase in social assistance rates
- Fight "casualization" of work
- Fight for decent wages/benefits/pensions/sick leave/vacation/affordable housing
- Freedom from harassment and violence
- Balanced work and family life
- Pay Equity
- Address growing racialization of poverty

#### Equality issues on the legislative agenda

From Strategic Directions 2009: CUPE will develop a stronger capacity to engage in political actions that change legislation and societal structures and the processes that create and continue inequalities. Focus on six priority areas including:

- National Child Care program
- Pay Equity
- Pensions
- Employment Insurance
- Maintaining the Gun Registry
- Renewing the Court Challenges Program

#### Violence against women

- Continue to combat violence against women in all its forms, in the workplace and in society as a whole, including focusing on initiatives to raise awareness and take action to stop the violence against aboriginal women, and addressing the systemic violence of forcing people to live in deplorable conditions without access to affordable housing and safe drinking water.

#### Conclusion

The National Women's Committee would like to take this opportunity to thank the staff who assist us with our work, including Sister Maureen Morrison who was acting director, Sisters Margot Young, Darcie Beggs, Danielle Wright, and Debbie Rebeiro at National Office, and Sister Annick Desjardins from Québec and Sister Sheree Capar from Manitoba, as well as all the other Equality Branch staff at National and across the country. Also, we would like to thank our National Executive Board Liaison, Sister Candace Rennick. The members of the committee would also like to thank Brother Claude Généreux for his support over the years and to wish him well in retirement.

As we noted at the beginning, this year marks the 100<sup>th</sup> anniversary of International Women's Day. The National Women's Committee honours the struggles of the sisters who came before us and we embrace their anthem, whose powerful words still ring true today – *"Our lives shall not be sweated from birth until life closes; hearts starve as well as bodies – give us bread, but give us roses."*

#### **REPORT OF THE NATIONAL ABORIGINAL COUNCIL**

The members of the council are: Dan Webber, Newfoundland and Labrador; Leo Cheverie; Prince Edward Island; Stella Ward, New Brunswick; Daniel Blacksmith, Québec; Joanne Webb and Vince Musson, Ontario; Shirley Langan, national senator, and Roger Procyk, Manitoba; Shelly Kapell and Tony Head, Saskatchewan; Gloria Lepine and Dale White, Alberta; Leanne Louie and Dale Whitford, British Columbia; Trudy Spiller and Martin MacKenzie, national senator, Hospital Employees' Union; Melanie Poulin, Airline Division; Brian Barron, diversity vice-president and national senator, NEB liaison; and Don Moran, staff advisor.

#### *"video presentation"*

##### Introduction

The National Aboriginal Council (NAC) was established at the 2005 CUPE National Convention.

##### Elders

The council's composition reflects Aboriginal Traditions of Governance to ensure gender parity, Elder advice, aboriginal selection process and consensus decision-making. The NAC would like to recognize the following elders: the late Elder John Shingoose who opened our inaugural meeting held in Saskatoon's Wanuskewin Park in May 2006 and Sister Minnie Denis, a CUPE member who assisted us with elections at the Human Rights' Conference in Vancouver. Currently, the council recognizes Elder Thomas Louttit who continues to assist us in guiding all of our proceedings.

##### Mandate

The council's mandate is to promote and defend the rights of all Aboriginal Peoples in our union and communities, locally, nationally and internationally. This includes advising the National Executive Board (NEB) on all issues pertaining to aboriginal, racism, partnership agreements and employment equity as it impacts individuals and their communities.

##### Diversity vice-presidents (DVP)

The aboriginal diversity vice-presidents developed a work plan based on the ongoing work and the recommendations of the National Aboriginal Council. Brother Brian Barron,

diversity vice-president representing aboriginal issues for CUPE, believes the work we have begun is a step in the right direction. Brother Barron has filed a report which can be picked up at the Equality table.

##### Ooma database

The NAC needs to be connected with the CUPE community. This has been ongoing successful work. Please fill in the Ooma (meaning what's new in aboriginal language) form at the Equality table with your email address to add to the aboriginal database so that you may receive information on aboriginal issues.

##### CUPE staffing

In anticipation of vacancies from CUPE staff retirements, the work plan calls for the development of a representative workforce strategy. A strategy along this line has been proven to work in other regions and workplaces. The successful aboriginal-targeted representative training program was successful.

##### Equity-seeking members' representation on the executive at conferences and conventions

Our elected leadership is crucial at all levels to encourage and promote equity-seeking members to become delegates and to participate in all educationals, conferences and conventions. A good example of this is the appointment selection for national committees.

##### Networking and coalition building

It is vital that our union leadership continue to strive to meet with our aboriginal leadership in order to follow common goals. Since last convention, the council has managed to make inroads on connecting with the aboriginal community leadership. We have been invited by the Native Women's Association, the Assembly of First Nations and the Métis National Council to meet and be involved in pertinent activities. We also have managed to work with differing communities when it comes to June 21, National Aboriginal Day, and Defenders of the Land for Indigenous **Sovereignty** Week in October and Back to Batoche in Saskatchewan every July. We must continue work on consulting Hereditary Chiefs and our work with Barriere Lake First Nation. The council will move to make gains with the Inuit Tapiriit Kanatami (ITK).

##### Working with all committees

There is a commitment from the council to work closely with all committees and ensure that the aboriginal/equity agenda is kept on the front burners. Since last convention, we have worked closely with all equality committees as well as most other national committees. One of the priority issues we have worked on together is the HIV/AIDS file. We also

continue to meet with the National Rainbow Committee every time we meet nationally.

#### First Peoples/aboriginal awareness training workshops

Our plan maintains that equality and anti-racism training become an integral part of all CUPE educational programs. Since last convention, CUPE has continually improved the First Peoples "Connecting with Aboriginal Workers" course. The session is now an integral part of the Steward Learning Series Certificate.

#### Aboriginal councils

We continue to assist in all regions to establish regional aboriginal councils. To date, we have councils in Saskatchewan, Manitoba, British Columbia, Alberta, Ontario and Québec. We also have a council in the Hospital Employees' Union (HEU) division and representation on the national council from the Airline Division. We continue to work closely with our sisters and brothers in the Maritimes and the Atlantic regions. A few of the Atlantic conventions have passed resolutions to form aboriginal councils. We look forward to be represented nationally from coast to coast. We currently have six locals in Saskatchewan and two in Manitoba which have local aboriginal councils.

#### Partnership agreements

Partnership agreements have always been of great importance to the NAC. We will continue to promote partnership agreements in all provinces through our aboriginal councils which we feel is an integral part of solving under-representation in our workplaces and union. We assisted in the signing of a major partnership agreement with the Métis Nation in Saskatchewan in June 2010 and have followed up with a leadership conference in 2011. The partnership has been captured in a video entitled "River of Unity" (available from the Equality Branch).

#### River of Unity Video

The video is about Back to Batoche, the CUPE Saskatchewan Aboriginal Council's annual canoe trip and the signing of a major partnership agreement with the Métis Nation of Saskatchewan. The video depicts how the community of union and the community of the Métis come together. You can also catch a clip of Brother Paul Moist jiggling his best with the president of CUPE Saskatchewan, Tom Graham.

#### Our work in the regions and communities

We strengthen our links and work with communities, not only with the services that we provide, but also by working with and supporting issues of mutual concerns. Our council members across the country played a pivotal role in commemorating Days of Action. (Please visit cupe.ca to see the NEB reports from the NAC.)

#### National Aboriginal Council's strategic plan

The council has initiated action in the areas of HIV/AIDS, National Aboriginal Day, Indigenous Sovereignty Week, water issues, stopping violence against women, partnership agreements, quality of education, the Jordan Principle, environmental issues, diabetes, justice issues and much more (see the NAC Strategic Plan further on in this report). The NAC believes that the 2009 First Peoples' resolutions, the "1987 CUPE Aboriginal Rights Policy Paper" (updated) is a declaration that must be followed with regards to aboriginal issues along with the Vancouver Declaration and the 2009 CUPE National Strategic Plan and the following priorities initiated at the council's inaugural meeting:

- Youth awareness
- Organizing
- Under-representation in the workplace and in CUPE
- Aboriginal awareness training
- The formation of aboriginal councils

#### Recommendations

- Work closely with the diversity vice-presidents. CUPE National must continue to support the diversity vice-presidents' ability to connect to its constituents by resourcing them to attend pertinent activities.
- Support and assist members to form aboriginal councils. All of CUPE's regions are on the verge of having an aboriginal council. We must pay attention to encourage the formation of aboriginal councils in locals to address socio-economic challenges faced by First Peoples to achieve a common goal to enhance the socio-economic status.
- CUPE as an employer must negotiate a representative workforce strategy. There has been an increase in numbers hired, but the under-representation gap exists.
- We must continue to develop and ensure equity is involved in every aspect of the trainee representative program. Targeted equity trainee representative classes must continue with aboriginal individuals. Successful trainee representatives must be assigned in a timely manner to ensure skills and training meet the needs of the union and members.
- A national aboriginal mentorship network must be developed. Mentoring and coaching should remain as a foundation. Cultural follow-up support should be encouraged to assist when requested or determined.
- Aboriginal representation should be included on all committees of the national union.

- We have to continue our efforts of educating our staff on equality issues. This should have a mechanism to report directly to the Equality Branch and the Union Development Department for monitoring the process and determining the value of the education.
- The council strongly recommends that CUPE leadership at all levels and CUPE staff undergo training on “Connecting with Aboriginal Workers” course, before the next CUPE national convention.
- We must continue our work in developing and encouraging locals to put forth a representative workforce strategy and signing partnership agreements with our First Peoples community.
- Create pilot projects across the country to develop a representative workforce strategy and partnership agreements.
- Continued financial commitment for attendance to certain culturally appropriate events must remain for the advancement and enhancement of aboriginal members. Global indigenous rights must remain a priority. However, equal attention to issues occurring within the borders of our country should be paid to ensure a connection to the broader aboriginal communities.
- All resolutions, the 1987 CUPE Aboriginal Rights Policy Paper, the Strategic Directions and the Vancouver Declaration should be implemented with all the necessary support.
- Continuously take on systemic racism through legal and legislative action and continue to push aboriginal issues and anti-racism through collective bargaining.
- Make organizing aboriginal workers a top priority using organizers from this community.
- We must hold bi-annual meetings with regards to organizing aboriginal workplaces.
- Anti-privatization projects and First Nations need an in-depth study as more and more First Peoples are jumping on the “privatization bandwagon”.
- Under the guidance of the anti-privatization coordinator, CUPE must study P3s in the First Peoples communities. We need to meet with aboriginal communities to provide for a plan of action to initiate this work.
- Aboriginal representation must be included on all committees of the national union.

CUPE should also commit to financial and staff resources to provide for the NAC strategic plan as follows:

General Activities	How/Contents and Preparation
<ul style="list-style-type: none"> <li>• “I am a Witness” program AFN and First Nations Child and Family Caring Society of Canada- <a href="http://www.fnwitness.ca">www.fnwitness.ca</a></li> </ul>	<ul style="list-style-type: none"> <li>• Human Rights Tribunal Hearing</li> <li>• Encourage everyone to become witnesses</li> </ul>
<p>Water/ Environment/Global Warming</p> <ul style="list-style-type: none"> <li>• Indigenous committees around the World</li> <li>• Blue Water Summit- national initiative</li> </ul>	<ul style="list-style-type: none"> <li>• Grassy Narrows initiatives</li> <li>• Councils make water an issue at all gatherings</li> <li>• Site 41 – success stopping dump site</li> <li>• Water strategy initiatives</li> <li>• CUPE should look at going to the reserves across Canada to partner with First Peoples on how they can get their own water and sewage treatment</li> <li>• Impact on aboriginal communities re: oil sands in Northern Alberta</li> <li>• CLC and CUPE – sustainable energy policy that benefit aboriginal communities</li> <li>• CUPE National partnership with safe drinking water foundation</li> <li>• Privatization – aboriginal communities are funded by Feds with a portion to be funded by the reserves which look at privatization to make up the remainder of the funding</li> <li>• Recycled bottled water containers should be refundable</li> <li>• Joint review panel run by British Columbia Government – First Nations and other aboriginal communities discuss environmental impact should a pipeline be allowed</li> <li>• Portable water purification machines to purify water should be made available on reserves</li> <li>• East Coast “fracking” – drilling for natural gas, crushed shale which can contaminate human water and offshore drilling in the Gulf of St. Lawrence gas</li> <li>• Mother Turtle Island Water Walk (raise awareness of water issues) <a href="http://www.motherearthwaterwalk.com">www.motherearthwaterwalk.com</a> <a href="mailto:waterwalk2011@gmail.com">waterwalk2011@gmail.com</a></li> </ul>

<p>Racism and Discrimination</p> <ul style="list-style-type: none"> <li>• Intersectional</li> <li>• CUPE 1987 Native people and Aboriginal Rights Paper</li> <li>• Internal policies and structures to be reviewed to identify workers to fully participate in the union</li> <li>• Lobby to develop Harassment and Bullying courses within CUPE</li> </ul>	<ul style="list-style-type: none"> <li>• Letter writing campaign needed</li> <li>• Need strategy based on resolutions</li> <li>• National representative training</li> <li>• Aboriginal awareness courses</li> <li>• Negotiate representative workforce strategies</li> <li>• Partnership agreements</li> <li>• Racism in the workplace education needed</li> <li>• Develop educational respectful workforce/aboriginal course</li> <li>• Alberta will provide aboriginal awareness training annually</li> <li>• Two-Spirited gathering in Manitoba (info@healingourspirit.org)</li> </ul>
<p>Education</p> <ul style="list-style-type: none"> <li>• Creating Racial Justice</li> <li>• Aboriginal Awareness</li> <li>• Literacy</li> <li>• Unionism on Turtle Island</li> <li>• Newfoundland – History of Aboriginal Peoples in Labrador</li> </ul>	<ul style="list-style-type: none"> <li>• CUPE Union Development Department – (National Literacy)</li> <li>• Deliver aboriginal awareness course components as needed</li> <li>• Prepare an aboriginal fact sheet relating to aboriginal issues</li> <li>• Employment equity in workplaces to assist in addressing “reverse discrimination”</li> <li>• Prepare aboriginal kits</li> <li>• Aboriginal Awareness Facilitator’s Training for all National Aboriginal Council members</li> <li>• Video of Back to Batoche</li> <li>• Resolutions to be submitted at every division convention to hold an “Aboriginal Awareness Workshop” – draft a generic resolution</li> </ul>
<p>Youth</p>	<ul style="list-style-type: none"> <li>• Mentor youth members within the workplace</li> <li>• Aboriginal representation on youth committees</li> <li>• Labour kid’s camp</li> <li>• Aboriginal youth opportunities</li> <li>• Include one youth in NAC’s “Terms of Reference”</li> <li>• Attend job fairs</li> <li>• Alberta Aboriginal Council continues to send two kids to the Alberta Federation of Labour Kids Camp</li> <li>• CUPE continue to fund youth camps with energy sector</li> </ul>
<p>Employment Equity</p> <ul style="list-style-type: none"> <li>• Partnerships agreements</li> <li>• Representative workforce</li> <li>• Pensions</li> </ul>	<ul style="list-style-type: none"> <li>• How to deal with pensions on federal reserves</li> <li>• Hydro-Québec</li> <li>• NAC members need to lobby provincial educational departments to ensure aboriginal awareness course components are inclusive in schools</li> <li>• Critiquing the trainee representative program to meet the demands of staffing levels and be provided with data information</li> <li>• Internal review of CUPE hiring practices to determine fair employment opportunities for minority groups</li> <li>• Design an equality recruitment poster jointly with the National Rainbow Committee</li> <li>• Monitor progress of joint employment committee</li> <li>• Engaging and involving new members – encourage self- identification</li> <li>• CUPE Alberta Division executive will be taking a four-hour representative workforce strategy workshop in June 2011</li> </ul>
<p>Health Issues</p> <ul style="list-style-type: none"> <li>• HIV/AIDS</li> <li>• Diabetes</li> <li>• Disability</li> <li>• Traditional Healing (Indian Residential School Abuse/Used by aboriginal patients in health care facilities)</li> </ul>	<ul style="list-style-type: none"> <li>• Create a fact sheet on HIV/AIDS</li> <li>• Create a fact sheet on diabetes</li> <li>• Attend health care conference</li> <li>• Jordon Principle – submit resolutions as raising awareness</li> <li>• Provide speaker to conferences</li> </ul>

<p>Aboriginal Women Issues</p> <ul style="list-style-type: none"> <li>• Violence against them</li> <li>• Pay equity</li> </ul>	<ul style="list-style-type: none"> <li>• Highways of Tears</li> <li>• Walk for Justice</li> <li>• Sisters In Spirit</li> <li>• Try to obtain reusable bags with the CUPE labels</li> <li>• Alberta Aboriginal Council card campaign “Have you seen our Sisters”</li> <li>• Native Women’s Association electronic survey and looking for participation – work with young aboriginal women under 30 years old and girls who require services related to safety: 1-800-461-4043 <a href="http://jrisurveys.ckbxca.com/NAYSPS.survey">http://jrisurveys.ckbxca.com/NAYSPS.survey</a></li> <li>• Fact sheet re: Native’s Women’s Association of Canada – increased awareness amongst women in identifying and/or removing barriers</li> <li>• Walk 4 Justice (Vancouver to Ottawa)</li> </ul>
<p>Straight Political Action (Leadership of Organizations)</p> <ul style="list-style-type: none"> <li>• Connecting with national/provincial aboriginal groups/political figures</li> </ul>	<ul style="list-style-type: none"> <li>• Work with Aboriginal First Nations (AFN) on water issues</li> <li>• Involved federally in election</li> <li>• Establishing a relationship with academic communities for both information sharing and future endeavours</li> <li>• Work with: <ul style="list-style-type: none"> <li>AFN</li> <li>Métis Nation Council</li> <li>Defenders of the Land</li> <li>NDP – (provincially/nationally)</li> <li>Native Women’s Association of Canada</li> </ul> </li> <li>• Steven Bernard – Micmac issue</li> <li>• Zachary Leonard case</li> </ul>
<p>Justice Systems</p> <ul style="list-style-type: none"> <li>• Over representation in jail aboriginal justice system</li> <li>• Unlocking aboriginal justice</li> <li>• Leonard Peltier</li> <li>• Steven Bernard</li> <li>• Zachary Leonard</li> </ul>	<ul style="list-style-type: none"> <li>• Lobbying federal and provincial governments/Indian and Métis organizations</li> <li>• Submit resolutions – Indigenous rights regarding land treaties</li> <li>• Support “Truth and Conciliation”</li> <li>• Restoring funding to aboriginal healing centres</li> <li>• “Restorative Justice System” program</li> </ul>
<p>Land treaties</p>	<ul style="list-style-type: none"> <li>• Defenders of the Land</li> <li>• Submit resolutions – Indigenous rights regarding land treaties</li> <li>• Protect land against bad environmental practices</li> <li>• <i>Far North Act</i> follow-up needed</li> <li>• Water and pollution issues – Fort Chipewyan, Fort McKay and Athabaska River – mass pollution-stealing water to produce the oil sands</li> <li>• Support Bill C518- private members Bill-move to close containment (salmon fish farming)</li> </ul>
<p>Communication</p> <ul style="list-style-type: none"> <li>• Emails</li> <li>• Mailouts</li> <li>• Newsletter/<i>Organize/CUPE Today</i></li> <li>• Media sources – Aboriginal radio</li> <li>• Teleconference calls</li> <li>• Website</li> <li>• Facebook log</li> </ul>	<ul style="list-style-type: none"> <li>• NAC database to be compiled/updated</li> <li>• NAC members to send listing of aboriginal news stories provincially via email</li> <li>• Develop new promotional materials and utilize CUPE publications to promote employment equity</li> <li>• Continue newsletter</li> </ul>
<p>Organizing and Raising CUPE’s Profile</p>	<ul style="list-style-type: none"> <li>• National Aboriginal Day, June 21</li> <li>• Attend powwow’s and other cultural events</li> </ul>

Traditional teachings are the blueprint for human behavior; they connect us to the nature and the spiritual world. We are all equal through the seven gifts of our grandparents:

“Respect, Humility, Love, Truth, Honesty, Courage, Wisdom”

The national officers have shown tremendous support and commitment to the First Peoples and follow these gifts. The National Executive Committee and the National Executive Board have also demonstrated the diligence and ability to uphold the fair and equal treatment that remains a foundation for CUPE National. The Equality Branch support staff as well as the senior officers have provided clear and concise direction and support, while contributing to the enhancement of First Peoples future within labour. We offer our heartfelt thanks to all aforementioned for their commitment and assistance beyond customary expectation. Brother Claude G  n  reux will be missed for his assistance in not allowing First Peoples issues to be placed on the back burner.

#### **REPORT OF THE NATIONAL PINK TRIANGLE COMMITTEE**

The members of the committee are: Gerry Lavall  e, co-chair, Airline Division; Karen McVeigh, co-chair, HEU; Lawrence McCarthy, Newfoundland and Labrador; Marlene Gaudet, Nova Scotia; Brenda Deagle, Prince Edward Island; Mike Connors and Terry Mullin, New Brunswick; Line Blackburn, Qu  bec; Sean Iovacchini, Ontario; Donna Smith, Saskatchewan; Kathy McMahon, British Columbia; Martine Stonehouse and Deidra Roberts, trans representatives; Wayne Lucas, NEB liaison; Vallie Stearns and Joanne Martin, staff advisors.

*“video presentation”*

#### **Introduction**

The election of a majority Conservative Government at the last May 2011 federal election and the right-wing policies of many provincial governments, have not been good news for the lesbian, gay, bisexual, transgender, transvestite, intersex (LGBTTI) community. The gains we’ve worked so hard to achieve are under threat. A whole slew of issues and actions have shown that we can’t take anything for granted. These include: drastic limitations to the mandate and funding of the Court Challenges Program for equality groups to defend their constitutional rights; cuts to sexual health education, treatment and prevention around HIV and AIDS; delisting sex reassignment surgery (in Alberta, with ongoing threats in British Columbia and Ontario); and the continued possibility of renewed efforts to reopen the same-sex marriage debate.

These past two years, through coalition work and lobbying for better legal protection as well as educating and mobilizing our members about the issues, the National Pink Triangle Committee (NPTC) has dedicated itself to working for the rights of LGBTTI CUPE members and others in our communities and around the world. This is our report on the

major activities on LGBTTI issues in CUPE since the 2009 national convention.

#### **Anti-bullying**

The committee has developed a resolution on anti-bullying for this convention. This is a major issue for LGBTTI people in schools, workplaces, unions and society that will be a top priority for us in the next two years. We are calling on the union to support the Day of Pink (April 13), and to develop material to educate CUPE members on bullying in the workplace.

#### **Coalition work**

##### **Egale**

In addition to CUPE’s continued financial contribution to the work of Egale, the union has been supporting some of the organization’s initiatives:

- The Safe Schools Campaign, in part reflected in our resolution on anti-bullying above.
- The Rainbow Railway, which highlights the plight of LGBTTI people who face state and society violence and sometimes death in other parts of the world. CUPE is working through Egale on this potential life-saving initiative that provides LGBTTI people in other countries safe passage to Canada. The National Pink Triangle Committee’s future work will include educating CUPE members about the Rainbow Railway and the severe repression LGBTTI people face in other parts of the world.

We are also recommending a resolution to support Egale’s intervenor status in a Supreme Court of Canada appeal of a ruling in Saskatchewan that said flyers alleging schools were corrupting children with gay and “sodomite” propaganda did not constitute hate speech.

##### **Pride Uganda Alliance International**

CUPE supported the Uganda Pride Alliance International in Canada in its efforts to stop proposed legislation in that country that would include life imprisonment and death for homosexual acts. The alliance also aims to bring Ugandan LGBTTI people to Canada as refugees.

#### **HIV/AIDS**

Following up on the union’s strategic directions dealing with HIV/AIDS, CUPE is in the process of updating the policy and developing an action plan on how to move this critical work forward. Last year, the International Labour Organization (ILO) adopted *Recommendation Concerning HIV and AIDS and the World of Work, 2010 (No. 200)*. This international standard addresses workplace issues, discrimination and

support for people affected by HIV/AIDS and those who care for them. We have developed a resolution calling for the union's support of the recommendation.

#### Legislative lobbying

Victory! Marriage commissioners Saskatchewan's top court, earlier this year, ruled that marriage commissioners cannot refuse to wed same-sex couples on religious grounds. Proposed provincial legislation would have allowed commissioners to cite their religion in saying "no". CUPE had earlier lobbied against the legislation and continues to monitor this issue. The Saskatchewan Government says it will not appeal the ruling.

#### The struggle continues

##### Gender identity

CUPE worked with its community and NDP partners to promote the inclusion of gender identity and gender expression in human rights' legislation across the country. NDP MP Bill Siksay's Private Member's Bill was passed by Parliament, but died in the Senate when the election was called. A similar bill in Ontario was dismissed by the Attorney General. We will continue our efforts to forge ahead with legislation to include gender identity and expression in human rights' laws.

##### AIDS drugs

CUPE lobbied in support of Bill C-393, which proposed to ease restrictions so that lower-cost AIDS medications are available in developing nations. The Bill had been passed by Parliament, and was the subject of last minute hearings in the Senate before the election was called and the legislation died.

#### Sex work

National Pink Triangle Committee members have been monitoring the implications of this issue for LGBTTI people – particularly transgender people. A sex worker who spoke to our committee told us of the critical need for a safe working environment for these workers, including health and safety regulations around HIV/AIDS. We hope that other equality committees will also look at this issue in the future.

We continue to monitor the federal appeal of an Ontario Superior Court ruling striking down Canada's anti-prostitution laws, even though the judge ruled those laws endanger the lives of sex workers.

#### Outreach and orientation material

CUPE produced a new poster and brochure about the National Pink Triangle Committee. These materials have been distributed across the country and we hope they will

help to increase the visibility of the work of our committee and the national union on LGBTTI issues.

A new binder was also produced containing material to orient new members to the committee and to the national union. Additional documents and resources helpful to committee members in their work will be added to the binder from time to time.

#### Education

We are still working with the Union Development Department on ways to promote the excellent "Pride in CUPE" workshop. We are looking at a name change for the workshop, so that it will be clearer that it deals with LGBTTI issues. Three people on our committee are trained facilitators and can deliver the workshop. A priority for us continues to be finding a way to train all members of the committee as facilitators and to strategize how to promote the workshop so that more members will be interested in taking it.

#### Conferences

The committee was formally represented at two conferences these past two years and will continue to seek representation to future conferences. These are important opportunities for building solidarity – particularly international solidarity – with other LGBTTI groups and union members.

Two committee members and the committee's staff person, Sister Joanne Martin, were part of the CUPE delegation to the December 2010 "*Rise UP! For Your Rights Conference*". The conference had a number of workshops relevant to LGBTTI issues. One of the major themes of the conference was making links between the union movement and the progressive movement. A central message was that equity must be at the centre of any strategy to beat back globalization.

In July 2011, in Vancouver, a majority of our committee members attended the North American Outgames, a gathering of LGBTTI athletes, artists, and their supporters which includes sporting and cultural events, as well as human rights workshops.

#### Final words

Our key priorities in the coming years will include protecting and improving LGBTTI rights (including pension rights, which are not always written into private pension plans), ensuring the safety of our members in the workplace, ending the persecution of LGBTTI people in other parts of the world, and fighting privatization, which disproportionately affects all equity-seeking groups. We also hope to strengthen our work on HIV/AIDS and trans issues (such as long-term care facilities for trans people), as well as forge stronger links with community and international partners.

The committee would like to take this opportunity to thank the staff who assist us, in particular Sister Joanne Martin, who served as our staff person for several years. Sister Joanne retired in 2011 and we would like to thank her for all her hard work and commitment and wish her all the best for a happy and healthy retirement. We would also like to thank Sister Vallie Stearns, who stepped in to help out as staff person, and to all the Equality Branch staff, both at national and in the regions, who contribute in many ways to advancing equality in regard to LGBTTI issues. Last, but certainly not least, the National Pink Triangle Committee would like to thank our National Executive Board liaison, Brother Wayne Lucas, who provides us with invaluable support and guidance.

**REPORT OF THE NATIONAL WORKING COMMITTEE  
ON RACISM, DISCRIMINATION  
AND EMPLOYMENT EQUITY  
(NATIONAL RAINBOW COMMITTEE)**

The members of the committee are: Neeraj Bhanot, co-chair, Nova Scotia; Frank Lee, co-chair, member-at-Large, British Columbia; Mona Yamine, Prince Edward Island; Charlene Gordon and Joseph Theriault, New Brunswick; Chérie Thomas, Québec; Tom Eng, Amar Bajwa, Veriline Howe and Jerome Wa-Kaijuka, Saskatchewan; Precious Moyo, Manitoba; Marvin Mayes, Alberta; Shehnaz Motani and Dal Benning, British Columbia; Amarjit (Ami) Dosanj, Hospital Employees' Union; Yolanda McClean, NEB liaison; and Harminder Magon, staff advisor.

*"video presentation"*

**Introduction**

The National Rainbow Committee was established in 1988 and ever since has been working hard to combat racism and discrimination in our workplaces, the union and the society at large.

In our workplaces, our locals, unions and our respective communities, systemic racism and bigotry continues to thrive and barriers to achieving racial equality persist. Racial profiling and intolerance in our society is also on the rise and under the guise of security certificate measures, certain ethnic and religious groups from our communities are frequently targeted and subjected to severe scrutiny and harassment on our streets, airports and Canadian borders.

Studies have shown that minorities are discriminated against in recruitment, hiring and promotion practices. Employers are not recognizing foreign credentials, thereby forcing many highly trained new immigrants into lower paid positions as janitors or cab drivers. This reflects an ongoing practice of racism and social exclusion. All of this has had a profound effect on our communities, particularly on our youth.

It is crucial that we continue to fight to eliminate racism particularly when the social fabric of Canada is rapidly evolving and we are seeing tremendous changes in the demographics and greater diversity in our workplaces, society and social institutions. Anti-racism work is absolutely necessary and we need to stay proactive to identify and bring down barriers faced by CUPE members in their workplaces, their communities and society in general.

**Our activities**

Following the 2009 national convention, a few members left the committee and some new members joined the team in 2010. Unfortunately, the committee has not had the benefit of operating with full complement of members and has been missing representation from some provinces.

Nevertheless, despite these limitations the committee has had a productive two-year term. Immediately after the last CUPE national convention in 2009, the newly formed committee set out to formulate its work plan for 2010-2011. The committee incorporated recommendations from convention in its plan and took direction from the Strategic Directions Program.

**National Rainbow Committee work plan**

In keeping with CUPE National's Strategic Directions Program 2009-2011 adopted at the national convention in Montreal, the National Rainbow Committee set its goals and objectives to promote and support equality work at all levels nationally, provincially and locally.

**Equality audit**

An equality audit was conducted by the committee members to get an overview of equality committees in all provinces. The audit sought to determine whether the following committees and equality positions were uniformly in place in all provinces: equality representative, diversity vice-president, Anti-Racism Committee, Aboriginal Council, Human Rights Committee, Women's Committee, Pink Triangle Committee and Persons with Disabilities Working Group. The survey also examined which provinces sponsored anti-racism education via the Human Rights Conference. The discrepancies between provinces highlighted in the collected data will help the committee in its lobbying efforts.

**Equity education**

From coast to coast the National Rainbow Committee members are engaged in pushing equality education in their provinces. They are actively participating in anti-racism and human rights conferences to promote the committee's equality agenda on education and training. The committee engaged with the Union Development Department (UDD) on the status of the human rights' course and encouraged the department to integrate anti-racism principles in all of its

courses. Year 2010 was celebrated as the *Year of the Steward* by CUPE; the Stewards' Learning Series incorporated "Challenging Racism in the Workplace, Being an Ally for Equality, Creating Gender Equality", and "Creating a Harassment-Free Workplace". The committee is pleased with the progress on the anti-racism education and training. "Rising with the Ranks" is another course to be developed by the department for our community members aspiring for leadership roles and positions. The committee works closely with UDD to have anti-racism courses developed to benefit all.

#### Employment equity

The under-representation of racialized members and other equity-seeking members in CUPE staffing remains an ongoing concern. Our committee has always maintained the need for a comprehensive employment equity program in CUPE to reflect that it is an employer committed to equity within its ranks and a progressive labour organization. We are pleased that CUPE has established a joint working committee of the staff unions and the employer to work on a plan to address the concern of the under-representation of equity-seeking members on staff, however progress to date has been slow.

In bargaining and applying its Employment Equity Policy with the staff unions, the National Rainbow Committee urges that CUPE Employment Equity Policy reflect the representation and distribution of equity-seeking groups in the workforce based on Statistics Canada Census data and the National Occupational Classification System Categorization.

CUPE should aim to provide a fair and equitable workplace which offers all an equal opportunity to all individuals to develop their potential by removing barriers to employment and advancement when and where they exist. Quantitative measures should be taken and benchmarks established to implement and continue to monitor the progress and adjust CUPE's employment equity programs to attract and retain equity-seeking groups.

The committee also encourages the following:

- In developing these plans, specific goals and timelines must be established to achieve the set objectives.
- CUPE should provide a progress report on employment equity annually to all employees, members and the National Executive Board.
- CUPE members should be made aware of all vacancies within CUPE. All vacancies should consistently be posted on the CUPE website upon occurrence. Hard copies of such postings should also be made available to local unions and district councils.
- The selection process should be fair and transparent. CUPE should look to eliminate any recruitment, selection, promotion or training practices that are discriminatory.

- The interview process and the line of questioning have to be sensitive to the cultural and traditional values of the applicants.
- CUPE must put in place "exit interviews" to assess the reasons why an individual is leaving his/her employment.
- Keeping in mind the diversity within and outside, CUPE should constantly strive to promote an environment healthy for growth and integration of equity-seeking groups within the organization.
- CUPE's representative training should include anti-racism and employment equity training.
- Encourage employment equity training for leadership at all levels and staff.

Following adoption of resolution 158 at our last convention, the committee members have defined the following tasks:

- Lobby the governments for employment equity legislation.
- Work closely with the Aboriginal Council/Partnership Agreements.
- Updating the "Bargaining for Equality Binder" for new language on employment equity.
- Three-hour employment equity workshop.
- Employment equity campaign/pilot project in Ontario – will set stage for the rest of the country.
- New fact sheets on employment equity.
- Employment equity works for everyone and debunking the myths.
- Systemic discrimination and reverse discrimination.
- Seniority and employment equity.
- Recognition of foreign credentials.
- Continuing to promote employment equity courses at all regional schools and building community alliances.
- Organize a National Employment Equity Conference and work in collaboration with the other equity-seeking committees to make employment equity a reality and a success.

#### Strengthening the work of the National Rainbow Committee

The committee identified the significance and need to raise the committee's profile and strengthen its equality work. The direction was to involve and empower new members, actively reach out to racialized workers to encourage participation in union activities, hold forums and caucuses, promote and participate in the days of action and commemoration days, and develop new promotional materials. The committee through the anti-racism coordinator worked with the Communications Branch to design and develop a new National Rainbow Committee kit folder displaying the newly designed committee logo. The kit will include anti-racism materials. New materials are currently being developed.

### Immigration/refugees and migrant worker

The committee recognizes the hypocritical policies of the federal Conservative Government toward workers of colour and their communities. Most political parties have recognized the significance the ethnic vote can have on elections. Unions, including CUPE, must educate workers of colour and their communities of these contradictory and duplicitous policies. While they woo the ethnic vote, they are restricting immigration and rejecting valid refugee claims. Their attitudes toward the Tamil refugees are clearly racist and xenophobic.

The Temporary Foreign Workers Program needs to be reformed if not abolished. The committee urges CUPE National to work with the Canadian Labour Congress (CLC) on a strategy or campaign to inform our ethnic communities of this government's deception. We need to debunk myths about immigrants and monitor closely any repressive government policies that negatively impact the immigrants. CUPE's leadership at all levels, must take a stand, speak out publicly and write letters challenging any racist government policies aimed at immigrants, and refugees.

### Rainbow cookbook

The committee is working on a project to publish a multicultural cookbook. Fortunately, the National Rainbow Committee has a very diverse membership; therefore, all members are participating in this exciting venture by sharing their culinary recipes.

### Racism and harassment complaint resolution process

The National Rainbow Committee, during the next term, plans to provide constructive suggestions and recommendations to the National Executive Board for a process to achieve satisfactory resolve to members' complaints regarding racism and harassment.

### Days of action

The days of action are designed to help us understand "where we came from", "where we are" and "where we could be going". Honoring our past and recognizing the contributions our communities have made in building this nation provides us with a solid background to analyze the political limitations and opportunities of the present and to guide our struggles toward a better future.

The National Rainbow Committee proudly celebrated and commemorated the Black History Month (February), the International Day for the Elimination of Racial Discrimination (March 21) and the Asian Heritage Month in Canada (May) in our communities and locals.

Contributing statements signed by our national officers on the significance of these days were sent out to all members through our general mailing and CUPE websites.

### Joint meetings with the National Aboriginal Council

The National Rainbow Committee and the National Aboriginal Council continue to meet together for a half-day at each joint national committee/council meeting. This partnership has proved to be very beneficial to both groups. We share speakers and education on important issues like HIV/AIDS, water issues surrounding First Nations communities across Canada, equity employment and representative training program.

### Vancouver Declaration

The committee continues to monitor the implementation of the Vancouver Declaration. The Declaration articulates CUPE's commitment to equality and directs the work of our committee, conferences and conventions at all levels.

### Working with our diversity vice-president

We continue to work very closely with our diversity vice-president who has developed a work plan based on the ongoing work and the recommendations of the National Rainbow Committee as well as CUPE's Strategic Directions document. This plan is a living document and has helped our DVP and the committee members in meeting the expectations of our constituents from coast to coast around issues of race, equality and equity within CUPE.

### Networking and coalition building

Much of our support comes from the public and community organizations. We strengthen our links and work with communities, not only through services that we provide, but also by working with like-minded community organizations on issues of mutual concerns. Shared issues include racial profiling, security certificate concerns, and recognition of foreign credentials, employment equity and human rights legislation review and refugee and immigration issues.

With the assistance of the anti-racism coordinator, committee members continue to establish and strengthen links with like-minded community groups and organizations such as the Canadian Race Relations Foundation, Urban Alliance on Race Relations, the National Anti-Racism Council of Canada, Coalition of Black Trade Unionists, World Sikh Organization and Asian Canadian Labour Alliance.

### Our work in the regions

National Rainbow Committee members are working in their respective provinces carrying out tasks and responsibilities they agreed to take on from the plan of action.

### Challenges and where do we go – our recommendations

During the past two years, the committee faced challenges in its efforts to achieve full regional representation on the committee; numerous alternate positions remain vacant. It becomes difficult for the committee to achieve set goals without representation from all the provinces across Canada. We anticipate our full complement to be in place following the convention in time for our first meeting.

### Recommendations

- CUPE as an employer must seriously negotiate employment equity plans with its six staff unions and take into account a succession plan to replace the upcoming several hundred retirements in the next few years. Members from our communities must get their fair and equitable share when filling these vacancies.
- CUPE's leadership at all levels should be encouraged to take anti-racism and anti-oppression training before the next convention in 2013.
- CUPE must take on systemic racism through legal and legislative action and continue to push anti-racism through collective bargaining process.
- Organize a national conference on employment equity.
- In the absence of any statistical data on CUPE workers of colour, we need mechanisms in place to gather information on where they are located and what problems they experience in the workplace and the union.
- Diligently work toward establishing formal committees to deal with anti-racism in the regions that are still without such committees.
- CUPE must make organizing workers of colour a top priority using organizers from their communities.
- Work closely with our two diversity vice-presidents, assisting in the implementation of our collective action plans as well as strengthening their role by lobbying for resources needed to carry out their mandate.

### Thank you and farewell

Our sincere thanks go out to all those who have done so much work on our behalf, in the locals, regions and nationally. Special thanks also go to the support staff in the Equality Branch for providing enormous support and ongoing commitment to our work.

Finally, we wish to thank and bid farewell to the following members who have left the committee and made insurmountable contribution to the committee's work. We wish them success in their new endeavours: Amarapala

Dhammika, Prince Edward Island; David Hylton, Ontario; Margaret Mukakigeli, Saskatchewan; and Zully Trujillo, Manitoba.

On behalf of the National Women's Committee, the National Aboriginal Council, the National Pink Triangle Committee and the National Rainbow Committee, we move that our reports be received.

(M/S unidentified delegate,  
unidentified delegate – Carried)

### **RESOLUTIONS COMMITTEE REPORT**

**Resolution 87** (submitted by CUPE Manitoba and Local 500, Manitoba):

CUPE NATIONAL WILL:

1. In conjunction with the CLC, lobby the Federal government to alter the Employment Insurance system to drop the waiting period for apprentices.
2. Encourage the employment system to streamline and fast track claims for apprentices.
3. Encourage the CLC to accept and debate this resolution at their upcoming conventions.

BECAUSE:

- Workers are being penalized two weeks pay for every level of apprenticeship they take, even though the layoffs are for education purposes of eight weeks or less and not permanent.
- Trades across Canada are experiencing shortages of people. Attracting young people to the trades will benefit Canada as a whole.
- One person finishes an apprenticeship program they are very unlikely to have to use the Employment Insurance program ever again.
- Apprentices are laid off in a scheduled planned format, yet most time they do not receive a check for Employment Insurance until after they are done the schooling and are back to work, creating financial hardships.

(M/S M. Lupien, L. White – Carried)

**Resolution 18** (submitted by Local 1190, New Brunswick):

CUPE NATIONAL WILL:

1. Encourage CUPE New Brunswick with CUPE National's help to take the New Brunswick Provincial Government to court for the casuals covered under Part 1 of the *New Brunswick Civil Service Act*; and

2. Encourage all CUPE locals under Part 1 of the *New Brunswick Civil Service Act* to help so all their casuals are treated fairly in New Brunswick; and
3. Encourage other unions who are covered under Part 1 of the *New Brunswick Civil Service Act* to join forces with CUPE to get changes to this Act that limits casual workers.

BECAUSE:

- The casuals under Part 1 of the *New Brunswick Civil Service Act* are limited to only six months work per year or 12 months of work per 24 months; and
- The casuals deserve to be able to work year-round like other workers in the Province of New Brunswick without constrictive boundaries placed on them due to an outdated *New Brunswick Civil Service Act*.

(M/S M. Lupien, L. White – Carried)

**Resolution 1 covering Resolution 2** (submitted by CUPE Prince Edward Island, CUPE British Columbia; the Toronto District Council, Locals 2191, 2936, Ontario; 998 and 2348, Manitoba; the Hospital Employees' Union and Local 2204, Ontario):

CUPE NATIONAL WILL:

- Launch an education and action "Enough is Enough Campaign" to rectify the Aboriginal Nations' lack of access to clean, safe public water;
- Insist that Aboriginal Nations' rights to water and self-determination be protected from trade agreements like NAFTA, CETA and the WTO;
- Work with the Assembly of First Nations, the Inuit, the Métis, Council of Canadians, The Polaris Institute and other allies in taking action to ensure the Aboriginal Nations no longer have to endure unsafe water conditions;
- Develop the "Enough is Enough Campaign" to include actions that are coordinated in provinces across the country and escalate towards a national day of action by the end of 2012.

BECAUSE:

- Many of the half million people on First Nations Reserves do not have access to clean, safe drinking water, which is a fundamental human right;
- Aboriginal women have a significant spiritual connection to water and "boil water advisories" have an even more adverse effect on them as they are most likely to have the primary household and child care responsibilities;

- A coordinated education and action campaign will focus labour and social activists to rectify this great injustice.

(M/S M. Lupien, L. White – Carried)

**Resolution 5 covering Resolutions 6 and 7** (submitted by CUPE Prince Edward Island, the Hospital Employees' Union, British Columbia; Local 1870, PEI; Local 2191, Ontario; and Local 2348, Manitoba):

CUPE NATIONAL WILL:

- Lobby the federal government concerning the right of the Algonquin's of Barriere Lake to retain their tradition of customary self-government to run their affairs and for Aboriginal Affairs and Northern Development Canada (AANDC) to cease and desist in its imposition of an *Indian Act* system of band council elections;
- Lobby the federal government to honour the letter and the spirit of 1991 Trilateral Agreement with the Algonquin's of Barriere Lake of which the federal government is a signatory;
- Along with the CLC will continue to support the work of the Defenders of the Land in this and related struggles.

BECAUSE:

- The Algonquin's Barriere Lake have been living sustainably on their land for thousands of years; and
- They have operated for countless generations under traditional governance system connected to their use of the land; and
- The Government of Canada is using section 74 of the *Indian Act* to abolish Barriere Lake's traditional governance system and impose a colonial electoral system, and
- The acclaimed chief in the imposed section 74 election refused the position, and those now in place had the support of only 3% of the band members, and
- The Government of Canada has not honoured 1991 Trilateral Agreement for environmental management/protection which they signed, and
- Many of the people of Barriere Lake who are protesting this situation are being arrested and criminalized for standing up for their rights.

(M/S M. Lupien, L. White – Carried)

**Resolution 114 covering Resolution 115** (submitted by CUPE Prince Edward Island, the Hospital Employees' Union, British Columbia; Locals 2191, 2946, Ontario; Local 4828, Saskatchewan; and Local 4092, Ontario):

CUPE NATIONAL WILL:

1. Support and promote the national anti-bullying day, the Day of Pink, April 13<sup>th</sup> (dayofpink.org);
2. Develop, update and/or distribute training and promotional materials that oppose homophobic and transphobic bullying in the workplace for CUPE members;
3. Develop promotional give-aways for Pride marches on the theme of homophobic and transphobic bullying in the workplace; and
4. Support Egale Canada's ("Equality for Gays and Lesbians Everywhere") *Safe Schools Campaign*.

BECAUSE:

- Homophobic and transphobic bullying is an issue in our schools, in our workplaces, in our unions and in our society;
- We have all been touched by bullying on some level; and
- Homophobic and transphobic bullying causes low self-esteem, keeps us silent and in the closet, negatively affects our physical and mental health, creates job loss and poverty, increases the threat of gay-and trans-bashing and suicide.

(M/S M. Lupien, L. White – Carried)

**Resolution 104 covering Resolutions 105 and 106** (submitted by CUPE Prince Edward Island, Locals 2191 and 2936, Ontario; Local 2348, Manitoba; the Toronto District Council and Local 2191, Ontario; and Local 1004, British Columbia):

CUPE NATIONAL WILL:

1. Develop an employment equity policy and strategy for CUPE.
2. Ensure that the policy is implemented and enforced.
3. Support employment equity as a committed employer and a largest labour organization.
4. Promote employment equity education among the leadership, department heads, union staff and membership.
5. Provide resources to set up education courses, workshops and conferences to promote employment equity.

BECAUSE:

- The five designated groups (Aboriginal Peoples, people with disabilities, LGBTTI, women and visible minorities) deserve equal opportunities and fairness in employment.
- It is imperative that employment equity programs be negotiated. CUPE must be involved in every step of the process.
- The participation of the union is critical to ensuring that there is more buy in from the members.
- The role of the union in the promotion of employment equity goes beyond normal collective bargaining agreements.

(M/S M. Lupien, L. White – Carried)

**Resolution 95** (submitted by Local 957, Québec):

CUPE NATIONAL:

1. Organizes a cross-Canada campaign on the importance of maintaining government control over our natural resources and energy;
2. Lobbies our governments to demand public sector involvement in the area of energy.

BECAUSE:

- The two essential factors in a country's economic development, apart from its human potential, are unquestionably its natural resources and its various sources of energy;
- Canada is rich in natural resources and energy in all forms, and their exploitation should first and foremost be of benefit to the people;
- Far too many countries have privatized their main sources of energy and ceded development rights over their natural resources for next to nothing, generating astronomical profits for a few individuals and private companies while the population has less and less access to public services worthy of the name;
- To do nothing would be to encourage social inequity, since the inevitable result is the enrichment of a few at the expense of the many, and a union like ours must put a priority on the equitable distribution of wealth and on closing the gap between rich and poor.

(M/S M. Lupien, L. White – Carried)

## **WEDNESDAY, NOVEMBER 2, 2011**

### **MORNING SESSION**

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### **RESOLUTIONS COMMITTEE REPORT**

**Emergency Resolution 801** (submitted by the National Executive Board):

#### **CUPE NATIONAL WILL:**

- Call on the Canadian Labour Congress to unite the labour movement with visible actions to defend trade union rights, including free collective bargaining rights and the right to strike, and actions that connect to all Canadians in defence of their democratic rights.
- Vigorously defend our right to engage in political action on behalf of our members by opposing legislation such as Bill C-317.
- Work with farmers and other allies in defence of the Canadian Wheat Board by taking action such as supporting the CWB legal challenge.
- Support the Occupy Wall Street movement and all that it stands for in defence of workers, the unemployed and the marginalized against the corporatization of our economy and governments.
- Prepare now for a 2015 NDP federal election victory by developing a strategic plan to counter the attack on workers, farmers, students and the rest of the 99 per cent. This plan will support the work that delegates mandate at this convention through Strategic Directions and other resolutions.

#### **BECAUSE:**

- The Harper government is using its majority to escalate its attack on workers' rights in particular and collective action by Canadians in general;
- Within the last month alone, the Harper government has, among other actions, unilaterally:
  1. Removed the right to strike from CUPE flights attendants at Air Canada, who voted 98% in support of strike action, and is effectively imposing a collective agreement through ministerial interference in the collective bargaining process;
  2. Supported the introduction of Private Member's Bill C-317 that would impose financial reporting requirements on Canadian unions aimed at restricting our political activity;

3. Introduced legislation ending the Canadian Wheat Board's single desk authority, despite existing legislative requirements for a vote by farmers, who showed in a September non-binding vote their majority support for maintaining the CWB.

- These actions build on the introduction of back-to-work legislation forcing an end to the lockout of CUPW members by Canada Post and the threat of similar legislation to end a strike by CAW ticket agents at Air Canada;
- The Harper government continues to put corporate interests ahead of the interests of working Canadians – the 99% – through corporate tax cuts funded by job and program cuts;
- "Changing the channel" with the aim of defeating the Harper majority in 2015 will require a concerted, unwavering effort to renew Canadians' understanding of the value of unions and the rights of working people.

(M/S M. Lupien, L. White – Carried)

### **CONSTITUTION COMMITTEE REPORT**

**Resolution C10** (submitted by the National Executive Board):

#### **CUPE NATIONAL WILL:**

Amend Article B.11.1 to make any violation of the bylaws of a chartered organization an offence under the Constitution. Article B.11.1(a) will read as follows:

"(a) violates any provision of this Constitution or the bylaws of any chartered organization"

Article B.11.1(l) will be deleted and the remaining paragraphs of Article B.11.1 will be re-lettered accordingly.

#### **BECAUSE:**

- The violation of the bylaws of any chartered organization should be an offence under the Trial Procedure.

(M/S – unidentified delegate,  
unidentified delegate – Carried)

**Resolution C11** (submitted by the National Executive Board):

#### **CUPE NATIONAL WILL:**

Amend Article B.11.1(h) to cover the Union and any chartered organization so that Article B.11.1(h) will read:

"(h) uses the name of the Union or any chartered organization to request monies or to advertise without proper authorization"

BECAUSE:

- Using the name of any chartered organization to request monies or to advertise without proper authorization should be an offence that can be processed under the Trial Procedure.

(M/S unidentified delegate,  
unidentified delegate – Carried)

#### **CREDENTIALS COMMITTEE REPORT**

This is the third and final report.

From Newfoundland and Labrador: 44 delegates representing 24 local unions; 1 delegate representing 1 provincial division, for a total of 45 delegates and 7 alternates.

From Nova Scotia: 74 delegates representing 39 local unions; 1 delegate representing 1 provincial division, for a total of 75 delegates and 6 alternates.

From New Brunswick: 78 delegates representing 38 local unions; 3 delegates representing 3 councils of unions; 1 delegate representing 1 provincial division, for a total of 83 delegates and 2 alternates.

From Prince Edward: 26 delegates representing 12 local unions; 1 delegate representing 1 provincial division, for a total of 27 delegates and 1 alternate.

From Québec: 301 delegates representing 106 local unions; 5 delegates representing 5 councils of unions; 1 delegate representing 1 airline component; 4 delegates representing 2 contracts of service; 1 delegate representing 1 provincial division, for a total of 312 delegates and 13 alternates.

From Ontario: 814 delegates representing 281 local unions; 1 delegate representing 1 council of unions; 9 delegates representing 9 district councils; 1 delegate representing 1 airline component; 1 delegate representing 1 service division; 1 delegate representing 1 provincial division, for a total of 827 delegates and 93 alternates.

From Manitoba: 101 delegates representing 35 local unions; 1 delegate representing 1 provincial division, for a total of 102 delegates and 15 alternates.

From Saskatchewan: 89 delegates representing 29 local unions; 1 delegate representing one 1 council of unions; 1 delegate representing 1 provincial division, for a total of 91 delegates and 8 alternates.

From Alberta and the Northwest Territories: 128 delegates representing 52 local unions; 1 delegate representing 1 district council; 1 delegate representing 1 provincial division, for a total of 130 delegates and 7 alternates.

From British Columbia: 423 delegates representing 174 local unions; 6 delegates representing 6 district councils; 1 delegate representing 1 service division; 1 delegate representing 1 provincial division, for a total of 431 delegates and 18 alternates.

At this time, we have a total of 2,129 delegates and 170 alternates representing 790 local unions, 10 councils of unions, 16 district councils, 2 service divisions, 2 airline components, 2 service contracts, 10 provincial divisions, 2 national officers and 5 general vice-presidents.

As per Article 6.4 of the National Constitution, we also have 6 equity seeking group delegates with voice but no votes.

(M/S P. Chapman, M. Reed – Carried)

#### **ELECTION OF NATIONAL PRESIDENT**

*Sister Barb Byers, Chief Electoral Officer, declared nominations open for the position of National President, in accordance with the provisions of Article 11 of the CUPE Constitution.*

*Brother Paul Moist was acclaimed and duly sworn in.*

#### **ELECTION OF NATIONAL SECRETARY-TREASURER**

*Sister Barb Byers, Chief Electoral Officer, declared nominations open for the position of National Secretary-Treasurer, in accordance with the provisions of Article 11 of the CUPE Constitution.*

*Brothers Danny Cavanagh and Charles Fleury as well as Sisters Judy Henley and Giselle Burton were nominated. Brother Charles Fleury was elected as National Secretary-Treasurer and duly sworn in.*

#### **TRIBUTE TO CLAUDE GÉNÉREUX**

CHAIRPERSON PAUL MOIST: This is our chance to say best wishes to a brother who was elected here in Vancouver. I want to begin by suggesting how difficult it is the first time when someone runs for national office. We worked Claude very hard and my job was to keep in touch with him. We were sort of sending him out to conferences and I recall him being in British Columbia in September 2001 and the convention was in October. I knew he was landing in Montreal very late that evening so I did not phone him until the next morning and I asked: "Claude, how was your trip to B.C.?" "It was very good but I am very tired", he said. "Okay. Just take a few hours off. Well, how tired are you?" I said. He then replied: "I landed in Montreal and halfway home in the taxi I remembered that I had parked my car at the airport." That is the last time Claude forgot anything because he doesn't forget very often.

I also want to tell you how strange it is for us to have our families in one city and spent a lot of time in Ottawa. People often asked me: "What's the job like? What has it been like

working with Claude for the last eight years?" Well, it has been very busy! We would be in Ottawa at the same time – which did not happen often. Our days are quite busy. Sometimes we would meet together but with a lot of people around. Sometimes, we would attend separate meetings. However, around seven o'clock when it would quieten down, I would walk to Claude's office or he would walk to mine and one of us would say: "How is it going? Have you got a minute?" And either one would say: "Sure!"

We would sit down and he would present a situation for which there is no answer in a book, in a policy or in the constitution. I can't tell you how many times we have said to each other: "Well, here is the situation." It doesn't matter if it's a treasurer's duty or something that's supposed to fall under the president, it's a team. I would ask: "Has that ever happened before? What do you think, Claude?" He would say: "I don't think it has happened, but here is what I think. What do you think, Paul?"

We worked through whatever situation. Every single issue in eight years that we worked on together – be one that we had to write to one of our locals or something that needed to be brought to the National Executive Board – not a single piece of paper, a single motion, a single number, or a single policy has not been first the product of discussion between Claude and myself.

I want to personally thank my brother for always going the extra mile, for talking things through and for trying to come up with recommendations with one question in mind: what's best for CUPE, the membership? There are no answers to some of these questions in a book.

The relationship between the two officers of this organization is the most important professional or union relationship that either one of those officers has and the relationship that I have been privileged to have for eight years. In my view, this relationship can make or break an organization and Claude and I worked very hard to try to provide sound stewardship to the organization.

I can't say enough about how important it is that we have enjoyed each other's company. We have teased each other about our favourite hockey teams or our favourite football teams. I have a new favourite now – the Winnipeg Jets. I see the Maple Leafs fans are not saying anything.

I find Claude to be an incredibly well-read and caring person. He knows about my mom and dad, their health and state of affairs and I know all about Claude's mom. When you work with somebody every day, you get to know beyond the numbers and the CUPE resolutions. You get to know a little bit about each other. I know Claude's life partner, Manon, and what she means to him, because we spent a lot of time on the road together and in Ottawa away from our families.

Our friends from UNISON had been asking us for years to come to their annual convention. Unfortunately, we could never attend as always something was going on. But then two years ago, since we did not have any motions to deal with, did not really have any workplace problems to deal with, Claude and I attended. We did a little bit of service for Unison at their congress, speaking on panels and I spoke to their convention. But that is the only three-day period in eight years when Claude and I had all of our meals together, had a beer together and walked around Bournemouth together. By the way, Claude gets a walking map of every city in Canada and he actually knows more than the taxi drivers where he is going. I don't know where I am going when I am in Winnipeg, but he knows where he is going everywhere around the world.

We spent three days together and it was a pleasure to not have the issues of the day in front of us and to have a nice dinner, to talk, to reflect and to just spend time with one another. I hope that in the future, Claude and I will get to do this many more times.

On the job front, no union that I know of in the Canadian Labour Congress, has had a more diligent, more caring steward of its finances, its administration, its policies and its heart and soul than our union has had. Since Claude was elected as secretary-treasurer, he has taken your work and built the strongest financial situation our union has ever been in, the strongest strike fund in the history of our union.

Claude said to me on those evenings in Ottawa, when everybody was gone and we were having coffee and talking: "There is only one reason to have sound books. A good strike fund and accountable processes so every local is treated the same when they need our help through a cost-shared campaign or arbitration assistance. There is only one reason to have that clarity and that administrative strength: it is so that it is there for the members of CUPE when they need it, whether they are a local of four members or a local of 20,000 members".

This brother has put this ship on a good footing and we have never been stronger and will never need to be stronger than we need to be right now to push back against the agenda that CUPE members face from coast to coast and I say in the last days of Claude's ten-year as our national secretary-treasurer, brother, you've put this organization right and we are forever indebted to you for doing a hell of a job for CUPE members.

LUCIE LEVASSEUR (President, CUPE Québec): I have now the privilege and honour to say a few words to pay tribute to our great Brother Claude Généreux.

How do we talk about a unionist so important to CUPE, a man who transformed our union by straightening and strengthening our finances?

How do we talk about someone who had an electrifying progression in our union, who first showed leadership in his local union, in his sector, as president of CUPE Québec and by being on the National Executive Board, to finally as national secretary-treasurer?

Do we make a list of his important achievements in his province, throughout Canada and at the international level or do we talk about Claude's passions like his spouse, Manon, his two children, Jade and Gregory, social justice and without a doubt, CUPE as a whole?

But since my time is limited and that no one wishes a speech "Claude's style" to who we're paying tribute, I will of course get to the point and keep it straight!

Under Brother Claude's direction, our union made enormous progress; either on the financial side, Québec's position in CUPE and CUPE's position in the world.

Ten years ago in Vancouver, Brother G  n  reux was elected as national secretary-treasurer – a time when the union was close to bankruptcy and when we could not even secure the staff payroll one month after the other. When he arrived at the Ottawa office, Brother G  n  reux found three piles of invoices: one representing invoices coming in which also included reminders; one representing late invoices and another representing "take us to Court" which included really late invoices that we could not phantom ever being able to pay. And of course, no banks wanted to loan us money because our finances were such in bad state.

Today, ten years later, CUPE's funds are in good health and Brother G  n  reux built a strong base for a sound future by strengthening our finances and by building new offices in Ottawa, Toronto and across the country where it was possible.

How did he do this? By bringing a clear vision in order to eliminate ways out, by bringing transparency, by using integrity and good common sense, just to name a few.

I must admit that it is with certain regret that I foresee the closing of this convention when Brother G  n  reux will really leave us. His presence at the national level really reinforced the solidarity of our union and with his work at the international level on human rights especially in Haiti and Columbia and elsewhere where he helped all workers to stand up.

It is why, despite our sorrow and regret when we think of his departure, that we still have hope that our work is never done, that others will be able to continue in his footsteps and still hope that he will not be too far away, that he will be able to slip us a suggestion, a good word or continue his work here and there in the world like his efforts to support the reconstruction in Haiti.

Yes, Claude, you do deserve some rest after all the years of service. However, the world still needs you and we are eager to learn about your future projects. Once again, thank you for your support, your leadership and for setting an example.

You quoted a sentence from a famous philosopher on Monday. I would never pretend to be famous but I made up my own sentence. Here it is: "Everything you ever counted, did not perhaps counted for everything, but you really counted for us." Good luck and until we see you again!

#### *"video presentation"*

CLAUDE G  N  REUX (National Secretary-Treasurer): Thank you sisters and brothers. I said earlier we were not part of a society of mutual admiration. I am now reconsidering it. When Paul approached me for this tribute, I said: "No, you don't need to spend time on me, you've spent enough already." He said: "You don't get it. I'll have to say it in simple English. I'll get shit if I don't do this". So I said: "Okay then, when is it not disruptive?" Well, it's when we're counting ballots because during this time we can make announcements and we cannot vote on anything. Hopefully, you won't be counting too long.

This is quite remarkable and I am deeply appreciative. I'll now switch to French to gather my thoughts so I don't take as much time as when I give my reports. I don't know why you're laughing! Why wait for someone to make fun of me when I can do it myself!!

We don't do this job for receiving thanks or be recognized. We often say in English that it is a "thankless" job. Well, I can tell you that this is not the case. You give enough thanks and gratitude to last two lifetimes! If someone is in need or lack of love, I would not tell them to consult a therapist or psychologist. I would tell to come here instead because you know how to give back a thousand times more. You give us so much that I could never say it enough and so much that it is more than I can take.

Thank you to Paul, to the board, and to Lucie for a roast – when all is said and done – somehow kind and moderate. Thank you everyone for your patience.

At convention, we are in a parliament. We are here to make decisions. However, at this moment, I feel like we're at the Oscars and it is only now that I can really understand how boring it must be for the viewer. You've got a list of names to thank – like the producer and anyone else – and who cares when you're the viewer. I am very appreciative of this moment and at the same time I'd be the one feeling thankless if I did not name a few persons.

First and foremost, thank you to my family, my mother, my sister, my children, my spouse, Manon, and my friends. Talking about friends, I was starting to believe that I did not have friends anymore because we travel around the country weeks at a time. I remember saying a couple of years ago to some of

my friends that, at the end of my journey with CUPE, if you are still there, I'd be very happy. However, in the meantime, don't count on me too much – I won't be a friend that you can count on. I'm very happy to see that I still have friends that I can count on despite what I heard today. Friends like Michel and Serge. I don't know what they were talking about! There is a say in English – "too much information".

I'd also like to thank all my assistants at the National Office – some are here: Michael, Pat, Paulette, Tammy, Danielle and Line. Thank you also to the people that you don't see either because they are working in another room or are presently at the National Office because it's business as usual.

You know my family is just not my biological family. I have a sister who is also my sister sister – my biological sister and my CUPE sister. My daughter is my daughter sister. She is also a CUPE member. First thing you'll know, I will be dating myself just like in a Chinatown scene – she is my sister and also my daughter! I see that some of you have seen the movie; for those who haven't, just ask your neighbour. I now have friends and family members here and everywhere. This will stay with me all my life. You allowed me to share anecdotes and parts of your lives and it has been so important that I'll take back the expression "it's priceless". This cannot be counted.

From Alberta, Saskatchewan, Manitoba – seeing where you are sitting – Québec, Airline, British Columbia, HEU, Ontario and the Eastern Block, seeing all of you, reminds me that we fought for dignity and respect. This is my pay, a lifetime of pay.

We have been talking a lot about Wall Street these last couple of days and if Wall Street is a street, it's a dead-end. Let's challenge that direction. We are in a convention precisely to do this. We hit the street, but we also need to take direction for ourselves. Let's have this convention take us in a new direction, further on the road of social justice. The future belongs to you.

You will define the future and as for me I won't be there. I will be able to reminisce about the good old times. I would like however to return just a bit in the past and look at what you, our parliament accomplished yesterday.

Sometimes we do this when we attend courses at the CUPE Education Department. We go back the next day and look at what we did the day before. Yesterday, we adopted a record number of resolutions and this all in one single day. We started debating on a strategic direction; we attended a demonstration; we listened to Stephen Lewis and Olivia Chow; we presented the literacy award. In short, this was a parliament in action. We talked, walked and listened. We learned and made decisions – and all of this – is vital for us.

All this is somewhat encapsulated in only one day's work. What we're doing; what are we all about. We sang it at the beginning of our convention. We want Bread and Roses for ourselves, our friends, our family, our neighbours and for all

Canadians and beyond. That's what we want. We want respect and dignity.

The literacy award presentation reminded me of one of my best days at CUPE. It was when the recipient made his acceptance address during which he said that his greatest achievement was not to have learned how to read but being able to read a bedtime story to his grand-daughter.

And the saddest moment was when a home care worker in Bathurst was on strike. It was either late August or early September when the nights are becoming a little chillier and it's time to fill the oil tank. Since this member had not yet fully paid what was owed from the previous year and she could not call the company to have it filled up again for the fall. Nevertheless, she voted to go on strike because that was more important than getting heat.

But my worst days have been nothing compared to some of our members. I don't want to do a Letterman list of worst and best things. There is good and bad and I had numerous good days:

- Right after Gordon Campbell's election – we know the story all too much about Bill 29. The good thing though is when that bill was partly struck down years afterwards by the Supreme Court due to our actions.
- When we stood up with the teachers in B.C. in late 2005. Although this was not our strike, we did not cross the picket lines and we shut down the province. This was a great moment. Sometimes it seems you lose but at the end, you win!
- In 2003 with CEP and CUPE Local One when we stopped the Ontario government's attempts from selling completely the electricity in Ontario. This was also a great moment shared with Judy and Paul. We were the three musketeers. We won big!
- We forced Videotron into buying back staff. Yes, staff was sold – CUPE members – as if they were cattle – 1,000 of them! We forced them back to work after a very long lockout.
- We won with the *Journal de Québec*. We forced them to settle after being locked out for a year and half. The members put out a paper, *Média Matin*, through funding from the National Strike Fund and distributed over 40,000 copies a day. These were 40,000 picket signs walking the streets of Québec City every day.
- The casual employees in New Brunswick are now allowed to be unionized thanks to the ongoing actions of CUPE New Brunswick.
- What about bargaining in Newfoundland and Labrador? Danny Williams had said that he would not bargain, he

needed not to bargain. As a matter of fact, he said that he'd bargain when the cows would come home. Well, guess what? The cows came home and CUPE Newfoundland and Labrador delivered a 21.5 per cent increase over four years for our members.

- In Biggar, Saskatchewan, an employer of a school division forced us into a drawn out long conflict – 199 days of strike. The Rob Ford's are not new there too. They change names and we get the same bullies. This bully was saying: "Put your tents up; you will be here until Christmas and then some." Actually, we went until the summer. It was 199 days but we won an award – an award that also said that because of the employer's actions we were awarded damages. So yes, we do win!
- Also in Saskatchewan, we signed a partnership agreement with the Metis Nation in order to work together, help one another and to reinforce one another.
- What a sad episode in Ontario about losing the water control and ownership in Hamilton. The good thing? Getting it back in house under control and management and under ownership of the city and citizens of Hamilton.

This is my top 10 list that I have been privileged to be part of and, for new delegates, it is to show you that sometimes we are so busy with our own employers that we do not take the time to step back and to look at our strength and at how much we have accomplished. Just like the electricity, the water, partnerships and bargaining. If we still have these public services, although they are being attacked, it is in great part because of CUPE members, CUPE locals, CUPE activists and all of us working together.

I'll stop here and will soon have the time to have a cup of tea with my spouse Manon. That reminds me – I'd like to thank Local 1128, Sussex Health Care, New Brunswick for giving me a big box of King Cole tea that is made in New Brunswick. They really want me to be alive for a long time! And it is Manon's favorite tea.

There is an opera singer – and I don't profess to sing – that once said: "I stopped singing before the audience stopped listening." I will take her advice and wrap up. By Friday, I'll be out of office. However, I pledge to support in any way the National Executive Board, the national officers – Paul and the newly elected secretary-treasurer. I offer my advice freely. However, in the meantime, I'd like to offer to the candidates a free lesson on how to count. Actually, this could be a bit like what you see on YouTube and I call it "All in Wall Street Counting".

A friend of Bernard Madoff – only he went to jail and all others are out there giving no-free lessons on Wall Street arithmetic – taught me this.

How much is five times 14? You all say 70. You've got it wrong. Five times 14 has always been 25! I'll prove it. Five times 4 is 20 and five times one is 5. The total comes to 25. That's how it works on Wall Street. Let's try it with an addition:  $0+4= 4+4 = 8+4= 12+4= 16+4= 20+1= 21+1= 22+1= 23+1= 24+1= 25$ . We have the proof right here – Wall Street knows how to count. This is how we got into a financial mess in 2008.

There is always a way out when we don't know how to count on our fingers and by-hand. So, for the future secretary-treasurer, I offer you this adding machine so that you know how to count and not be tricked by anyone on Wall Street. Let's look at how united we are. Thanks a million; thanks a billion. Let's go on with the fight!

### **WEDNESDAY, NOVEMBER 2, 2011**

#### **AFTERNOON SESSION**

□

#### **PRESENTATION OF THE GRACE HARTMAN AWARD**

CHAIRPERSON PAUL MOIST: The Grace Hartman Award honours the memory of a special woman and a funding sister of our union. Sister Grace Hartman was the first woman to be president of CUPE and, indeed, the first woman to lead a major labour organization in North America. Her many struggles and determination paved the way for women in our union and indeed, in society.

At the 1999 national convention, a resolution was passed to establish an award to recognize and honour a CUPE sister or local union who best exemplifies the spirit of Sister Grace Hartman. Two sisters were nominated and both of them are very worthy of this award. The nominees are: Louise Piper, Local 458, British Columbia; and Lynn Chassé, Local 900, British Columbia.

The 2011 Grace Hartman Award winner is Sister Lynn Chassé. Lynn is a payroll clerk at the City of Kamloops and has been a Local 900 member since 1995. She is a trustee of her local as well as a member of the Women's Committee and the Social Committee.

After Lynn's mother was murdered in 2000, she felt she needed to do something so her mother wasn't forgotten and her daughter Courtney came across the Annual Shoe Memorial in Vancouver. They knew right away they needed to do something similar and, with the support of her family and friends, they started the Annual Shoe Memorial in Kamloops in 2008.

The Shoe Memorial is an annual event that gets the community involved by asking them to donate women and girl's shoes for a month leading up to the December 6<sup>th</sup> event to honour the women and girls who have lost their lives to violence or who

are missing. For every pair of shoes, there is a name and a date of a woman, who was killed in violence or is missing and presumed dead, for all to read and to remember. After the event, all good shoes are donated to the women shelter. There are many people involved in the project, including Lynn's family and friends, CUPE members from the City of Kamloops as well as others from the community.

Lynn was awarded a humanitarian award on October 1, 2010 from the City of Kamloops.

### **INTRODUCTION OF GUEST SPEAKER**

CHAIRPERSON PAUL MOIST: Our next guest speaker really needs no introduction. We work side by side with this tireless activist and have done so for many years on many issues. Maude Barlow is the National Chairperson of the Council of Canadians and chairs the Board of the Washington based Food and Water Watch.

In 2008, she served as a senior advisor on water to the 63<sup>rd</sup> President of the United Nations General Assembly and was a leader in the campaign to have water recognized as a human right by the UN. She is also the author of dozens of reports as well as 16 books including the international best seller "Blue Covenant, the Global Water Crisis and the coming battle for the right to water".

In January 2011, Maude and I met for coffee in Ottawa and we got talking about the Comprehensive Economic and Trade Agreement (CETA), Canada and the European Union. We also got talking about communities and before I knew it – our relationship with Maude is kind of like the one we had with Nancy Riche – we could never say no.

Here we are, 17 cities later. Maude and I have travelled across Canada. Some of our general vice-presidents have sat in where I couldn't make it and we have gone to every corner of Canada. We still got to get to Prince Edward Island and London, Ontario, and I better not say any other names because the calendar hasn't opened up yet. We have met with thousands of Canadians to talk about the Comprehensive Economic and Trade Agreement.

Every single community we go to, people from a wide cross-section of life and the communities, are interested in coming and meeting Maude. At every public meeting, we've had a third person with us to add to the discussion that trade deals should work for people – not against communities and people. It has been a wonderful experience working with Maude.

We were in Vancouver just three weeks ago. We were told we had to go to a studio because there was a week of trade activities coming up in Ottawa and they wanted to make a little video. There was a producer and a director and a camera person and we were only given one bit of advice: "You need to look stunned and confused." I am not going to tell you how

many takes it took, but they were good with me on the first take and it took a lot more takes to get our guest speaker to look stunned and confused.

These trade deals hurt communities and have the potential to do great harm. We put concern on the table that no other groups and society are shining a light on. We can and will win these battles by reaching out to Canadians in a language they can understand and by talking about the real issues behind trade deals like CETA.

*"video presentation"*

*Following Sister Maude Barlow's address, Brother Paul Moist thanked her and presented her with a gift.*

### **ELECTIONS OF GENERAL VICE-PRESIDENTS**

*Sister Barb Byers, Chief Electoral Officer, declared nominations open for the elections of the five general vice-presidents. The following members were elected and duly sworn in:*

*Daniel Légère, Atlantic and Maritimes*

*Lucie Levasseur, Québec*

*Fred Hahn, Ontario*

*Tom Graham, Manitoba and Saskatchewan*

*Barry O'Neill, Alberta and British Columbia*

### **REPORT OF THE SPECIAL NEB COMMITTEE ON STRATEGIC DIRECTIONS**

Discussions were held on Strategic Directions 1b: Strengthening the Labour Movement, paragraphs 27 to 33 and Strategic Priority 2: Reaching out to Community.

(M/S C. Fleury, C. Rennick –  
Referred back to the committee)

### **REPORT OF THE NATIONAL YOUNG WORKERS' COMMITTEE**

The members of the committee are: Chantell Gillis, co-chair, Prince Edward Island; Trevor Davies, co-chair, British Columbia; Karla Edwards, Newfoundland and Labrador; Nicole Barkhouse, Nova Scotia; Patrick Colford, New Brunswick; Eric Lauzier, Québec; Susanna Quail, Ontario; Kelly Moist, Manitoba; April Thomas, Saskatchewan; Scott Cush, Alberta; A.J. Basaraba, British Columbia; Hethry Greig and Candice Burkmar, Hospital Employees' Union; Angela Montano, Airline Division; Nathalie Stringer, NEB liaison; and Ian Clysdale, staff advisor.

*"video presentation"*

The National Young Workers' Committee continues to coordinate initiatives focused on developing young CUPE members into the next generation of activists. We bring together representatives from across the country to share ideas and resources.

While we work towards building the next generation of activists, we must also highlight the important action of our members today. Special recognition must go to Patrick Colford who ran as the NDP candidate in Miramichi, New Brunswick. Although he came in second in the polls, he remains number one in our hearts.

Below is a summary of key events across the country.

**Newfoundland and Labrador:** The last year has seen some increase in the number of young workers involved. While CUPE still has very few active young workers, there are youth from other affiliates who are active through the Federation of Labour and others who are eager to become involved in the labour movement.

The Newfoundland Federation of Labour (NLFL) held a youth retreat in the fall of 2010, with 18 young workers attending; this has helped build some momentum in this province. The committee is helping to revitalize a Labour Day event in St. John's, and is organizing both a weekend conference and a weekend education course on young worker rights. We are also involved in the provincial government youth retention strategy. Although CUPE does not have many active young workers, CUPE NL is very supportive of the NLFL Youth Committee and is actively encouraging more young workers to become involved.

**Prince Edward Island:** Prince Edward Island is the most recent division to develop a provincial young workers' committee. With this group, we hope to build a network of young worker initiatives to inspire greater young worker involvement at both the local and provincial level.

**Nova Scotia:** Attendance at the youth caucus at convention doubled in 2011 – and CUPE Nova Scotia continues to appoint a youth position to each of the provincial committees. CUPE Nova Scotia has launched an email group for young workers and is actively encouraging participation. The list provides a forum of open conversation among young workers from across the province to talk about the barriers for youth and trying to come up with ways to motivate, include, and involve the next generation of workers.

**New Brunswick:** Within CUPE, the CUPE 865 young workers organized a baby food drive at the hospital. In the broader labour movement, CUPE has been participating in the organization of an Atlantic Canada youth summit, which will be held in September of 2011 in Fredericton. As well, work is beginning on a project entitled Talk Union in High Schools.

**Québec:** Three resolutions were submitted to this year's CUPE Québec Convention on youth issues, with the support of the National Young Workers' Committee. Convention adopted a resolution calling on CUPE to lobby for changes in the definition of employees in the Labour Code. The other two resolutions concerned disparity clauses and the younger generation of union members (training camp for young CUPE Québec members).

The youth committee also distributed two new tools for young members: a union glossary and a parliamentary procedure guide. The glossary contains union terminology unfamiliar to new members, and provides a quick reference for understanding commonly used terms. The parliamentary procedure guide helps understand the rules used to run meetings and conferences.

**Ontario:** CUPE Ontario's Young Workers' Committee has focused on two priorities: fighting two-tier wages and benefits, and creating a young and new activist mentorship program. Resolutions were passed on both issues at the 2010 Ontario Division Convention.

CUPE Ontario now has a position specifically opposing tiered benefits and wages, and will encourage CUPE National to do the same. The National Young Workers' Committee also plans to produce materials to educate locals about the dangers of these types of agreements.

CUPE Ontario's mentorship program seeks to pair young and new CUPE activists with experienced activists, with the goals of increasing capacity and building bridges. The program is currently being developed in consultation with members and staff, with a launch planned for the summer of 2012.

**Manitoba:** The CUPE Manitoba Young Workers' Committee has taken on several initiatives recently. As well as holding an annual toy drive for Christmas, the committee also developed a young worker bursary to encourage attendance at CUPE Manitoba schools. A young worker caucus was held at provincial convention, with 16 young workers attending – leading to an increase of involvement in the provincial committee. The committee also organized two pickets in solidarity with our CAW Local 3005 brothers and sisters at Bristol Aerospace.

The committee is collaborating with the MFL young workers and MYNDP to organize a fundraising event in the fall of 2011 for Safe Workers of Tomorrow, and will be working closely with the CUPE Manitoba Contracting Out and Political Action Committee to help organize volunteers for our upcoming provincial election in the fall.

**Saskatchewan:** CUPE Saskatchewan has launched a We Won't Wait Campaign, encouraging young workers to take action and become involved now, stepping in to leadership roles that are opening up as active members retire. As part of this campaign, t-shirts were made for the Saskatchewan Division Convention.

The committee developed a questionnaire that was distributed as part of convention and conference evaluations to determine the number of young workers and first time delegates in attendance, to track changes from year-to-year and event-to-event. The committee is also working on a targeted campaign to provide pension education to Saskatchewan young workers, and is preparing to mobilize

CUPE's young workers for political action in the provincial elections. As part of this project, CUPE Saskatchewan's Young Workers' Committee has launched a Facebook page, as well as the @SkYoungWorkers Twitter account.

**Alberta:** CUPE Alberta has recently elected a new young worker vice-president, Kristan Troy, and has begun organizing with the goal of holding a young workers' convention in Alberta in the near future.

**British Columbia:** The number one goal of the CUPE BC Young Workers' Task Force is to recruit and develop young CUPE activists. To accomplish this, the task force organizes educational activities centered on social events.

Since the last CUPE national convention they held their third young workers conference, bringing over 50 young workers together for three days in Naramata, British Columbia. They hosted another Harbour Cruise Social during the CUPE BC Division Convention, raised funds for the Juvenile Diabetes Research Foundation, and have supported task force members in international solidarity exchanges in Africa, and Honduras.

**Hospital Employees' Union (HEU):** The HEU Young Workers' Committee is looking at revamping their current information packages to make them more appealing to both young workers and those who work tirelessly to mentor and activate them – as well as investigating the use of other media sources to engage young workers in effective and realistic ways. As well, in the fall HEU will hold the first ever young workers workshop. This will be an opportunity for young workers to meet within a culture of cohorts, in a union-based setting, hear the experiences of others and share their own, and become inspired to get more involved.

#### Conclusion

We would like to conclude by thanking the NEB for their continued support, and by thanking our staff person Ian Clydsdale and our NEB liaison Nathalie Stringer for their continued guidance and support.

#### **REPORT OF THE NATIONAL HEALTH CARE ISSUES COMMITTEE**

The members of the committee are: Karen MacKenzie, co-chair, Nova Scotia; Gordon Campbell, co-chair, Saskatchewan; Sherry Hillier, Newfoundland and Labrador; Wanda Livingstone and Nancy Ingalls, Prince Edward Island; Wayne Brown and Norma Robinson, New Brunswick; Marco Lutfy, Québec; Normand Robillard and Susan Schmidt, Ontario; Helen Fetterly, Ontario Council of Hospital Unions; Rose Streick and Sharon Thorgilsson, Manitoba; Colette Singh, Alberta; Frank de Waard, British Columbia; Beverly Trynchy, Lois Doran, Sandra Giesbrecht, Deborah Bourque and Mike Old, Hospital Employees' Union; Michael Hurley, NEB liaison; Irene Jansen, Jennifer Whiteside, Donna Ryan,

Carl Crouse, Bill McKinnon, Gordon Black, Ralph McBride, Alain Tessier, Doug Allan, Nicole Campbell, Suzanne Posyniak, Jack Simpson and Debbie Gervais Arbane, staff advisors.

#### *"video presentation"*

#### Introduction

Since the 2009 convention, the attack on Medicare has intensified. Health care became a dominant issue in the spring 2011 federal election, demonstrating again the depth of commitment Canadians maintain toward universal health care. Yet, for-profit clinics operating continue to grow, and more and more health care services are subject to fees, while the federal government consistently fails to enforce the *Canada Health Act*.

CUPE members and staff continue to work with passion and determination in locals and regions, provincially and federally, to defend working conditions in health care and protect our public health care system against existing and new threats.

Some significant gains have been made, such as the arbitration decision in Saskatchewan which rejected the employer's argument that contracting out surgical procedures to a for-profit company was a necessary move because of lack of capacity in the public system. At Jordon Life Centre, a nursing home in New Brunswick, the employer terminated the contract with Aramark and brought food services back in-house. However, in B.C., the government's attack on residential long-term care continues unabated, and members have mobilized their locals and their communities all over Ontario to stop cuts to hospital beds.

#### The last two years

##### Long-term care tour

Between November 2009 and April 2010, CUPE hosted union and public events on residential long-term care across the country. Close to 1,000 people participated in the events across Canada, including union members, seniors, health coalition activists, elected officials and others concerned about the state of residential long-term care in Canada. Participants went away with a greater awareness of facility-based long-term care issues and of CUPE and health coalition campaigns in this sector. In some locations, strategy workshops allowed participants to delve deeper into the issues and plan follow-up actions.

##### Health care sector meeting

Two hundred and eighty-four CUPE members working in every sub-sector and from every province gathered in Victoria, British Columbia, in October 2010, to share information about current challenges facing health care

workers, share strategies, learn from each other and from experts about the critical issues and solutions in protecting our public health care system, and build solidarity in the sector. Members came away informed, inspired, and energized, with a sense that they are not alone in confronting the difficult challenges in their workplaces and communities.

Four plenary panels covered a wide range of topics:

- Current struggles, from bargaining with the Wall government in Saskatchewan, fighting hospital cuts in Ontario, working with other unions in the Common Front in Québec, achieving parity for nursing home workers with the hospital sector in New Brunswick, to fighting the attempted raid of LPNs by the BC Nurses' Union in B.C.;
- Debunking the myth that Medicare is not sustainable with a panel of top Canadian policy experts and activists;
- Protecting and expanding public health care – taking on private clinics, advocating for pharmacare, and CUPE's solutions for residential long-term care; and
- Mobilizing for decent working and living conditions and to protect our social wage through living wage campaigns, the vibrancy of the women's movement in Québec, and youth education and organizing around Medicare.

A wide range of workshop topics were offered, supported by an excellent team of member and staff facilitators. Members had the opportunity to meet with each other in both sector and occupational workshop groups, before taking the information presented in the panel discussions into issues-based workshops.

The most popular topics were:

- Workload, developing health and safety strategies
- Work life/home balance
- Violence in the work place
- Our solutions for residential long-term care
- Bargaining in the current climate

Members overwhelmingly expressed a desire for ways to stay in touch and informed on health care issues across the country, to find ways to protect workers and improve working conditions in ever-changing and extremely complex work environments, and to participate in the fight to protect and extend our public health care system.

Delegates were also invited to participate in an art project throughout the meeting, which by the end incorporated the challenges, hopes and dreams of members in the sector. Joanne Arnott, a B.C. aboriginal poet, participated in the

meeting and wrote a poem for members based on her observations and experiences.

### Continuing care

#### Residential long-term care

Members in the sector continue to face the challenges of changing definitions of levels of care, struggles to hold the line on LTC privatization, and the shift of services to unregulated sub-sectors. CUPE contributed to the dialogue on improving quality of care by participating in research projects, publishing research, and working with our allies and other advocates on projects aimed at improving quality of care and working conditions. CUPE will continue to build on our work in this area, supporting provincial divisions and allies to raise the profile of residential long-term care as appropriate in upcoming provincial elections, lobbying for dedicated federal funding for a continuing care program that covers residential, home and community care, and developing a strategy to address increasing privatization in this sector.

CUPE also supported the distribution of a new short film produced by the Canadian Centre for Policy Alternatives (B.C.) and the Hospital Employees' Union (HEU) on the critical importance of services within the continuum of care for seniors and the impact of cutbacks on frail and isolated seniors.

#### Home care

Through the union's work on residential long-term care it has become apparent that the union needs a more comprehensive understanding of the home care sector and its relationship to residential long-term care. Home care continues to be a major policy objective of many advocates and academics, and featured prominently in the federal election campaign.

While CUPE represents a small number of workers in this sub-sector (approximately 6,000), health sector activists and members speak of home care in terms of a system that is cruel and ruthless for both providers and receivers of care and support. Wages and working conditions are abysmal for workers, access to appropriate levels of funded care is increasingly difficult, and high rates of turnover in the sector mean a lack of continuity of care for clients.

At the time of writing this report, CUPE is organizing a strategic planning session with elected leaders and staff in the home and community care sub-sector. The session will identify challenges and solutions in the sector, and work toward the development of a pan-Canadian strategy for reversing privatization, increasing funding, and improving working and caring conditions.

We have also been alerted to other developments in the delivery of home and community care that require the union's attention. In Ontario, the EMS sector is developing a model of care called community paramedicine which overlaps considerably with home support and primary care, as well as crossing union jurisdictions in certain cases. There are concerns about safety of the workers in this model and the impact on delivering appropriate care.

CUPE is part of a growing list of national organizations calling for federal action on continuing care: Canadian Medical Association, Canadian Healthcare Association, Alzheimer Society of Canada, NUPGE, and CFNU. The federal NDP has made long-term care one of the major planks of its platform. CUPE has been a major voice in advocating for workers and those who receive care in this sector and will continue to fight for a system of care that provides dignity and accords respect to all involved in continuing care.

#### Health care funding and the federal/provincial agreement on funding

The campaign to undermine public confidence in the sustainability of our public health care system has become increasingly shrill since the 2009 convention. There have been public musings by Conservative Government ministers about the future of federal transfer payments. Several misleading reports have been issued questioning the future of public funding and advocating for increased private for-profit funding and delivery of health care. The commitment to maintain the six per cent annual increase in federal cash transfers to the provinces for health care in the negotiation of a new federal/provincial agreement was a major issue in the federal election campaign.

At the National Health Care Sector Meeting, the expert panel on the myths of sustainability educated members about what is at stake in the fight to maintain a strong federal role in health care. Panel presentations and a recent publication on the sustainability of Medicare, authored by Hugh Mackenzie and Michael Rachlis, provided much of the analysis for the production of CUPE's Medicare tool kit which is available on [cupe.ca](http://cupe.ca).

Following up on the discussion on Medicare sustainability at the October 2010 sector meeting, the committee invited Hugh Mackenzie to present a workshop on health care funding. The presentation highlighted the fact that health care expenditures have historically been relatively constant at around seven per cent of gross domestic product (until the past two years during which the GDP has shrunk due to the recession), that cuts in taxes at all levels of government since the 1990s' have reduced the public fiscal resources available for program spending, and that the areas of health expenditures that are rising most quickly are those controlled by the private sector – most notably prescription drug costs.

#### Challenges to solidarity within the health care sector

CUPE is very proud to represent workers involved in all aspects of our health care system. From ensuring the smooth and efficient operation of our health care facilities, to providing direct care to patients and residents, CUPE members work on the front lines of our health care system. One group of members has come under a particular threat recently: as a result of the developing scope of practice and increasing utilization of practical nurses in most provinces, RN unions in some provinces are engaged in efforts to raid CUPE's RPN/LPNs and/or limit their scope of practice.

In Newfoundland, Ontario and Saskatchewan, registered nurse unions have filed grievances regarding the role of RPN/LPNs in providing nursing care. In British Columbia, LPNs in HEU were subjected to the second round of raiding efforts this year by the BC Nurses' Union. In Saskatchewan, CUPE's Health Care Council estimates that 50 per cent of LPNs are not permitted to work to their full scope of practice. In Ontario, the Ontario Nurses' Association and the Registered Nurses Association of Ontario run aggressive campaigns targeting RPN scope of practice and challenging changes to nursing skill mix that increase the utilization of RPNs.

Members have also identified a strong concern, coming from many different provinces, regarding the increasing incidence of other unions signing voluntary recognition agreements with for-profit employers in health care. This practice tends to drive wages and benefits down, and compromises CUPE's strategies to maintain standards for wages and benefits in the sector.

CUPE continues to address these issues through the CLC.

#### Federal election

Prior to the election, the Conservative federal government adopted a strategy of distancing itself from health care, citing the "provincial responsibility" for delivering health care. The real intent of this attempt to minimize the role of the federal government was made clear in the leaders' debate during the campaign when Stephen Harper said that he had no intention of interfering with provinces who wished to experiment with alternate service delivery models – code for private, for-profit delivery of health care.

Our public health care system has historically been a top priority for Canadians, but the public and universal nature of our system is very much at risk. Privatization by stealth – through increasing for-profit delivery of health care, delisting of necessary services, and continued fragmentation of primary, community and acute care – will likely be the biggest challenge in protecting Medicare over the next few years.

### Comprehensive Economic and Trade Agreement (CETA)

Current trade negotiations between Canada and the European Union pose a significant threat to Medicare. The process for deciding which government programs should not be part of the agreement is significantly different in this round of trade negotiations than in previous agreements such as NAFTA, and risks opening up health care delivery to multinational corporations. CUPE encourages health care activists to include lobbying on this issue in their work plans.

### Other activities

Broader activities undertaken by CUPE National in the health care sector, beyond the committee, have included:

- Lobbying the federal NDP on their health care platform.
- Participated in various CUPE and academic research projects on residential long-term care.
- Supporting the Canadian Health Coalition on its work over the summer, most notably the June events on health care funding and preparation for the pharmacare report launch, and federal election planning.
- Helped our locals in Saskatchewan respond to health care privatization schemes, most recently contracting out of surgical and diagnostic services.
- Supported CUPE Alberta in its submission to the provincial government in the *Alberta Health Act* consultations.
- Supported the Ontario Council of Hospital Unions with research on health care associated infections.
- Supported the Communications Branch in responding to health care stories in the press, and in the development of the Medicare Action Kit.

Finally, the committee would like to thank the National Executive Board for its support for health care issues over the past two years, and the members and staff who work with passion and commitment to defend the rights of workers in the sector, and the right of us all to a strong public health care system.

In the past two years, some committee members have moved on from the National Health Care Issues Committee. We thank them sincerely for their work and dedication.

### **REPORT OF THE PERSONS WITH DISABILITIES NATIONAL WORKING GROUP**

The members of the working group are: Raymond Smith, co-chair, Ontario; Lynne Taylor, co-chair, Hospital Employees' Union; Derrick Barrett, Newfoundland and Labrador; Michael Graham White, Nova Scotia; Ann Ramsay, Prince

Edward Island; Stephen Drost, New Brunswick; Teresa Colangelo, Ontario; Jacquie Robertshaw, Manitoba; Rob Westfield, Saskatchewan; Neil Garbe, Alberta; Maria Wahl, British Columbia; Milo Murray, NEB liaison; and Conni Kilfoil, staff advisor.

### *"video presentation"*

Since last convention, the Persons with Disabilities National Working Group (PWDNWG) has been very pleased to welcome three new members: Sister Jacquie Robertshaw from Manitoba, Sister Ann Ramsay from Prince Edward Island, and Brother Stephen Drost from New Brunswick. The working group is confident that, with the infusion of new and enthusiastic representatives, it will be able to continue and expand its important work. The working group has welcomed its new National Executive Board liaison, Brother Milo Murray from Prince Edward Island.

Accomplishments since the last convention include the following:

- The working group has received Duty to Accommodate, and wide variety of human rights training.
- The two working group members from Ontario have been very active in their division with the implementation of the *Accessibility for Ontarians with Disabilities Act*, and have reported at each meeting on their activities in this regard, as well as critiqued the strengths and weaknesses of the legislation.
- One of the working group's co-chairs, Raymond Smith, did a presentation to the working group and to the CUPE National Health and Safety Committee on devising occupational health and safety programs for workers with disabilities. It was an enlightening presentation that was well received by both groups.
- Representatives from the working group have been intimately involved with the Union Development Department staff, in the development of a Duty to Accommodate course, a disability sensitivity workshop, and the inclusive learning document for CUPE facilitators.
- The working group has liaised with Sister Sheryl Burns of the CUPE National Women's Committee and with Sisters Trudy Spiller and Shirley Langan from the National Aboriginal Council to strategize about ways to support their common causes.
- At the Canadian Labour Congress (CLC) level, the working group has received a presentation from Sister Lynn Carlile from the CLC about the new CLC course entitled "Becoming Disability Rights Activists", and has had meaningful input into the development of that course, which is a 12-hour course that has been piloted in Ontario in September 2011.

- The working group's CLC vice-president for workers with disabilities, Lynne Taylor, and our representative on the Persons with Disabilities Committee of the CLC, Rob Westfield have been involved in formulating resolutions at the CLC convention which was attended by both Sister Lynne Taylor and Brother Raymond Smith in Vancouver in May 2011.
- A number of working group members attended the CLC's Rise UP! For Your Rights Conference held in Montreal in December 2010, where they benefited from exposure to a broad range of equality issues.
- Almost all members of the working group attended, in lieu of holding a meeting, the CUPE BC Human Rights Conference held in Richmond, British Columbia, in November 2010. The members had the opportunity to participate in a very broad range of workshops at that time.
- Since last convention, the working group has followed up on the work it did years ago on the issue of the effects of contracting out and privatization on workers with disabilities, which lead to CUPE National's support of a study done on the effect of privatization on people with disabilities.
- The working group has made recommendations regarding the Disability Activism Award presented at this year's convention, as well as recommending a number of resolutions including a resolution for CUPE National to develop a disability awareness campaign.
- Sister Maria Wahl, the British Columbia representative on the working group, was involved with the development of a British Columbia-created document *A Handbook for CUPE BC Members with Disabilities and their Allies*. Copies were distributed to members of the working group.
- The working group benefited from a presentation by Vangelis Nikias from the Council of Canadians with Disabilities about the Convention on the Rights of Persons with Disabilities, which was ratified by Canada in March 2010.
- As members become more confident about lobbying for appropriate accommodations for brothers and sisters with disabilities, they have become effective advocates in their locals and divisions.

The working group would like to recognize and thank their staff person, Conni Kilfoil, and national officers Paul Moist and Claude G  n  reux for their tireless support over the years and would also like to wish Brother G  n  reux a happy retirement.

## **REPORT OF THE NATIONAL CHILD CARE WORKING GROUP**

The members of the working group are: Jamie Kass, co-chair, Ontario; Randi Gurholt-Seary, co-chair, British Columbia; Gail Brinston and Deanna Simms, Newfoundland and Labrador; Karen Wright, Nova Scotia; Shawna Quinn, Prince Edward Island; Sharon Thompson, New Brunswick; Annick Michaud, Qu  bec; Christina Gilligan, Ontario; Lori Schroen, Manitoba; Michael Lanier, British Columbia; Louella Vincent, Hospital Employees' Union; Sandy Harding, NEB liaison; Darcie Beggs and Margot Young, staff advisors.

### *"video presentation"*

#### Introduction

Over the last two years, a major focus of CUPE's child care work has been to build the case for public delivery, as well as build capacity for political action and working in coalitions. A major activity was working with other advocacy groups to ensure that child care was an issue during the federal election – tying child care to the social and economic benefits it produces as well as its contribution to maintaining a healthy democracy.

Across Canada, seven provinces/territories have now moved child care to their education ministries. The scope and success of this policy shift have varied greatly. Particularly disappointing has been Ontario's willingness to allow third parties to offer the extended day for kindergarten in school boards.

The for-profit child care sector has kept growing. CUPE has continued to track, analyze and educate about this trend, building on the foundation laid by our national public child care campaign in 2009.

Without any plan or political will to put in place a quality system with public delivery and sustained public funding, Canada is still at the bottom of developed nations in its approach to early learning and child care (ELCC) – a clear abdication of our national government's responsibilities to children and families.

CUPE will never abandon its efforts to pressure governments at all levels to implement child care policies that support children's healthy development, women's equality, work-life balance for all parents – including CUPE members – and fairness for child care workers. Together, these factors build better, stronger and more democratic communities.

#### Advocacy, political action and policy

- CUPE was a major supporter – financially and through in-kind services – of Code Blue for Child Care, the coalition campaign to put child care on the agenda of the last federal election. The campaign used the web and social

media to promote its message, produced a report card of the parties' child care platforms and linked good child care to a healthy democracy, conducting its own voter social with parents to get them to the advance polls.

- During the election campaign, CUPE produced a fact sheet on early childhood education and care, and highlighted child care as an equality issue in the election fact sheet on women.
- The union also continues to support the Child Care Advocacy Association of Canada, and worked closely with the CCAAC on the Code Blue for Child Care campaign.
- Sisters Jamie Kass, Karen Wright and Margot Young remain on the Board of the Child Care Human Resources Sector Council (CCHRSC). The council continues to produce valuable resources and research on the workforce: last year's occupational standards for early childhood educators; forthcoming tools for supervisors and directors on human resource issues (Sister Young is a member of this project's steering committee); and a future employer-employee survey on staff turnover, and recruitment and retention in child care.

#### Anti-privatization

- CUPE's public child care campaign and cross-Canada tour sparked a number of initiatives in Newfoundland and Labrador, Nova Scotia, Ontario and British Columbia during the last two years. These included lobbying provincial governments about public delivery of ELCC. The campaign also helped to raise the discussion about public delivery in a strategic advocacy session that CUPE helped sponsor with the CCAAC.
- CUPE and the Child Care Resource and Research Unit's (CCRRU) coordinator, Martha Friendly, worked together on a paper about Edleun Inc., Canada's first publicly-traded child care corporation. Sister Friendly has made a major contribution to our research on for-profit child care, starting with the public campaign in 2009.
- CUPE supported the motion of the Edmonton Public School Board to prevent the lease of space to publicly-traded companies providing child care services. This is a major victory and a model to be used to prevent the advancement of big-box day care centres onto school property.
- CUPE 951 (University of Victoria) was an active player in the strong community campaign that prevented the university from contracting with big-box corporation Kids & Co. to expand child care capacity. The university's board of governors decided against the contract after listening to on-campus and community opposition.

#### Family policy within CUPE

- The NEB accepted the resolution for free on-site child care at CUPE national sponsored events. A how-to manual has been produced on setting up good child care at conferences and conventions. The manual will be made available not only within CUPE but to other unions and community groups as well.
- The National Child Care Working Group and the union's equality committees all support raising the child care allowance for CUPE events to \$125 a day from the current \$50 (insufficient for our delegates who incur additional child care expenses when they are away from home). The working group hopes resolutions will come forward to convention to increase the allowance. In addition, we've jointly been working with the National Women's Committee, National Young Workers' Committee and the Persons with Disabilities National Working Group to develop a proposal for CUPE on a family policy for dependent care. Through this policy, we want to ensure union events are fully accessible to all members with family care responsibilities. This initiative stems from the recommendations from the National Women's Task Force.

#### Organizing

- CUPE gained almost 600 new members as a result of Ontario moving early childhood educators into kindergarten programs and through the StrongStart BC programs in British Columbia. Three early learning and child care centres were organized since last convention.

#### Pensions for child care workers

- Manitoba's move to bring in pensions for child care workers, with four per cent funding to child care centres, was welcomed. However, it was disappointing that the main options presented to employers were defined contribution plans through insurance companies. A number of CUPE centres agreed to negotiate the Multi-Sector Pension Plan into their collective agreements. This plan is far superior to the other options.

#### Future plans

##### Advocacy/Anti-privatization

- Promote public delivery of early childhood education and care.
- Step up CUPE's work on anti-privatization of child care, including campaign work with the CCAAC, CCRRU and other partners to advocate, educate and build broad support for public child care.
- Track and oppose any growth in the for-profit sector.

- Urge CUPE divisions, locals and members to join the CCAAC and work with provincial child care organizations and coalitions including the formation of parent coalitions.
- Increase our use of social media to build effective networks and broaden our reach.

#### Political and policy work

- Actively support provincial and national child care campaigns, working with the Canadian Labour Congress, other unions and advocacy groups.
- Work with coalition partners to strengthen public awareness of the need for a universal ELCC system.
- Lobby federal opposition parties about the urgent need for a national child care program, including work with the NDP to raise child care in Parliament.
- Advocate for the full integration of child care and education.
- Work to improve recruitment and retention of child care workers through CUPE and the Child Care Sector Council.

#### Child care at CUPE events

- Promote and implement *Welcome Children*, the manual for providing child care at CUPE functions.
- Work with other national committees and advise the National Executive Board on a family care policy to remove barriers to participation at CUPE events.

#### Organizing and bargaining

- Support organizing drives – in the public/non-profit sector.
- Promote new sector structures for effective organizing and bargaining.
- Actively work to gain pensions for all child care workers.
- Collaborate with the National Women's Committee and other national committees.

#### Recognition

The working group welcomes the opportunity to recognize Sister Darcie Beggs for her outstanding work with us and to thank her for her dedication. We also want to recognize and thank Sister Margot Young for supporting our work and vigorously tracking and speaking out against the rise of corporate child care in Canada. In addition, Sisters Michelle

Cohen and Heather Fraser have stepped up to offer important staff and communication support during the past two years.

In addition, we want to thank Sister Shellie Bird (CUPE 2204) for attending our meetings in the past year. Shellie coordinated our National Code Blue for Child Care campaign and can be counted on for strategic ideas to move our agenda forward.

The entire working group would like to warmly thank Martha Friendly from the Child Care Research and Resource Unit for her commitment and work with us over the past three years. Martha is a tireless advocate, visionary and supported CUPE on our public child care tour.

Finally, we would like to recognize our NEB liaison, Sister Sandra Harding, who attends our meetings and offers sage advice and can be counted on to represent our issues at the NEB.

On behalf of the National Young Workers' Committee, the National Health Care Issues Committee, the National Persons with Disabilities Working Group and the National Child Care Working Group, we move that our reports be received.

(M/S unidentified delegate,  
unidentified delegate – Carried)

#### **RESOLUTIONS COMMITTEE REPORT**

**Resolution 261** (submitted by CUPE British Columbia):  
CUPE NATIONAL WILL:

1. Designate 2013 is the year of the new and young worker; and
2. Develop an action plan to increase new and young workers' awareness, involvement and education to be executed in the year 2013.

BECAUSE:

- There is a visible need for union awareness, involvement, and education for CUPE's new and young workers.

(M/S M. Lupien, L. White – Carried)

**Resolution 147 covering Resolution 148** (submitted by the National Executive Board; the Hospital Employees' Union, Locals 4777 and 5111, Saskatchewan):

CUPE NATIONAL WILL:

1. Conduct a broad-based campaign for a stronger federal role in Canadian Medicare in the negotiations to renew the 2004 Health Accord;

2. Conduct a public campaign in 2012-2013 to mobilize support for a 10-year health accord with a six per cent annual escalator;
3. Provide training for CUPE members to organize with allies, seniors, youth, anti- poverty, women's and patient advocacy organizations to lobby all levels of government to extend Medicare by including residential long-term, home and community care and universal pharmacare; and
4. Provide education on the escalating threats to Medicare in the Comprehensive Economic Trade Agreement (CETA) between Canada and the European Union.

BECAUSE:

- Polls show publicly funded and delivered health care system is a top priority for Canadians;
- Listing health care in the CETA negotiations will facilitate the privatization of health services;
- CETA would lengthen the period of monopoly drug patents adding \$3 billion annually to Canada's drug bills;
- Increased drug costs means increased profits for corporations with no investment in public health care; and
- The principles of Medicare are under attack from people who want to profit from the ill health and misfortune of others.

(M/S M. Lupien, L. White – Carried)

**Resolution 79** (submitted by CUPE Prince Edward Island, CUPE British Columbia, the Hospital Employees' Union, the Toronto District Council, Local 2191, Ontario; Locals 998, 1063 and 2348, Manitoba; Local 4828, Saskatchewan; and Local 1004, British Columbia):

CUPE NATIONAL WILL:

Explore the possibility of working with the Persons with Disabilities National Working Group (PWDNWG) to implement a 6-month disability rights awareness campaign to:

- Raise awareness within CUPE of the issues impacting workers with disabilities;
- Develop a range of materials and tools for education at the local and provincial levels;
- Create/compile collective agreement language related to disability issues to facilitate the negotiation of language to support workers with disabilities to remain gainfully employed;
- Increase the profile of disability-related issues on the CUPE National website and other media;

- Improve the access to disability rights courses that include an accessibility component, using CUPE members with disabilities as member facilitators in such courses, to the extent possible.

BECAUSE:

- Workers with disabilities continue to face barriers with respect to employment as well as with respect to their participation within the labour movement;
- Often disability-related language is not a priority during bargaining though it is becoming increasingly important as our members age;
- Workers with disabilities have much talent to contribute;
- When we are all educated on disability issues, it strengthens solidarity within the union and benefits society as a whole.

(M/S M. Lupien, L. White – Carried)

**Resolution 20 covering Resolutions 21, 22, 23, 24, 25, 26 and 28** (submitted by CUPE Prince Edward Island, Local 3017, Newfoundland; Locals 2936 and 4092, Ontario; and Local 998, Manitoba; the Toronto District Council and Local 2191, Ontario; Locals 1979 and 2204, Ontario; the Hospital Employees' Union; Local 1543, Manitoba; Local 4828, Saskatchewan; Local 15, British Columbia; and Local 2191, Ontario):

CUPE NATIONAL WILL:

1. Engage in a well-funded, sustained campaign for a Canada-wide early learning childhood education and care system that:
  - a) Is public/non-profit, quality, inclusive, accessible, affordable and includes adequate compensation to Québec;
  - b) Provides children 0-12 years with optimal environments that support their development;
  - c) Provides the child care workforce with good wages, benefits and working conditions.
2. Enshrine the booklet, *Early Learning and Child Care - It's Time* as our key child care policy;
3. Make child care a priority as we build toward the 2015 federal election;
4. Actively work within the Canadian Labour Congress (CLC) and engage CUPE divisions, CUPE councils and locals and our coalitions to organize a national day of action, and to build provincial action plans that commit to public child care;
5. Step up its anti-privatization campaign, track and oppose any growth and work to stop funding to private, for-profit child care companies.

BECAUSE:

- Child care is a human right according to the UN Convention on the Rights of the Child and the Elimination of Discrimination against Women;
- Studies show investing in quality, early childhood education and care, as in Québec and countries with national child care programs, stimulates the economy and creates jobs;
- Access to quality, affordable early childhood education and care is vital to the full and equal participation of women in our economy;
- Quality, early childhood education and care lays a foundation of success for our children's lives;
- There are not enough quality, affordable child care spaces to meet the needs of working families;
- Labour opposes the exploitation of child care for profit, and the impact of for-profit child care companies includes higher fees for parents, rising public subsidies, lower wages for child care workers, questionable quality, and a switch to more for-profit child care at the expense of community-based centres.
- The NDP is the official federal opposition in Parliament and has always been a strong ally in advancing early care and learning;
- We will not be deterred and defeated from our resolve; and
- Child care is vital for building a democratic community, an inclusive society and is a human right.

(M/S M. Lupien, L. White – Carried)

**Resolution 165** (submitted by CUPE Saskatchewan):

CUPE NATIONAL WILL:

1. Lobby the Government of Canada to address the underlying social and economic factors behind the epidemic of HIV/AIDS incidence in Canada;
2. Demand that the Government of Canada live up to their commitments made to each of the millennium development goals; and
3. Demand that the Canadian government lift the freeze on international aid and restore the funding cuts to well-respected development and advocacy groups such as KAIROS and the Canadian Council for International Co-operation.

BECAUSE:

- The number of people living with HIV continues to grow despite the medical research, prevention and treatment advancements that have been made;

- Poverty, inequality and discrimination are drivers of this disease;
- In Canada, the HIV incident rates have reverted to rates equivalent to those in the 1980's and are disproportionately higher among aboriginal people, women, immigrants and IV drug users; and
- CUPE identified the HIV/AIDS issue as a priority in our strategic directions recognizing the impact on workers, workplaces, families and communities and given the critical connections between HIV/AIDS, human rights and justice.

(M/S M. Lupien, L. White – Carried)

**Resolution 229** (submitted by the Toronto District Council, Locals 1979, 2191 and 2204, Ontario):

CUPE NATIONAL WILL:

Before March 2012, work with community and labour partners to convene regional, provincial and national assemblies of workers, including participants from public and private sector unions, traditionally under-represented equity communities, women's, faith-based, voluntary, environmental, sports, regional and national coalitions, racialized, undocumented and migrant workers, non-unionized and unemployed workers that will coordinate sustained and escalating action to:

- defeat the current offensive against our valued public services and public assets;
- reverse austerity policies;
- reintroduce progressive taxation to 1979 levels;
- build sustained and escalating resistance to right wing governments and to the Impacts global capitalism;
- promote policies of full employment, the expansion of publicly-delivered social programs, a 1% solution for affordable housing and the conversion of military to civilian spending in a sovereign, peaceful, democratic Canada.

BECAUSE:

- Conservative governments threaten to rewrite labour legislation and completely gut social programs;
- The working class is being forced to pay for an economic crisis they didn't create, while corporations and the wealthy are richer than ever before in history;
- Almost 2 million workers are unemployed, EI is inaccessible to a majority;
- Wages and living standards are falling; household debt is sky-rocketing.

(M/S M. Lupien, L. White – Carried)

## **THURSDAY, NOVEMBER 3, 2011**

### **MORNING SESSION**

□

### **TRIBUTE TO SHIRLEY CARR**

CHAIRPERSON PAUL MOIST: Past President of the Canadian Labour Congress, Shirley was the first woman in the world to be elected leader of a national labour organization. From 1974 to 1992, she served as an executive vice-president and later as a president of the Canadian Labour Congress.

Shirley started as an activist and as a member of CUPE Local 133 in the Niagara region. Not only was she the first female president of the Canadian Labour Congress, she was also the first to hold that position as a public sector worker. As a result, she raised the membership and participation within our labour movement.

*"video presentation"*

### **PRESENTATION OF THE COMMUNICATIONS AWARDS**

CHAIRPERSON PAUL MOIST: Union solidarity depends on good communication. Technology has changed how we communicate over the years. It has reinforced the importance of quality-timely information. An informed membership is a powerful tool for our locals. This is why the work of our communicators is so important. Whether by maintaining and updating your local web site, designing and distributing a newsletter or taking pictures at a local event, these members who volunteer countless hours of their time are crucial to making our union work. They help share the information that makes our union strong.

The CUPE Communications Awards recognize excellence in union newsletters, websites and photography.

#### **For English-language newsletter by membership size**

For locals with less than 300 members: Local 556, Courtenay, British Columbia  
For locals between 300 and 1,000 members: Local 2081, Victoria, British Columbia  
For locals between 1,001 and 3,000 members: Local 3909, Winnipeg, Manitoba  
For locals with more than 3,000 members: Hospital Employees' Union and CUPE British Columbia

#### **For French-language newsletter by membership size**

For locals with more than 300 members: Local 2960, Montreal, Québec  
For locals between 1,001 and 3,000 members: SCFP Weekends Montréal, Le Signal

For locals with more than 3,000 members: Local 429, Montreal

#### **Website award winners**

For English-language  
Best content: Local 3902, Toronto,  
Best design: Local 79, Ontario,  
Best overall: Hospital Employees' Union,

For French-language  
Best overall: Local 429, Montreal,  
Best design: Local 1294, Montreal,

#### **Photography awards**

Best photo: Johnny Sopotniuk, Local 3909, Winnipeg, and Rick Bujold, Local 301, Montreal

### **INTRODUCTION OF KEYNOTE SPEAKER**

CHAIRPERSON PAUL MOIST: I have the privilege to introduce a friend I used to serve with on the CLC Executive Council. I am not totally sure why but CUPE National President sits right beside the Public Service Alliance National President. For my first three years, I sat beside our guest speaker and learned a lot from her and much about PSAC. And, of course, I speak about the interim leader of Canada's New Democrats, Nycole Turmel.

We have spoken a lot this week about our party – the NDP. We have paid tribute to our late leader Jack Layton. We have talk about the work we must all do to elect a NDP government in Ottawa. In July, when Jack stepped down due to his failing health he named Nycole Turmel as our interim leader. It was a very wise choice.

In May, Nycole was elected as the Member of Parliament for Hull-Aylmer. Prior to her life of electoral politics and from 1997 to 2006, she served as national president of the Public Service Alliance – the first woman ever to hold that position, landmarked pay equity settlements for federal employees and fought against the theft of pension surplus by the Liberal Government.

Parliament is in session this week, but Nycole chose to come to our parliament to bring greetings to you and I want you to join me in welcoming our good friend, our sister, the interim Leader of the New Democratic Party of Canada.

*Following Sister Nycole Turmel's address, Brother Paul Moist thanked her and presented her with a gift.*

**REPORT OF THE SPECIAL NEB COMMITTEE  
ON STRATEGIC DIRECTIONS**

Discussions were held on Strategic priority 3: strengthening our image, paragraphs 43 to 49 and Implementation, paragraphs 50 to 55.

(M/S T. Graham, D. Légère –  
Referred back to the committee)

**ELECTIONS OF REGIONAL VICE-PRESIDENTS,  
DIVERSITY VICE-PRESIDENTS AND NATIONAL TRUSTEE**

*Sister Barb Byers, Chief Electoral Officer, opened nominations for the positions of regional vice-presidents in accordance with Article 7.2 of the CUPE Constitution as selected by provincial caucuses. The following members were elected and duly sworn in:*

Newfoundland and Labrador  
Wayne Lucas

Nova Scotia  
Danny Cavanagh

New Brunswick  
Sandy Harding

Prince Edward Island  
Lori MacKay

Québec  
Denis Bolduc and Nathalie Stringer

Ontario  
Michael Hurley and Candace Rennick

Northern Ontario  
Henri Giroux

Manitoba  
Mike Davidson

Saskatchewan  
Judy Henley

Alberta  
Marle Roberts

British Columbia  
Mark Hancock and Ken Robinson

*Sister Barb Byers next opened nominations for the positions of diversity vice-presidents. Sister Yolanda McClean and Brother Brian Barron were acclaimed and duly sworn in.*

*Sister Barb Byers next opened nominations for the position of national trustees in accordance with Article 11.1 of the CUPE*

*Constitution. Brother Mark Goodwin was acclaimed for a six-year term.*

**THURSDAY, NOVEMBER 3, 2011**

**AFTERNOON SESSION**

□

**PRESENTATION OF THE NATIONAL  
DISABILITY RIGHTS AWARD**

CHAIRPERSON PAUL MOIST: At the 2007 National Convention, we established an award to recognize the achievement and activism of a CUPE member with a disability or a chartered organization who has advanced disability rights within our union. We received two nominations: Eliza Chandler, Local 3907, Ontario and Richard Sherring, Local 998, Manitoba.

This year's winner is Richard Sherring, a long-time activist of Local 998, Manitoba Hydro. Sadly, Richard passed away very suddenly on June 29<sup>th</sup> at the age of 40. Richard – who I knew very well as a CUPE activist – was involved in disability rights issues both at the provincial and national level. He was very active as a shop steward, recording secretary and as a webmaster. At the provincial level, Richard sat on CUPE Manitoba Equal Rights and Opportunities Committee where he tenaciously brought forward issues of concern to persons with disabilities and had many creative ideas on how to raise the profile of disability rights. Richard was also a co-chair and Manitoba's representative on CUPE's Persons with Disabilities National Working Group.

Richard was very involved in the working group's projects, including the development of an accessibility audit and the idea of the wheel of chance game, which is a tool for educating people on various disabilities. One of his most significant contributions was having CUPE produce a video as a way to sensitize members and the broader public to the barriers and challenges faced by persons with disabilities in the workplace. Not only did Richard have the idea, but he was also involved in co-producing the video challenging attitudes, disability, discrimination and doing something about it. The video incorporated many moving testimonials from workers, including Richard himself, on what it is like to live with a disability. The production won the Canadian Association of Labour Media Breaking Barriers Award in 2006.

Richard had been involved in similar social justice issues even before becoming active in CUPE. He was a co-producer of two videos: one profiling a woman living with disability due to polio, called "*Ability within, the Lori Ross Story*", and one on violence against women called "*Breaking the silence, healing the wounds*". He also worked with CUPE communications to put together a slide presentation for the

Manitoba Federation of Labour December 6, 1989 Memorial to the women killed in the Montreal Massacre.

Brother Sherring was a committed trade unionist and a social justice activist. He believed passionately in standing up for the rights of people with disabilities. We believe that his legacy stands as a testament to why he should be the recipient of CUPE's National Disability Rights Activism Award for 2011. I called Richard's parents a couple of weeks ago to advise of the award and had a wonderful conversation with Richard's mother. I am absolutely moved and very happy that his parents, Cheryl and Bob Sherring, are with us today to accept the disability rights award on Richard's behalf.

#### **CONSTITUTION COMMITTEE REPORT**

**Resolution C707 replacing Resolutions C21, C22 and C23** (submitted by CUPE British Columbia; Local 3500, British Columbia; and Local 1628, Ontario):

CUPE NATIONAL WILL:

Amend Article 6.12 to read:

##### **"6.12 Quorum**

A quorum is **35%** of the registered delegates."

(M/S unidentified delegate,  
unidentified delegate – Defeated)

**Resolution C703 replacing Resolutions C15 and C16** (submitted by the Toronto District Council, Locals 2191 and 2936, Ontario, Local 998, Manitoba; Locals 1979 and 2204, Ontario):

CUPE NATIONAL WILL:

Amend Article 6.3 (d) to read:

"(d) A delegate may apply to the National Union for reimbursement of child care costs **up to a maximum amount set by the National Executive Board**. The delegate must apply through their Local Union no later than two months after the end of Convention. The National Secretary-Treasurer will establish a form and guidelines for reimbursement and will send the form to all Local Unions."

(M/S unidentified delegate,  
unidentified delegate – Carried)

**Resolution C702 replacing Resolutions C13, C14 and C17** (submitted by CUPE Prince Edward Island, the Toronto District Council, Locals 1979, 2191, 2204, 2936, Ontario, Local 998, Manitoba; and Local 1543, Manitoba):

CUPE NATIONAL WILL:

1. Amend Article 6.3 (c) to read:

"(c) The National Executive Board will set the registration fee for each delegate and guest after considering the consumer price index published by Statistics Canada, based on a fee of \$150 for each delegate and guest at the 1997 regular Convention. \$5.00 of the registration fee for delegates shall be used to offset at-home child care **and family care** expenses of delegates."

2. Amend Article 6.3 (d) to read:

"(d) A delegate may apply to the National Union for reimbursement of child care **and family care** costs up to a maximum amount set by the National Executive Board. The delegate must apply through their Local Union no later than two months after the end of Convention. The National Secretary-Treasurer will establish a form and guidelines for reimbursement and will send the form to all Local Unions."

(M/S unidentified delegate, unidentified delegate – Carried)

**Resolution C708 replacing Resolutions C24 and C25** (submitted by CUPE Prince Edward Island; the Toronto District Council, Locals 2191 and 2204, Ontario, and Local 998, Manitoba):

CUPE NATIONAL WILL:

1. Amend Article 7.2 (a) to read:

##### **"7.2 Composition**

(a) The members of the National Executive Board are elected by majority vote at Convention. The members of the Board are: the National President, the National Secretary-Treasurer, five General Vice-Presidents, fourteen Regional Vice-Presidents and **four** Diversity Vice-Presidents."

2. Add a provision as Article 7.2 (c) to read:

##### **"7.2 (c) The Diversity Vice-Presidents represent:**

- (i) **Aboriginal workers**
- (ii) **workers of colour**
- (iii) **workers with a disability; and**
- (iv) **Lesbian, Gay, Bisexual, Transgendered, Transsexual, Two Spirited, Intersexual, Queer and Questioning workers."**

3. Amend Article 11.9 (c) to read:

"(c) **Four** alternate Diversity Vice-Presidents are elected at Convention. If an office of Diversity Vice-President becomes permanently vacant, the alternate Diversity Vice-President will fill the office for the rest of the term."

(M/S unidentified delegate,  
unidentified delegate – Defeated)

**Resolution C706 replacing Resolution C20** (submitted by the National Executive Board):

CUPE NATIONAL WILL:

Amend Article 6.11 (a) to read:

**“6.11 Resolutions and Constitutional Amendments**

(a) A chartered organization may submit a resolution or constitutional amendment to a regular Convention. The resolution or constitutional amendment must be signed by the President and Secretary of the chartered organization and sent to the National Secretary-Treasurer at least 90 calendar days before the start of Convention. The National Union will **post** these resolutions and constitutional amendments **on its website** at least 30 calendar days before the start of Convention. **The National Union will send these resolutions and constitutional amendments to any chartered organization that asks for a printed copy.”**

(M/S unidentified delegate,  
unidentified delegate – Carried)

**REPORT OF THE NATIONAL  
HEALTH AND SAFETY COMMITTEE**

The members of the committee are: Rex Hillier, co-chair, Newfoundland and Labrador; Mike Jackson, co-chair, British Columbia; Michael Murphy, Newfoundland and Labrador; Kathy Dauphney, Nova Scotia; Minerva Porelle and Gary Burris, New Brunswick; Betty Pryor, Prince Edward Island; Nancy Nolet, Québec; Don Postar, Ontario; Peter Falconer and Tom Nicholls, Local 1000, Power Workers Union, Ontario; Walter Gretschan, Manitoba; Dolores Douglas, Saskatchewan; Lisa Byard and Mark Langlois, Alberta; Beverley McKeen, British Columbia; Debra Willis, Hospital Employees’ Union; Julianne Vondrejs, Airline Division; Dennis Mol, NEB liaison; Troy Winters and Anthony Pizzino, staff advisors.

*“video presentation”*

**Introduction**

The National Health and Safety Committee is pleased to present the following report to the Twenty-fifth Biennial CUPE National Convention. Since the last national convention in 2009, the committee has continued to monitor and defend the occupational health and safety rights of CUPE members.

Our focus has been to provide members with tools, information and education to fight back against concerted attacks on our working conditions and rights by many of our employers and some governments.

The committee gathered in Montreal once and Ottawa twice since the last convention, in April 2010, November 2010, and

March 2011. During this period, the committee has undertaken a wide range of activities including:

- Supporting the April 28<sup>th</sup> Day of Mourning activities, nationally and internationally.
- Promoting health and safety as a top priority at all levels of the union.
- Helping to revamp the weeklong health and safety course.
- Advising CUPE National on health and safety materials and educationals.
- Providing basic health and safety training for members.
- Assisting with the promotion and presentation of the National Health and Safety Award.
- Urging locals to monitor all workplace fatalities and encouraging reporting to CUPE National.

As with our previous reports to convention, it is with great sadness that the committee reports on work-related deaths of CUPE members. Since the last convention, we have received notice that eight CUPE members were killed as the result of their work. We mourn the loss of:

- Sheldon Miller, CUPE 189, Alberta
- Jacques Tremblay, CUPE 1500, Québec
- James Best, CUPE 416, Ontario
- Pierre Leclerc, CUPE 301, Québec
- Gilles Létourneau, CUPE 4239, Québec
- Brodie Schwartz, CUPE 255, Ontario
- Jo-Ann Fuller, CUPE 873, British Columbia
- Ivan Polivka, CUPE 873, British Columbia

Each fatality should remind us that prevention of workplace illnesses and injuries together with strong government enforcement are the keys to stopping the death toll in our workplaces.

**Committee activities in the past two years**

The past two years have been busy and the next two years will be even busier as the committee plans to push the key policies and actions to further CUPE’s health and safety agenda.

**Day of Mourning – April 28<sup>th</sup>**

This year marked the 27<sup>th</sup> anniversary of the National Day of Mourning for workers killed or injured as a result of workplace causes. It is worthwhile to restate that the Day of Mourning was founded based on a resolution written by CUPE’s National Health and Safety Committee. The committee recommended the creation of a remembrance day for workers killed or injured on the job in 1984. In the same year, the Canadian Labour Congress and affiliated unions quickly adopted the Day across Canada.

At the same time, CUPE proposed and adopted the canary in a cage as the internationally recognized symbol for the Day of Mourning. The canary was chosen since in the 19<sup>th</sup> century miners would take a caged canary into the mines with them. Canaries are more sensitive to airborne hazards and the absence of oxygen in the air than people. If the canaries were overcome by hazards, it was a sign to evacuate the workplace. Today, many workers continue to be workplace canaries.

The Day of Mourning honours the dead and injured who have been struck down in our own communities. It focuses attention on workers killed, injured, and made sick by their work in the previous year.

The committee helps to promote CUPE's Day of Mourning materials – April 28<sup>th</sup> bookmarks, a Workers' Statement, posters and activity checklists – which are distributed to all locals through general mailings.

#### Weeklong health and safety course

The committee helped in the renewal process of CUPE's weeklong (previously known as the 30-hour) basic health and safety course. A subcommittee with representation from the co-chairs and various committee members and staff has worked to approve changes to CUPE's already successful basic health and safety training. Changes have been completed, and the course was launched at the summer schools across the country in May and June.

#### National Health and Safety Award

Since the creation of the National Health and Safety Award in 1992, the National Health and Safety Committee has selected and recommended each award winner. The winner is selected by a subcommittee, consisting of the committee co-chairs, and members from across the country. We offer our sincerest congratulations to this year's worthy recipient.

#### Action plan – the next two years

Over the next two years, the committee is planning to carry out a number of new initiatives that build on the policies and action plans that are adopted at this and previous national conventions. We will continue to focus on helping members on joint health and safety committees, at the bargaining table and in the workplace. We will engage members in more militant health and safety activism to help highlight that fighting for healthy and safe workplaces is a political struggle for power.

To further the committee's work, we will focus on several broad areas:

- Work with the Health and Safety Branch on new and revised materials, including new materials for advanced, more technical health and safety workshops.

- Develop action plans for lobbying federal and provincial governments to improve (not reduce) the health and safety protections in legislation.
- Improved communications between the national and provincial health and safety committees.
- Work with locals, divisions and CUPE National on pressing for better health and safety conditions in workplaces.
- Raising awareness of new hazards in our workplaces.
- Help to uncover and understand new and emerging hazards such as pandemic influenza, hospital acquired infections, and nanoparticles.
- Working with the CUPE's Persons with Disabilities National Working Group to develop health and safety materials for disabled workers.
- Work with young workers to determine how we can increase participation on health and safety committees and increase mentorship in health and safety.
- Advising CUPE National's Health and Safety Branch around topics for the next National Health and Safety Conference.

The committee's other ongoing priorities include:

- Ensuring that the health and safety of our members continues to be a main priority for CUPE.
- Helping to develop and achieve new and improved collective bargaining language for issues not covered by legislation.
- Promoting April 28<sup>th</sup> nationally and internationally.
- Continuing to promote and select the winner of the National Health and Safety Award.
- Advising the Health and Safety Branch on the development of new materials.
- Monitoring health and safety privatization and contracting out.
- Pushing to hold employers accountable for attacks on our legislated right to healthy and safe workplaces.

#### 11<sup>th</sup> National Health and Safety Conference

The committee feels that building on the momentum started at the 2008 10<sup>th</sup> National Health and Safety Conference is important and must be followed up. The conference's

overwhelming success is an indication of vigorous health and safety activism in our union. To this end, we are recommending that CUPE's next National Health and Safety Conference be held in the next two years.

### Conclusion

We have much to accomplish in the next two years. The successes of the last two years give us encouragement that CUPE will continue to advocate for and defend members' occupational health and safety rights. We remain confident that our action plan and priorities will allow our union to continue to play a leading role in occupational health and safety in CUPE and within the labour movement.

The past two years have demonstrated that the fight for healthy and safe workplaces and decent working conditions is not over. Employer attacks continue, and while pressures seem to shift constantly, they do not let up. Just as our employers are coordinating strategies against us, we must improve our collective strength to defend past health and safety gains and secure improvements for the future.

### Farewell and thank you

In the past two years, some committee members have moved on from the National Health and Safety Committee. We thank them sincerely for their work and dedication: Becky Jacobson, HEU, British Columbia; Nettie Goertzen, Manitoba; Charlie Morrison, Manitoba.

The committee also wishes to recognize the assistance and support of Brother Stan Marshall, managing director, National Services, Sister Aline Sebrins, who provided the committee with valuable administrative support, and of course, the national officers Brother Paul Moist, national president and Brother Claude G  n  reux, national secretary-treasurer.

### **REPORT OF THE NATIONAL LITERACY WORKING GROUP**

The members of the working group are: Chad Ennis, co-chair, Alberta; Sarah Bjorknas, co-chair, British Columbia; Dianne Martin, Newfoundland and Labrador; Darlene Hynes, Nova Scotia; Karyn Noble, Prince Edward Island; Bernard Gallant, New Brunswick; Suby Lyn Kerr and Bert Providence, Ontario; Denis Lamy, Qu  bec; Philip Dembicki, Manitoba; Cindy Jessop, Saskatchewan; Francine Brisson, francophone representative, British Columbia; James Barrett, Hospital Employees' Union; Danny Cavanagh, NEB liaison; Connie Credico, Dawn Learning, Denis Regimbald and Sylvia Sioufi, staff advisors.

*"video presentation"*

*Literacy is **the** essential skill. It is the ability to use printed information to function in society, at work and in the family. It is the combination of thinking and social skills we need to analyze and use information to control our own lives, achieve our own goals and develop our knowledge and potential.*

### Who we are

We are a group of activists and staff who are passionate about workers' right to learn and fully participate in their union, their workplace, and their community.

### What we do

- We promote literacy and clear language in the union.
- We develop tools and resources to help locals claim our right to learn.
- We develop clear language tools and resources to make the union and the workplace more accessible.
- We work with literacy organizations and other allies to put literacy on the public agenda.

### Why it matters

Do your members face technological change or demands for certification? Are union jobs on the line because of contracting out or privatization?

Locals that negotiate upgrading programs are not only helping union members improve their skills - they are also protecting their jobs.

Literacy is more than just reading and writing. Upgrading programs creates opportunities for members to brush up on their math skills, improve their communication, learn about computers or complete high school.

An international literacy survey tells us that four in ten Canadians do not have the literacy skills they need to meet the ever increasing demands of today's world. The majority of adults with low literacy skills are employed.

Literacy must be a right for all. It is increasingly important in the workplace, helping workers to succeed at work and in life.

CUPE locals that put literacy on their agenda have made it possible for their members to:

- build skills
- adapt to changing job requirements
- bid into a better paying job
- develop an interest in further learning
- become more active in their union and community

### What we have been up to

Since the last convention we've been on a great journey of celebration. We've marked the first 10 years of CUPE's Literacy Program and planned for the next 10 years!

Over the last two years our work has focused on:

- promoting a culture of learning while establishing CUPE as a literacy and workplace learning leader;
- stepping up our advocacy work to make sure that training dollars create lasting programs; and
- increasing access to learning opportunities beyond the mainstream.

### Learning at work

- We've worked with our allies to make sure that Labour Market Agreement dollars transferred from the federal government to the provinces and territories were invested in upgrading programs at work.
- The work is paying off and we have created learning opportunities for hundreds of CUPE members over the last two years.

### E-learning

- We have received funding from the federal government for a two year e-learning pilot project. In the first year we have started to explore options for integrating e-learning into literacy programs that are faithful to the principles of adult learning and union education.
- The pilot project is helping us learn how to reduce barriers for learners, how to minimize challenges for facilitators, how to create a sustainable program, and how to contribute to what is already there.

### Learners' Council

- The Learners' Council is growing and playing an important role promoting literacy and helping to develop key resources, like our new program evaluation tool and the e-learning pilot project.

### Aboriginal workers

- We have received funding from the federal government to continue to create better learning experiences for our aboriginal members. We completed a pilot project in Bella Bella, B.C. to develop a community-based approach to needs assessment and program development. We have produced a resource to apply the approach in other communities.

- We are working with the National Aboriginal Council to pilot a learning representative program modelled after the New Zealand initiative. Learning reps encourage workers to seek advice and guidance in order to improve their skills. They are trained to find out workers' learning needs and aspirations and advise them about opportunities.

### Clear language

- We have updated the clear language workshop to make it easier for locals to improve their everyday communication and make their contract accessible to members.
- We have developed a clear language awareness and training session for staff. We want to thank the Manitoba staff for helping us pilot the training.
- We have supported the clear language constitution project. The *clear* CUPE constitution will be presented to delegates for adoption at this convention.

### New resources

- Evaluation tool: we partnered with the Canadian Association of Municipal Administrators to develop an evaluation tool to measure the impact of workplace literacy initiatives. The tool promotes an alternative means of evaluating "return on investment" by focussing on key measures of success like health and safety records, participation in further training, and workplace communication.
- *Making the Case* bargaining handbook: we have developed a resource to make it easier for bargaining committees to negotiate literacy and upgrading programs. It provides background information, ideas and strategies, sample contract language and PowerPoint presentations to "make the case" for employers to invest in literacy and integrate literacy in existing and new skills training programs.
- *Socialnumeracy.ca*: we partnered with the Labour Education Centre and Workplace Education Manitoba to develop an online resource to showcase and promote a social and holistic approach to numeracy.
- Literacy DVD: we have developed an interactive DVD that includes games, learner testimonials and even a song to promote literacy and clear language with CUPE locals.

### Making literacy a priority

- We are pleased to report that more provincial divisions are making literacy a priority. We congratulate CUPE Alberta and CUPE PEI for setting up a literacy committee to support our work.

- We have led a campaign to *Put Literacy on the Public Agenda*. We were successful in pushing for literacy and essential skills to be a lead issue for the roundtable on workforce skills.
- The 10<sup>th</sup> anniversary of the CUPE Literacy Program created an opportunity to shine a light on literacy in the union and to reflect on the lead role that CUPE has played. CUPE is recognized by allies, governments and employers as a literacy leader.

#### What's coming up

Over the next two years we hope to:

- Continue to build a culture of learning in CUPE workplaces;
- Put literacy funding on the political action agenda of every CUPE division; and
- Expand our base of literacy activists to take literacy forward for the next 10 years!

#### **REPORT OF THE NATIONAL GLOBAL JUSTICE COMMITTEE**

The members of the committee are: Marian White, co-chair, CUSO-VSO; Doug Sprenger, co-chair, British Columbia; William Sheppard, Newfoundland and Labrador; Jonathan Fourdraine, Nova Scotia; Maciej (Matthew) Zawadzki, Prince Edward Island; Serge Landry and Debbie Downey, New Brunswick; Ginette Paul, Québec; Edgar Godoy and Ilian Burbano, Ontario; Rosa Candia, CUSO-VSO; Miriam Palacios and Bill Hynd, OXFAM; Barbara Wood, Co-Development Canada; Sue Roth, Manitoba; Vickie Angell-Scheler, Saskatchewan; Mike McCann and Ernie Jacobson, Alberta; Alexandra Youngberg, British Columbia; Carol Bunch and Jacqueline Zilkie, Hospital Employees' Union; Karene Benabou, Airline Division; Mark Hancock, NEB liaison; and Rhonda Spence, staff advisor.

#### *"video presentation"*

#### Introduction

CUPE's commitment to the global movement for economic, social and climate justice reflects the support and solidarity of CUPE members in building a fair and just society. The National Global Justice Committee has seen support grow for our work and we are pleased at the progress we have made.

Over the last two years we have seen a number of disasters that have been compounded by poverty, climate change and environmental degradation. Both the earthquake in Haiti and Japan stand out as examples and underscore the urgent need for working people to speak with one voice. At the same time we have witnessed the remarkable uprisings in North Africa and the Middle East as millions stand up to

repressive authorities demanding economic and social justice and political freedom.

As a national union, CUPE and its members are part of this movement and it is our job to look at ways we can participate, raise our voices together and use our resources effectively. To do this, we need to understand the impact of global events on working people and the poor and then look at concrete ways for CUPE to make a difference. The committee has worked to ensure that our programs and projects can be measured against CUPE priorities.

#### Trade agreements

The Canadian government has been relentless in its pursuit of bilateral free trade agreements in the Americas and more recently, is negotiating an agreement with the European Union; the Comprehensive Economic and Trade Agreement (CETA). The thrust of the CETA agreement will undermine the rights of governments to make decisions in the best interests of their constituents. It will give more power to large companies and multinational corporations without regard for impact on public services, the environment, local economies and communities.

In Colombia, CUPE with our allies fought hard to stop the trade agreement that rewards a country with one of the worst human rights' records in the world. The agreement will benefit Canadian resource companies, increasing the displacement of indigenous peoples and peasants. Colombia already has four million displaced people living in terrible poverty. Similar agreements have been signed with Peru and Panama and negotiations are near completion with Honduras – a country with increasing human rights' abuses following the overthrow of the democratically elected government. Canada has made it a policy of pursuing free trade agreements with countries in Latin America where there will be little regard for human, labour and land rights and no enforcement of environmental laws.

For CUPE, this means, we must continue to support our partners through our global justice projects. In particular, we need to work closely with the Association for Research and Social Action (NOMADESC) in Colombia and the Honduran Women's Collective (CODEMUH) in Honduras. Both of these organizations are on the front line in the fight for justice.

With CETA, public services at the provincial and local level will be at risk of privatization threatening our public water system and our ability to create local jobs. It would also cause prescription drug costs to skyrocket.

CUPE has been active in coalition with our allies through the Trade Justice Network and working with unions and non-governmental organizations in Europe. A concerted effort here in Canada to raise public awareness and shape public opinion is ongoing.

### Solidarity and humanitarian aid

Over the last two years the magnitude and impact of natural disasters has been overwhelming. CUPE has stepped up its contributions for humanitarian assistance as have divisions and CUPE locals from coast to coast. Poverty and environmental degradation have exacerbated these disasters and CUPE has become more aware of the need to ensure that our contributions must not only provide immediate relief but should also support capacity building for organizations that share our values and will use resources to push for fundamental change in their societies.

CUPE's support for the Confederation of Private and Public Sector Workers (CTSP) in Haiti to rebuild their office is a good example. We were there to provide immediate relief through our charitable donation but we are also there to assist with the next step; supporting the union to get back on its feet so that it can be part of rebuilding a society based on principles of social and economic justice. Without infrastructure and training programs the union would be unable to take the lead in promoting and providing critical public services.

### Climate and water justice

Our work on climate change has seen CUPE take leadership through the Canadian Labour Congress (CLC) at both the 15<sup>th</sup> UN Conference on Climate Change (COP15) in Denmark and the (COP16) in Mexico. It is critical that there is a strong voice for workers as part of a comprehensive plan to fight and mitigate the impacts of climate change. Activists in the fight to reduce carbon emissions and those working for water justice are forging stronger links. It is vital to build our support for related issues like the impact of mining on communities or the struggle for access to clean water and sanitation. CUPE has a valuable contribution to make at both the international and domestic level as one of the most credible spokespersons on the importance of public water and sanitation.

### Human rights, labour rights and the Global Justice Fund

All of the projects that we have supported have at their base the goal of improving labour and human rights. The projects reflect concrete ways of doing this by supporting training and campaigns by workers and their allies. For example, Burmese human rights' defenders have been able to strengthen their networks and to increase skills of activists with support from the fund. The network links women, youth, workers and others together for the common cause of documenting human and labour rights abuses in Burma and using that information to build awareness and to build their case for a United Nations (UN) commission of enquiry.

The National Global Justice Committee reviews and recommends support for projects with this in mind and recognizes the importance of establishing a relationship

based on mutual learning and exchange. The Global Justice Fund currently supports projects with the South African Municipal Workers (SAMWU), with Burmese human rights' defenders in Thailand, women working in maquila factories in Nicaragua and Honduras and human and labour rights activists in Colombia. We would like to be able to increase our projects to support two other areas identified as priorities for CUPE; water and sanitation and workplace education to prevent HIV/AIDS.

### HIV/AIDS

Following CUPE's commitment in 2009 to renew our work on HIV/AIDS, we have worked closely with the Canadian Labour Congress to push Canada and other G8 nations to live up to commitments to fund universal access to HIV/AIDS services. Work was done through an electronic petition and a lobby campaign in cooperation with African trade unions. Funding for a workplace education project has been difficult due to the restrictive guidelines at the Canadian International Development Agency (CIDA). We are continuing to work with the CLC and we were part of the labour delegation at the UN meeting on HIV/AIDS in June regarding the implementation of International Labour Organization (ILO) resolution 200 on HIV/AIDS education in the workplace.

### Global unions

CUPE's participation in the work of our global union, Public Services International (PSI) has been on the increase, particularly with National President Paul Moist now in the middle of a three year term representing the Canadian Unions at the World Executive Board. PSI as part of the Council of Global Unions took the lead in launching a global campaign to win public and political support for quality public services. A charter for quality public services and an action plan has been adopted internationally.

### Global Justice Fund

At the last CUPE national convention support for the Global Justice Fund was identified as a key priority. The committee has worked hard at promoting the fund and trying out a number of ways to increase enrolment. We have promoted the fund at division conventions by showcasing our work and encouraging local unions to contribute. In 2011, we went further and were able to attend three Division conventions with representatives from two of our projects. Both sisters, Berenice Celeyta from Colombia and Gati Malet from South Africa spoke passionately to division convention delegates.

More and more local unions are supporting global justice work and there has been an increase in one time donations. However, stable and predictable funding has still not been achieved and the committee has noted that we need a permanent solution.

The committee is pleased to report that progress has been made on the goals identified in last convention's Strategic Directions program. We have noted measureable results from our global justice projects and CUPE is consistent on speaking out on human and labour rights. We have taken steps on HIV/AIDS and continue to be leaders on water and sanitation issues. Your National Global Justice Committee will continue in this direction and believes the next two years will be even more productive.

For a full picture of the extent of CUPE's international work please read our yearly *International Solidarity Report* available on cupe.ca. You can subscribe to the *Global Justice* newsletter at cupe.ca/globaljustice. Check in regularly to cupe.ca to read web postings on a host of international issues.

On behalf of the National Health and Safety Committee, the National Literacy Working Group and the National Global Justice Committee, we move that our reports be received.

(M/S unidentified delegate,  
unidentified delegate – Carried)

#### **INTRODUCTION OF GUEST SPEAKER**

CHAIRPERSON PAUL MOIST: It's my great privilege to introduce somebody who is no stranger to our union, but occupies a very important position as Executive Vice President of the Canadian Labour Congress, our very own sister, Mary Clarke Walker.

Mary is a member of CUPE 4400, Toronto School Board Workers, a former member of our National Executive Board, diversity vice-president from 1999 to 2001. We are very privileged to have Mary with us this week, meeting with delegates, attending caucuses and evening sessions.

*Following Sister Mary Clarke Walker's address, Brother Paul Moist thanked her.*

#### **RESOLUTIONS COMMITTEE REPORT**

**Resolution 121 covering Resolution 122** (submitted by CUPE Prince Edward Island, the Airline Division, the Hospital Employees' Union, Local 4041, Québec, Local 1004, British Columbia; Local 4047, Ontario):

CUPE NATIONAL WILL:

- Lobby governments in all jurisdictions to ensure enforcement of current provincial laws and federal health and safety laws; and
- Lobby the various levels of government for greater repercussions to employers for being in violation of the health and safety laws.

BECAUSE:

- Too many employers are shirking their responsibilities under the various health and safety acts; and
- Consequences for employers who injure their workers are too small.

(M/S M. Lupien, L. White – Carried)

**Resolution 191** (submitted by CUPE Alberta):

CUPE NATIONAL WILL:

Lobby the federal government to continue funding literacy programs at the national and provincial levels.

BECAUSE:

- Literacy programs funding from the federal government is essential to improve the working lives of our members and their families.

(M/S M. Lupien, L. White – Carried)

**Resolution 175** (submitted by CUPE British Columbia, Local 4041, Québec; Local 1063, Manitoba; and Local 5111, Saskatchewan):

CUPE NATIONAL WILL:

Develop a strategy by the CUPE National convention in 2013 to ensure that our global justice project work is sustainable on a continuing financial basis.

BECAUSE:

- Our commitment to global justice must be founded on the principle of solidarity and involvement on a long-term basis and not be dependent on donations;
- Issues facing public sector workers in other countries are the same issues facing Canadian workers;
- There is a growing momentum to support CUPE's international work as a way of energizing CUPE members in Canada;
- Greater understanding of the connections between CUPE's work in Canada and our support for workers' rights in other countries;
- Speaking out on international solidarity issues enhances CUPE's credibility and reputation as an advocate and defender of human rights and workers rights;
- Reliance on fundraising limits and detracts our ability to continue and expand this important work.

(M/S M. Lupien, L. White – Carried)

**Resolution 50 covering Resolutions 51 and 52** (submitted by CUPE British Columbia; Locals 116 and 951, British Columbia):

CUPE NATIONAL WILL:

1. Establish a national post-secondary sector task force;
2. Provide more support to the post-secondary sector through bi-annual sector conferences/meetings and ongoing dedicated research and communications support; and
3. Appoint a staff representative as a national coordinator dedicated to the post-secondary sector to do the following:
  - a) Develop CUPE National's plan of action for open, accessible, public and affordable post-secondary institutions;
  - b) Develop a strategy to ensure CUPE's plan is a priority at the federal level;
  - c) Develop a strategy for coordinated bargaining at the National level;
  - d) Coordinate inter-provincial and national actions around post-secondary issues that impact CUPE members; and
  - e) Develop coalitions with other education sector organizations to ensure CUPE's interests are at the forefront of any discussion of post-secondary education.

BECAUSE:

- Sector meetings on the day before the national convention are not adequate to meet the continuing needs of sectors;
- CUPE locals in BC have been coordinating since 1995 and need to connect more *effectively* with locals in other provinces;
- CUPE post-secondary locals have not had a national sectoral conference/meeting since 2006 and are struggling to coordinate on a national level.

(M/S M. Lupien, L. White – Carried)

**Resolution 251** (submitted by Local 3943, Ontario):

CUPE NATIONAL WILL:

Develop educational materials for all CUPE locals on the threats posed to social services and social service workers by social enterprises.

BECAUSE:

Governments are increasingly abandoning their role in the provision and delivery of social services and turning the delivery of services over to the private sector.

AND BECAUSE:

Most organizations and agencies are embracing the philosophy of social enterprise; that is, that it's possible for an organization to provide a social service and at the same time make a profit from it.

AND FURTHER BECAUSE:

This philosophy runs counter to our belief that social services should be provided and administered from money raised through taxation, and that entities that deliver services to the public should only be concerned about the quality and delivery of those services, and not about making a profit.

(M/S M. Lupien, L. White – Carried)

**Resolution 225 covering Resolutions 226 and 227** (submitted by CUPE Ontario; the Toronto District Council, Local 2191, Ontario; and Local 5555, Ontario):

CUPE NATIONAL WILL:

Provide support and/or training to local union leadership and national staff to defend members of local unions not only in dealings with their employer, but also in situations where the workers' jobs are governed by a "professional college".

BECAUSE:

- Professional colleges are being founded, covering an increasing number of the jobs CUPE members perform including social services workers, early childhood educators, personal support workers, speech pathologists, ambulance paramedics, all skilled trades' workers, etc.
- Workers are forced to join these professional colleges in order to maintain their credentials and employment and can face discipline by their respective professional colleges. This can happen even after an internal investigation with the employer finds no need to discipline but college proceedings result in actions up to and including discharge by the employer.
- Our members who are involved in any proceedings with a college are currently left alone to defend themselves over matters that relate directly to their work with their employer.
- Other unions with members in this situation defend their members at their respective colleges.

(M/S M. Lupien, L. White – Carried)

**Resolution 167** (submitted by Local 15, British Columbia):

CUPE NATIONAL WILL:

1. Actively lobby the federal government to establish a national housing strategy that will respect, promote, and fulfill the right to adequate housing as a

guaranteed under international rights treaties ratified by Canada; and

2. The national housing strategy will include clear objectives for its implementation and ensure housing is safe, secure, sustainable, adequate, affordable, and accessible to all; and
3. The strategy will further include financing and creation of new social housing; and
4. Include specific strategies to address homelessness, with special attention to the needs of Aboriginal Peoples.

BECAUSE:

- Housing is a basic human right; and
- Statistics indicate that about 225,000 people are homeless in Canada ; and
- Canada must live up to its human rights obligations and end homelessness and inadequate housing.

(M/S M. Lupien, L. White – Carried)

**Resolution 55** (submitted by Local 2669, Saskatchewan):

CUPE NATIONAL WILL:

Establish a national library committee.

BECAUSE:

- CUPE represents over 10,000 public library workers and thousands of library workers in public schools, colleges, and universities across the country; and
- CUPE library workers face similar threats across the country, including increased workloads, privatization, outsourcing and public funding cuts; and
- There is currently no effective means for library workers to meet and discuss issues, exchange information and provide support to one another; and
- A national committee would facilitate this communication need, particularly between national conventions.

(M/S M. Lupien, L. White – Carried)

**Resolution 9** (submitted by CUPE Saskatchewan):

CUPE NATIONAL WILL:

1. Call on the federal government to recognize that there is a disproportionate amount of violent acts committed in Canada against aboriginal women;

2. Lobby the government to act together and immediately form a task force to investigate the missing women across Canada; and
3. Call on the Canadian Labour Congress to provide the same support.

BECAUSE:

- Aboriginal women are more likely to experience violence in their lifetime than non-aboriginal women;
- An aboriginal woman is more likely to die from an act of violence than a non-aboriginal woman;
- Hundreds of aboriginal women across Canada have gone missing or have been murdered; and
- Prime Minister Stephen Harper needs to recognize that this is a reality for aboriginal women throughout our nation.

(M/S M. Lupien, L. White – Carried)

**Resolution 96** (submitted by Local 957, Québec):

CUPE NATIONAL:

Joins with pressure groups concerned by shale gas in lobbying all levels of government to put an end to development of this energy resource.

BECAUSE:

- The industry has failed to demonstrate that such development would not have serious consequences for the environment and the health of citizens;
- Governments were clearly unprepared for this issue, and have done a poor job of responding to public concerns.

(M/S M. Lupien, L. White – Carried)

## **FRIDAY, NOVEMBER 4, 2011**

### **MORNING SESSION**

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### **INTRODUCTION OF CUPE CONVENTION STAFF**

CHAIRPERSON PAUL MOIST: With us is a group of dedicated people who have been responsible for putting the convention on. While we cannot do individual introductions, we want to say thank you for having worked incredibly hard to ensure that our week's deliberations are positive and good for our union and its future. Thank you on behalf of CUPE members.

*"video presentation"*

## **REPORT OF THE YOUTH COUNCIL**

CHAIRPERSON PAUL MOIST: While their parents and family members debated policies and strategic directions, youth between the ages of 9 and 14 who were attending CUPE's first ever youth council, learned that unions not only help people in the workplace, they make our communities a great place to live.

With a mix of education and play, the participants had the opportunity to speak with Burmese democracy activists over lunch. I also spoke to them and they actually grilled me in a question-and-answer session. They also learned that equality is not about everyone being treated the same, but about ensuring that everyone has the same opportunities to be part of society. They took part in a teach-in session on Aboriginal and environment issues, several animated drumming workshops and engaged in a solidarity action by visiting Occupy Vancouver. The youth council joined delegates on the convention floor for a tribute to former NDP Leader Jack Layton and for a video chronicling the group's events.

The members of the council are: Cedar Albus, Aimée Allard, Jacob Dimoff, Tyler Channing, Madison Doherty, Taylor Ferguson, Allyson Harding, Michaela Kilby, Matias Lamartine-Rainville, Taylor Power, Simon Rodrigue-Fortin, Marley Sheppard, Riley Stepaniuk, Matthew Taylor, Sarah Taylor and Claire Yun. The staff who worked with our youth are: Claire MacArthur, early child education workers and CUPE member; Marilyn Mottola, CUPE member facilitator; Lucie Small, CUPE member and youth worker; Colleen Quintal, Corina Crawley, Carl Crouse, Bobby Nand, Blair Redlin, Gary Yee, Patrick Roy, Matt Yun and Bill Robb, staff advisors.

*"video presentation"*

## **REPORT OF THE SPECIAL NEB COMMITTEE ON STRATEGIC DIRECTIONS**

### **Strategic Directions 2011-2013 A Blueprint for the Future**

The primary objective of this 2011 policy paper is to create a blueprint to develop our internal strength with a sensible, smart strategy for making gains in bargaining, for participating effectively in the public debate on services that CUPE members provide, and for making our communities better places to live.

#### **The assault on the public sector and the working class**

Canada and the rest of the world are emerging from the worst global economic recession since the 1930s. It was one that, just like the Great Depression, shook the foundations of the world financial system. Thanks to stronger regulation and some good luck, Canada wasn't hit as bad as the

American and European countries, but there is no doubt recovery will be slower and more difficult than previous recessions. And recent events in the United States may yet drive us into another market failure.

The world economy is being further weakened by the austerity measures many countries are imposing on their citizens to pay for the costs of the financial crisis. These measures, added to a volatile financial system, economic woes in Europe, and political upheaval in the Middle East, are making the global economy increasingly turbulent and prone to market failure with our economy teetering on the brink of another recession. The capitalist system is showing serious signs of failure and now more than ever, is not meeting the needs of the poor, the marginalized and the 99 per cent.

High oil and resource prices are benefitting some segments of Canada's economy but most working families are suffering from higher energy costs and food prices combined with weak job and wage growth.

It is unclear what will drive economic recovery if governments cut back on public spending, shift more costs onto highly-indebted working families and hike interest rates. The recent crisis should have been a wake-up call to change direction, but instead governments have continued to pursue their usual economic policies. Canada, more than any other country, now has the ability to create a stronger, more balanced and equitable economy.

Public services and public sector unions are under attack worldwide – in the United Kingdom, in Wisconsin and many other states in the United States, and in cities such as Toronto. Cuts to public services and programs will be the battlefield on which a class war will be fought over the next few years. Public employees are convenient scapegoats for government's inability to effectively manage the financial sector of the economy and to stimulate the economy with spending that makes sense.

Public sector workers are being isolated from each other, from their unions, from their communities, from other progressive organizations and voices in the community, and from those who are recipients of their services. Awareness of class position is sustenance for the working class and is essential to maintain our solidarity in defense of hard fought gains by working people.

Those who promote austerity programs place the responsibility for deficits on the backs of workers rather than on capitalist financiers who were responsible for market failures. A variety of economic and social policies are being wielded by the corporate and governing class as weapons against workers solidarity.

These policies include: international trade negotiations such as the Comprehensive Economic and Trade Agreement

(CETA) between Canada and the European Union; corporate tax cuts; cuts to public services; attacks on pensions; privatization of public services; economic policies that increase the gap between the rich and the poor in every country and ensure that the richest grab a larger portion of total national incomes; pension policies which drive seniors into poverty; attacks on fundamental human rights both domestically and internationally; policies that marginalize workers into casual and part-time labour; and policies that shut down legitimate dissent. Social programs are fundamental in transferring wealth in our society and alleviating inequality. Governments and employers are implementing concerted and targeted measures to destroy social programs.

These measures break the consciousness of workers and their communities – weaken our resolve and capacity to achieve gains for working people. And they are succeeding. The Canadian Payroll Association reports that 57 per cent of Canadian workers are living paycheque to paycheque and that 40 per cent of Canadians expect to retire later than they had previously planned, acknowledging they are not saving enough for retirement. According to Canada Without Poverty a majority of Canadians, including roughly 3.5 to 7.0 million people living in poverty are economically insecure, despite Canada's status as one of the wealthiest countries in the world.

Moreover, governments in Canada, the U.S. and around the world are slowly but steadily eroding fundamental democratic rights – creating a democratic deficit. Cutting funding for advocacy groups for women, the poor, marginalized and under-privileged, and for those who defend human rights in developing countries is a direct attack on the working class. The intention is to weaken our organizational capacity to respond to threats and to promote progressive alternatives. We must educate ourselves about these attacks and strategies and develop effective responses. We will assist our members to understand the class dynamics behind employer and government policies and bargaining positions. We will build a class analysis into our education work and bargaining work. Our analysis must include a race, gender, sexual orientation, disability and an Aboriginal perspective. The working class includes those who are on social assistance and the unemployed, workers who are not unionized, as well as unionized private and public sector workers. Social assistance and unemployment insurance payments have been cut significantly over the last 20 years. Unorganized workers have lost significant economic ground and many unions have had to agree to concessions. As a result, public sector workers seem privileged compared to the rest of the working class. The real story is that the economic gap between the wealthy and the working class is ever increasing.

Governments are painting public sector workers as part of the privileged class and are moving to strip these so-called

privileges from us. Continuing attacks on wages, benefits, and pensions at Air Canada and Canada Post, and contracting out and privatization strategies in Toronto are evidence of the deliberate nature of the assault.

The magnitude of the coming attack on workers and public services should not be underestimated. Conservative politicians will be emboldened by the attacks in the U.S. and the UK and will follow that pattern. The U.S. Bureau of Labor Statistics reports that employers took 1,579 mass layoff actions in July alone, laying off 145,000 workers, an increase of 3 per cent over June. School districts in many states plan to cut the length of school days, shorten the school week, cut summer school programs, or shorten the school year in response to massive cuts in state funding for public education.

In Wisconsin, the Budget Repair Bills will facilitate privatization and strip public sector workers of their right to collectively bargain. In Ohio, there will be a referendum on a Senate bill that significantly limits public sector workers' collective bargaining rights. In Indiana, Democratic legislators fled the statehouse in February to block a vote on a proposed "Right to Work" bill. Public hearings have been held and the Governor says he may support such a measure if it is brought to the floor in 2012. In Arizona, four anti-labour laws went into effect at the end of July. Two of these laws are anti-Project Labour Agreements against unionization in the construction industry. Other bills threaten freedom of speech by adding new regulations and harsh fines on unions and their members who picket in front of businesses; and the Paycheck Deception bill which prohibits public and private employers from deducting payments from an employee's paycheque for political purposes unless the employee annually provides written authorization to the employer.

In the UK, over 400,000 jobs have been lost with as many as 10,000 more anticipated at Bombardier. The National Health Service (NHS) could lose up to 50,000 positions alone. The job loss toll could easily rise to 600,000. Pay has been frozen, pensions are under attack, and the NHS is being privatized by stealth.

These are only a few facts and illustrations of what we stand to face in the coming two years in Canada. The severity of the situation is underscored by the almost instantaneous response of the federal Conservative government to legislate workers back to work at Canada Post and Air Canada. These legislative tactics were harsh and outside of the bounds of free collective bargaining, setting parameters that were much more stringent than the employer would have established. Provincial governments may well follow suit.

CUPE must engage in this struggle in a manner in which our members understand, raises awareness and develops a cohesive response which is proactive and not solely reactive.

We must find ways to wage this struggle on our turf and not on the turf of employers and governments.

CUPE is committed to forming a working group with the objective of reviewing ways in which the Strike Fund and the National Defence Fund may be accessed in situations where labour laws are more and more restraining, and where our right to free collective bargaining is challenged, and where legal action in defence of our rights in the public sector is framed in such a way as to render it less effective. In the face of this new reality, and the tendency of government to veer to right-leaning policies, it is imperative to adapt our support to locals fighting back, whether it is the municipal, education, health care and social services or other sectors targeted by essential services legislation. The working group to be established by the National Officers will include representatives of locals. Given the urgency to act, the working group will make recommendations to the National Executive Board in order to enable our local unions to be better equipped to fight back and better defend our public services.

#### Strategic priority 1a: reaching CUPE members

Strengthening CUPE locals and all aspects of CUPE's structure is essential if we are to meet the challenges that face us in the next two years and the ability to reach our members directly is critical to that success. A national union has the responsibility to accept a major leadership role in the struggles of their members and must have the tools required to ensure that this leadership and strategic guidance can be delivered to the benefit of the members. CUPE will invest in strengthening our union and our membership by devoting the necessary resources to develop the necessary databases and tools to reach the CUPE membership. Existing databases within divisions, bargaining councils and locals will form the foundation of our electronic compilation of contacts. These databases will include names and contact information such as mailing addresses, phone numbers, and email addresses and any other electronic contact information. The collection of this data will conform to privacy legislation and will be used solely for the betterment of the union and its members.

A social media strategy and program will be developed to mobilize CUPE members (including part-time and casual workers), staff and the public on issues. CUPE's web strategy, CUPE's website [cupe.ca](http://cupe.ca), and social media (Facebook, Twitter, and other forms of electronic contact) will be assessed and appropriate changes made to support the goal of reaching the membership and the general public. We will develop materials on both best practices and the potential pitfalls of social media as it is used by our enemies as well as our allies.

CUPE will provide sufficient resources to implement and harness the most effective and innovative tools available. CUPE's Union Development Department in conjunction with the Communications Branch will undertake to develop and

deliver training and skills development on social media devices and programs. Our members (including part-time and casual workers) and staff will receive instruction on the practical use of the new tools and education on their potential. New techniques such as virtual town halls will be utilized to gain public support and confidence. Strategic use of predictive dialing will assist us to reach our members and the public.

Building solidarity requires more than the timely and useful dissemination of information on issues. It requires a level of contact that promotes and engenders identification and pride in CUPE and the work that CUPE members do. Additional resources will be devoted to the development of effective electronic and print newsletters across the union. Highlighting the value of the work that CUPE members do will be a priority.

Ensuring that our bargaining strategies and plans are strong enough to withstand the inevitable assault on trade unions and public services is critical to ensuring that our members' fundamental rights are protected. While we have not yet faced the full brunt of the attack on collective bargaining, we must already be planning to fight back and to recapture collective bargaining in Canada. The centerpiece of this struggle must be to ensure that we are doing the fundamentals well and representing our members effectively at the bargaining table.

We will set a path of building bargaining strength leading up to a major CUPE national bargaining conference in the fall of 2012 or early 2013. The conference will address national bargaining trends and strategies in monetary and non-monetary areas with a focus on wages, benefits, pensions, job security, and the impact of working conditions on workers' mental and physical health. A particular focus of the conference will be to advance bargaining strategies to meet the needs of women workers as identified in the Women's National Bargaining Conference in February 2009. The 2012/2013 conference outcomes will include increased skills development within our membership, a plan to achieve gains for women and other marginalized workers, particularly in the social service sector, and a major strategic plan for bargaining in the 2012-2015 period – what works and what will work given the political and economic context.

Plenary sessions at the conference will address 'big picture' economic and political issues. We will hear from a panel of experts on the most recent national and international developments in the struggle to protect public services, and public employees' bargaining rights, and to highlight ways in which we can 'fight smart' against these attacks. Dedicated workshops will address sector and regional priorities, strategies and tactics e.g., the utility of tactics such as "work to rule" will be explored. We will underscore particular solutions to the challenges faced by our members on the front lines of service delivery in social services and health care. Improved wages, benefits and pensions only benefit workers when they have guaranteed full-time hours.

In an overall context of trying to “fight smarter” we need to “bargain smarter” and the national bargaining conference will lay the groundwork for the long-term implementation of a bargaining approach to achieve our goals with new tools and revitalized strategies. We will continue to support centralized, coordinated and provincial bargaining across the country but common front style bargaining can only be successful when each union in the common front has its own house in order. “Bargaining smarter” means ensuring that there is internal solidarity before embarking on a quest for external solidarity. Further, each union must give up some autonomy in order to ensure that the collective strength is realized. The gain, of course, is that each union cannot be picked off one by one.

An indispensable element of “fighting smarter” or “bargaining smarter” is to know which struggles to take on and when we should take them on. Effective strategic planning requires effective communication and organization of information. To this end CUPE will create information databases on key bargaining victories which can be shared quickly throughout CUPE locals and staff.

CUPE commits to a national initiative to increase economic literacy within our staff and membership. A program of workshops and awareness sessions to present the workers’ analysis of the changes and developments in the global and Canadian economies will be developed and rolled out during 2012 beginning with a series of breakfast sessions for all delegates at CUPE provincial divisions. Specific opportunities for education on the economy will be incorporated into all conferences, meetings and other events. A critical examination of capitalist economics and politics is central to advancing economic literacy within the working class. We will also explore new avenues such as training, work-life balance, and literacy which can build community and union solidarity.

CUPE National Standing Committees, Working Groups and Councils are important vehicles for reaching CUPE’s members. We will ensure that the work of these committees is integrally related to the priorities of our 2011-2013 National Strategic priorities as outlined in this document.

CUPE’s health and safety staff will work on revising existing tools and developing new tools for health and safety activists. As part of the revitalized health and safety program, CUPE will host the 11<sup>th</sup> National Health and Safety Conference in 2013 with particular emphasis on emerging health issues in new technologies for public sector workers, safety for our communities, and protection of the environment.

#### Strategic priority 1b: strengthening the labour movement

Building a broad social movement with shared values is critical for our survival as a labour movement, for the defense of fundamental trade union rights and the

promotion of ideals for a better society. If the labour movement and social justice organizations are to maintain and increase influence in the implementation of progressive reforms and in advocating for rights in the workplace and in communities, we must dedicate resources to increasing union density. Organizing low-income and marginalized jobs in both the public and private sectors is critical to eliminating increasing inequalities and to strengthening our ability to resist attacks on the working class. Organizing “wall-to-wall” and “following our work” after it is contracted or privatized are important principles in our plan. We will call on the CLC to lead discussions with all affiliates on the most effective ways to increase union density (number of unionized workers as a proportion of the total labour force) across the labour movement. We call on the CLC to coordinate lobbying of provincial and federal governments to change labour codes, including card check, to ensure a fair playing field to organize workers.

CUPE has always been committed to organizing workers who provide public services and we remain committed to an organizing strategy to increase union density in our sectors. We will devise more effective strategies, education and training to use our steward base to increase our organizing capacity. In order to keep pace with changing Canadian demographics, we will continue our efforts to organize Aboriginal, racialized and immigrant workers into CUPE and to promote representative workforce strategies with employers and governments. Hiring practices of employers are most often not in our control but it is well within our control to represent these workers effectively in the workplace when they are employed. We will work with locals in the sector to develop concrete organizing plans to organize low-income and marginalized workers such as personal support workers and child care workers.

CUPE will not tolerate the raiding of our members by other unions and we will continue to abide by the agreements reached within the CLC and to ensure that other unions abide by those agreements as well. We will protect our current jurisdiction in the face of attacks from outside the House of Labour such as the Christian Labour Association of Canada, and in government or employer forced runoff votes.

In the face of tougher labour legislation and austerity measures which will cut social programs and public services, CUPE will continue to devote necessary resources to ensure that CUPE membership continues on a growth pattern, albeit likely slowed from previous years. One viable option to increase solidarity and strengthen the labour voice is to join together with like-minded unions. CUPE will be open to considering and pursuing structural arrangements and agreements up to, and including, mergers with other public sector unions or like-minded organizations subject to appropriate approvals under our Constitution.

CUPE must emerge from the next two years as a stronger union with membership growth, increased solidarity within

our own membership and increased solidarity with our sister unions within the labour movement. Building and securing solidarity within the House of Labour is imperative to our success as a labour movement.

CUPE has always sought to improve relationships among CLC affiliates and to work effectively on joint campaigns through the CLC and with other affiliates on sector or issue specific matters. To that end, CUPE will continue to work to build solidarity among public sector unions at the national and regional levels. Further, we will continue to build strategic links with private sector unions to take advantage of opportunities to support each other on our respective issues, campaigns and actions.

Strong functioning CUPE provincial divisions with as close as possible to one hundred per cent affiliation of locals is critical to establish CUPE's strength in our regions. This, coupled with strong functioning labour councils, can establish, maintain and build solidarity within the labour movement and in our communities. Over the next two years, CUPE will develop a plan to establish new CUPE District Councils, to re-energize existing CUPE councils to establish a strong presence in CLC district labour councils and to expand our presence and influence in provincial federations of labour. An environmental scan of current participation and activities will be conducted as preparatory to developing a strategy for encouraging locals to join both CUPE district councils, CLC district labour councils and provincial federations of labour. Strengthening CUPE provincial service divisions and bargaining councils will also be a priority. The environmental scan will establish the baseline of participation by CUPE chartered organizations, against which our increased activism will be measured at the 12-month and 18-month intervals prior to the 2013 National Convention.

#### Strategic priority 2: reaching out to community

By virtue of the public services we provide we already have a strong bond with the communities within which we work and live. Strengthening this bond is mutually beneficial as strong communities are contingent upon economies that have secure well-paying jobs with benefits. Unions contribute to that reality. Unions are most effective where communities have progressive policies that ensure inclusivity for all members of the community. Community organizations are central to establishing that political reality. CUPE will work to provide the necessary vehicles and mechanisms to connect with community organizations which include but is not limited to: NGOs of all types, local community associations, women's organizations, health coalitions, child care coalitions, voluntary organizations working in social and public services, disability rights groups, coalitions of racialized community members, anti-poverty associations, the unemployed, migrant and temporary workers, faith-based organizations, environmental organizations, sports organizations, federations of students,

organizations working on national and international aid programs, Aboriginal and Métis organizations. Strong communities do not happen in isolation. They happen when organizations and their memberships are involved and share a common vision for our communities. CUPE will provide assistance to locals and members to organize meetings and facilitate coalition building and community outreach. We will continue to provide financial assistance where possible to coalitions and community organizations to enable their projects and advocacy work. We will work closely within our respective regions with those organizations who advocate for those who are in poverty and reliant upon social assistance.

CUPE will build a database of our work with organizations in community associations and coalitions. This information will enable us to engage community organizations quickly on specific campaigns of mutual concern.

The demographics of the Canadian population and labour force have changed significantly in the last decade. Analyses provided by the Equality Department of the CLC show that these changes will have a significant impact on the labour movement including CUPE. Our membership will change and we must change with it by developing new approaches to addressing serious concerns. For example, immigrants, even if highly educated, are under-employed and there is persistent inequality based on gender and race. Racialized workers, Aboriginal workers and immigrants (particularly women) are most affected. It is concern enough that women earn only 70 per cent of what men earn but racialized women earn only about 64 per cent, and Aboriginal women earn only 46 per cent. We know that women in unionized workplaces fare far better than these figures indicate. But our commitment to organizing these workers into the labour movement as outlined earlier is but one tactic that we must employ.

A second course of action involves enhancing our capacity to strengthen community by connecting effectively with community organizations and associations who advocate on behalf of these workers and their families. CUPE will engage racialized people, Aboriginal people and marginalized workers to take the lead in the development of a program of systematic outreach to organizations.

Our program will focus on forging stronger alliances and vehicles of mutual support and collaboration to speak out with a concerted, strong voice on common goals of equality, fairness and social justice. We will collaborate on a program of education on community issues and on the value of unions in addressing those issues.

Our work with national employers' associations such as the Federation of Canadian Municipalities, the Canadian Library Association, and the Association of Canadian Community Colleges is beginning to pay off with increased visibility and credibility for CUPE and increased awareness of our policies

in those sectors. This type of “soft lobbying” with employer representatives establishes a non-threatening presence in the community. Our reaching out to community program will continue this work both at the national and provincial levels.

Political action remains an important aspect of our work in communities. In 2011, we were very busy with a federal election and several provincial and municipal elections. Our work paid off at the federal level with the election of 103 NDP members to the House of Commons forming the Official Opposition. We will build on this victory to strengthen and solidify our relationship with the NDP as part of a longer term strategy to ensure that the NDP form a government in the next federal election in 2015. In the interim, we will support the NDP in their role as Official Opposition by providing assistance and advice on all policy related matters on which we have expertise.

While we will continue our focus in 2012-2013 on electoral politics, we will increase our lobbying efforts and actions on issues of concern to CUPE and our communities. We will develop effective strategies for direct action in the following areas: renewal of the health care accord; the Comprehensive Economic Trade Agreement (CETA) between the European Union and Canada; Retirement Security for Everyone and Canada Pension Plan reform; a national child care and early learning program; fair taxation; and environmental measures which promote the creation of green jobs.

In order to coordinate our political action work across the union, CUPE will continue to support the organization of political action committees throughout our locals and divisions, and encourage political action components in the work plans of all standing committees. The development of these committees will mean that our lobbying can be more concerted and targeted while reaching more policy makers and allies in the community. In addition, we will provide training and tools for the development and mobilization of the activist base within our membership.

#### Strategic priority 3: strengthening our image

The public image of unions is often not very flattering and we must use all tools at our disposal to understand the many dimensions associated with CUPE’s image. We will devote resources to deepen our polling strategy to provide the necessary intelligence to frame and sharpen our messages and to change them when required. Our polling will focus on the issues most directly affecting our members, on the public perceptions of public services and on CUPE’s image. A baseline survey will be conducted with further polling at regular intervals as a measure of our effectiveness.

A union’s image is very fragile and can be changed with one false or ill-advised action. We must be cognizant of this fragility and develop a professional approach which extends to our everyday working lives and to our work as a union.

We will always be under scrutiny and we should develop protocols for how we act in a wide variety of situations. When we tarnish our image with acts that are not carefully thought out, we risk alienating citizens, community leaders, non-governmental organizations, and politicians who may otherwise be sympathetic to our cause. We will create a process to review actions and campaigns, and develop best practices to solidify our public support.

Our “brand” as a union should be one of dedicated defender and promoter of labour rights, human rights, social justice, public services, and tough but fair negotiators and defenders of CUPE members in their workplaces whose arsenal includes the right to strike and other legitimate workplace actions.

The work of CUPE members builds and sustains a strong community. Our work is often hidden and taken for granted. In addition, we contribute to community in ways that are not directly related to the prescribed work of our members. CUPE locals contribute very unselfishly through charitable and other “good works” within our workplaces and communities. We must continue our efforts to establish CUPE as part of the community. These efforts will include participating in, and supporting campaigns to ensure the end of violence against women and to work with all CUPE chartered organizations to achieve gender equality in our workplaces and society. An investment in our communities is an investment in ourselves.

With positive visibility in the community we can overcome some of the negative stereotypes of unions. We routinely sponsor events in the community – everything from scholarships to festivals to conferences and meetings to marches and parades – and we will continue to do so. If we are part of the community, we need to invest in the community in a way that is not self-serving or selfish. Giving to the collective good is, in fact, a central trade union principle. We must educate our membership as to the history of the labour movement, its core principles and accomplishments.

We will continue to highlight the good works of CUPE members and locals and how these good works make our communities better places to live. We will survey locals to build a database of CUPE community involvement as the basis for establishing an earned media plan to enhance CUPE’s image. We will collect and highlight work that is beneficial to communities domestically and internationally e.g., flood relief in Western Canada, an earthquake in Haiti or famine in East Africa.

Solidarity within communities requires that there be mutual respect and support between service providers and citizens who use services. Once this bond is crystallized it is much more difficult for right wing forces to attack and destroy public services and communities.

We must continue to draw attention to the importance of public services to local, national and global economies. In order to celebrate public services with our community allies we will devote resources to re-establish Community Day on June 23 of each year as a major day of celebration of public services and our communities. We will work with CUPE chartered organizations to ensure that each year, the Day has an action component that is more than symbolic. The United Nations has designated June 23 of each year as World Public Services Day “to honour those who accept the responsibilities of service to humanity and who contribute to excellence and innovation in public service institutions.” Public Services International and PSI affiliates such as UNISON recognize World Public Services Day as a day to highlight the importance of quality public services in securing quality of life in our communities.

### Implementation

The above policy program contains many and diverse recommendations for action within the strategic priorities for 2012-2013. Once adopted by CUPE’s National Convention, the chartered organizations within CUPE have an obligation to implement these strategic directions and each branch and department within CUPE’s operational structure has an obligation to set priorities within their operations for CUPE to be successful in accomplishing the goals of our vision.

Each action implementing a strategic priority will establish a benchmark at the outset which will allow us to evaluate progress during the implementation period. Benchmarking and progress evaluation is central to being able to make necessary adjustments throughout the process e.g., understanding the current state of our ability to contact CUPE members is essential if we are to develop new ways to contact them. We want to be able to measure both our ability to contact members and the effect that contacting members has.

In addition, we renew our commitment to campaign forcefully and publicly to defend and promote public services and our members’ jobs, to secure adequate workplace pensions, reforms and improvements to the Canada Pension Plan including disability benefits, and to defeat trade agreements such as the Comprehensive Economic Trade Agreement (CETA) between Canada and the European Union. CUPE’s National Executive Board will continue to fund these efforts in 2012 and 2013 to at least the same level as in previous years. These campaigns and programs are central to our members and our union will allocate additional resources, as available, to meet these priorities. No real threat to CUPE members and our jobs will go unfunded.

Many resolutions on specific issues have been submitted by chartered organizations to the Resolutions Committee for this Convention. They will be dealt with in the due course of

convention proceedings and debate, and implemented by the union.

In 2013, CUPE will celebrate the 50<sup>th</sup> anniversary of its founding convention. Over the next two years, we will develop a program to celebrate the victories of those 50 years, but our practical focus will be to ensure that CUPE continues to be a leader with progressive strategies for change as we begin the next 50 years. Our strategic policies and programs will strengthen both our internal and external capacities to galvanize our membership – our greatest strength – and to develop a core of future leaders through succession planning and mentoring opportunities for young workers who will accept the responsibility to achieve and expand this vision.

CUPE will resource and implement this strategic directions program and all resolutions adopted by delegates to the 2011 National Convention.

### Appendix: history of strategic directions

The strategic directions provided in this document are not intended to be an exhaustive and inclusive list of every issue that CUPE faces in the workplace or that affect public services and our communities. Rather it is a program for developing new and expanded approaches for CUPE in order to be more effective in our campaigns and actions whether they are related to collective bargaining or public policy. These are high level priorities related to our ability to achieve success at the bargaining table, in the political arena, in our communities and in ensuring that our society has social and economic policies that are fair and just.

In 2003, CUPE moved away from debating individual policy papers on single issues to debating and adopting a unified program of action at convention. We are continuing this approach with this current policy paper.

Delegates to the 2003 CUPE National Convention adopted the first of this series of policy papers which are all entitled “Strategic Directions Program for CUPE” and specifically detailed the program priorities for two years. The priorities for 2003-2005 were:

- a. Strengthen our bargaining power to win better collective agreements;
- b. Increase our day-to-day effectiveness to better represent members in the workplace;
- c. Intensify our campaign to stop contracting out and privatization of public services.

Work plans and political actions were drafted and these priorities were implemented and the achievements are documented in *Strategic Directions: 2003-2005 Reporting Back*, presented to the 2005 National Convention. We continue to implement and carry on the recommendations that stem from the 2003 strategic directions as many of them remain relevant and pressing.

In 2005, CUPE delegates expanded on the strategic directions theme by adopting the second major policy paper called "Gaining Ground". The paper set priorities for 2005-2007 in the following areas:

- a. Strengthening our sectors;
- b. Establishing measurable bargaining objectives;
- c. Organizing the unorganized;
- d. Increased participation of women;
- e. Communicating directly with our members;
- f. Strengthening alliance with other unions;
- g. Resisting privatization and contracting out.

The CUPE membership and staff put the necessary work plans and action plans in place to meet these priorities. Once again, our success was presented to convention in the *Strategic Directions 2005-2007 Reporting Back* document.

In 2007, the third strategic directions policy paper, "Securing the Future" was adopted by delegates to convention to set priorities for the 2007-2009 period. The policy outlined three major sets of strategic priorities:

- a. CUPE fight back campaign against all forms of privatization. The campaign was backed by a funding commitment of \$5 million from CUPE National and campaigns were conducted in each region coordinated through provincial divisions.
- b. Strengthening bargaining power and achieving equality. Delegates approved a commitment to ensure that all CUPE members have a pension plan and that benefits and a \$15 per hour wage is a priority in bargaining. Raising the bar on all equality matters was established as a priority and many of the 54 recommendations of the National Women's Task Force were incorporated into the policy.
- c. Meeting global green targets and building international solidarity. CUPE direction on climate change and the environment was firmly entrenched into CUPE policy in this document. And for the first time, direction on international solidarity and support for the Global Justice Fund was identified and specified in policy.

The National Executive Board enabled the privatization campaign with appropriate funding and all the policies adopted in "Securing the Future" were incorporated into staff work plans and regional and local campaigns. Highlight results of our efforts were delivered to delegates to the 2009 Convention in a *Strategic Directions Reporting Back* document.

In 2009, delegates adopted the Strategic Directions Program for CUPE: 2009-2011 entitled "Taking Action." It focused attention on two interrelated arenas: at the bargaining table and political action. The paper outlined ways to increase our capacity to engage in political action at all levels of government in order to achieve legal and legislative gains as well as political action targeted to strengthening our bargaining power.

Specifically, the paper addressed the following areas:

- a. Political action;
- b. Developing an alternative economic agenda;
- c. Defending free collective bargaining and resisting concessions;
- d. Charting a new course for pensions;
- e. Continuing the struggle in the following areas: anti-privatization; equality; Aboriginal issues; HIV/AIDS; child care and early learning; environment; health and safety and international solidarity.

The National Executive Board continued to resource the privatization campaign with a minimum of \$5 million over the two-year period and the policies adopted in "Taking Action" were incorporated into staff work plans and regional and local campaigns. Highlight results of our efforts are in the *Strategic Directions Reporting Back* document which can be found in your convention kits.

Policy adopted by delegates to the 2009 Convention forms the critical direction for our union in matters of collective bargaining, social policy and political action. We will continue to implement the direction provided from the 2009 Convention as we are not yet at the end of the two-year period and, while much in the world has changed, many of the problem areas that our priorities sought to address still persist.

(M/S unidentified delegate,  
unidentified delegate – Carried)

#### **RESOLUTIONS COMMITTEE REPORT**

**Resolution 250** (submitted by CUPE Ontario):

CUPE NATIONAL WILL:

- Commit resources to the immediate review of all CUPE course and educational materials so as to ensure that they promote working class perspectives and anti-oppression ideas and practices.
- Utilize the findings of the above review to integrate knowledge of anti-oppression, intersecting layers of oppression, equality, human rights and working class perspectives throughout all relevant CUPE courses and educational.
- Undertake this review no later than April 1, 2012 and present a report and implementation plan to the 2013 National Convention.

BECAUSE:

- Union principles are based on equality and the promotion of a working class outlook

- Education strengthens our understanding and practice of equality and working class politics
- These principles need to be thoroughly integrated into "bread and butter" courses such as bargaining, labour law, and occupational health and safety
- The current global economic crisis has reinforced how important it is that workers be conscious of our collective interests
- Equity and anti-oppression education strengthens class solidarity

((M/S M. Lupien, L. White – Carried)

**Resolution 198** (submitted by CUPE Prince Edward Island, the Hospital Employees' Union, the Toronto District Council, Local 3017, Newfoundland; Locals 1979, 2191, 2204, 2936 and 4092, Ontario; Locals 998, 1543 and 2348, Manitoba; and Local 4828, Saskatchewan):

CUPE NATIONAL WILL:

Develop a Canada-wide organizing campaign of the YM-YWCA and other large public/non-profit child care centres.

BECAUSE:

- The YM-YWCA exists across Canada and is one of the largest early learning and child care employers; and
- CUPE has developed research papers on the value of unionization which demonstrate a direct link to quality care; and
- Child care workers remain among the lowest paid, forced to bear the burden of the existing fragmented under-funded patchwork of services.

(M/S M. Lupien, L. White – Carried)

**Resolution 199** (submitted by Local 3909, Manitoba):

CUPE NATIONAL WILL:

1. Organize all academic and non-academic workers in Canada's post-secondary education sector; and
2. Organize all student and non-student workers in Canada's post-secondary education sector; and
3. Produce materials promoting unionization specifically for the post-secondary education sector.

BECAUSE:

- Many post-secondary education workers remain unorganized, and are thus underpaid, with few benefits and protections in the workplace; and
- Many unorganized workers at post-secondary education institutions are young workers and CUPE has made organizing young workers a priority; and

- Many CUPE units at post-secondary education institutions exclude student workers, even where they perform the same job functions as CUPE members; and
- High tuition fees and rapidly increasing student debt has made fair employment income, benefits and job security of even greater importance for student post-secondary education workers; and
- Post-secondary workers, both academic and non-academic, student and non-students, deserve to be paid decent wages and benefits, have access to a strong collective bargaining process grievance and arbitration procedures and the right to strike.

(M/S M. Lupien, L. White – Carried)

**Resolution 258** (submitted by CUPE Prince Edward Island, the Airline Division, the Hospital Employees' Union; Local 4041, Québec; Local 4047, Ontario; and Local 1004, British Columbia):

CUPE NATIONAL WILL:

Mount a campaign to lobby the federal and provincial governments to offer the same compensation protection for pregnant and breast-feeding women that Québec provincial workers have.

BECAUSE:

- In Québec, under the Act respecting occupational health and safety, if a pregnant woman cannot be reassigned to a safe job, the worker may stop working without loss of benefits and pay is provided through the CSST (La Commission de la Santé et de la sécurité du travail du Québec); and
- Forcing pregnant women to work in dangerous workplaces during the later stages of pregnancy puts the health and safety of the mother and unborn child at risk; and
- Right now, pregnant federal workers only have the right to be reassigned or take an unpaid leave when the jobs they are performing are dangerous to the fetus.

(M/S M. Lupien, L. White – Carried)

**Resolution 174** (submitted by the National Executive Board):

CUPE NATIONAL WILL:

Engage in an internal campaign to encourage CUPE locals and chartered organizations to contribute one dollar (\$1) per member per year to CUPE's Global Justice Fund.

BECAUSE:

- Our commitment to global justice must be founded on the principle of solidarity and involvement on a long-

term basis and not be dependent on individual donations;

- Fundraising efforts are time consuming and costly detracting from our ability to expand and build important networks and alliances through our international projects;
- CUPE's international work energizes and mobilizes CUPE members in Canada as the issues facing public sector workers in other countries are the same issues facing Canadian workers; and
- Speaking out on international solidarity issues enhances CUPE's credibility and reputation as an advocate and defender of human rights and workers' rights.

(M/S M. Lupien, L. White – Carried)

**Resolution 82** (submitted by CUPE Prince Edward Island, CUPE British Columbia, the Hospital Employees' Union, the Toronto District Council, Locals 2191 and 2936, Ontario; Locals 998 and 2348, Manitoba; Local 4828, Saskatchewan; and Local 1004, British Columbia):

CUPE NATIONAL WILL:

- Work with the Canadian Labour Congress (CLC) to include disability benefits in their "Retirement Security for Everyone" campaign, to ensure that disability pension benefits are protected and improved;
- Lobby the New Democratic Party to make Canada Pension Plan disability benefits a priority issue.

BECAUSE:

- The discontinuation of Canada Pension Plan disability benefits at age 65 results in a substantial reduction of income for older workers with disabilities, an already economically vulnerable group;

- Current levels of the Canada Pension Plan disability benefits are inadequate to meaningfully assist older workers with disabilities.

(M/S M. Lupien, L. White – Carried)

### **CLOSING REMARKS**

CHAIRPERSON PAUL MOIST: Thank you for your debates and the respect you have shown one another and for your activism. Delegate have given us a strong agenda for the next two years to connect with community, to defend services, to be more politically active, to support one another, to defend our rights and to leave here speaking with one voice to Mr. Harper – no mandate to destroy the Wheat Board, no mandate to get your hand on our dues, no mandate to get rid of the gun registry, and no mandate to end free collective bargaining in Canada.

The Canadian Union of Public Employees is a united union – a union that is going to fight back. We are part of the 99 per cent and I want you to go to every corner of Canada wear your CUPE colours. Go to other unions' picket lines, be proud, and stand up for one another. We are a family that looks out for each other's backs. Whether it's our strike fund, pulling our money together or fighting back by being on each other's picket lines, there is no power greater than your solidarity.

We are a great union and we can't stop. We've got to stand up for the members. Thank you for your work this week. You did a great job. You are wonderful trade unionists. We stick up for each other. We are a family and we won't stop ever. Have a safe journey home!

*"Solidarity Forever"*

*The convention was officially adjourned at 12:25 p.m.*

## **APPENDIX TO THE REPORT OF THE 25<sup>TH</sup> NATIONAL CONVENTION**

The National Executive Board dealt with the following resolutions that were referred to the Board by the Twenty-Fifth National Convention. The decisions on the referred resolutions were as follows:

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**Resolution No. 3**

**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

- Call on the federal government and the federal department of Aboriginal Affairs and Northern Development Canada (AANDC) to ensure drinking water on all aboriginal reserves is safe.
- Call on the federal government and the federal department of Aboriginal Affairs and Northern Development Canada to upgrade water treatment plants on aboriginal reserves to ensure they meet proper universal standards.
- Call on the federal government and the federal department of Aboriginal Affairs and Northern Development Canada to implement legislation requiring regular testing and monitoring of drinking water on aboriginal reserves.
- Call on the federal government and the federal department of Aboriginal Affairs and Northern Development Canada to fund training and certification of First Nations representatives on aboriginal reserves as water operators.

BECAUSE:

- Despite Canada's wealth, there is an ongoing crisis in which two-thirds of aboriginal reserves in Canada do not have safe drinking water.
- People on aboriginal reserves in Canada are exposed to parasites, bacteria and dissolved metals at a scale comparable to the Walkerton crisis.
- Access to safe drinking water is a basic human right that is not currently provided many First Nations people in Canada.

*NEB decision*

*adopted*

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**Resolution No. 4**

**Submitted by Local 3904 (Ont.)**

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CUPE NATIONAL WILL:

Support access to permanent fresh water treatment systems on all aboriginal lands.

BECAUSE:

- The United Nations General Assembly overwhelmingly agreed to a resolution declaring the human right to "safe and clean drinking water and sanitation"; and
- Aboriginal communities have the same right to receive the same clean drinking water systems available throughout Canada.

*NEB decision*

*adopted*

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**Resolution No. 8**

**Submitted by CUPE Prince Edward Island, the Hospital Employees' Union (B.C.), Locals 1870 (P.E.I.), 2348 (Man.)**

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CUPE NATIONAL WILL:

Work in collaboration with the Canadian Labour Congress (CLC) to lobby the federal government to review the funding for First Nations schools

BECAUSE:

- When compared to other schools across Canada, First Nations schools operate at a severe disadvantage. First Nations students should be provided educational rights equal to those of all other Canadian children.

The funding formula, originally drawn up in 1998 ignores costs such as:

1. costs connected with the integration of technology
  2. costs connected to running libraries in schools
  3. costs connected to vocational training
  4. costs connected to following provincial reforms which impact on teaching hours and curricula
- First Nations funding formulas have not changed in over 20 years. By improving the educational attainment level of Aboriginal Peoples, the results will be a future of opportunity and prosperity and will contribute greatly to Canada's economy and prepare aboriginal youth to participate in and contribute to the workforce.

*NEB decision*

*adopted*

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**Resolution No. 10**  
**Submitted by CUPE Saskatchewan**

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CUPE NATIONAL WILL:

1. Encourage and assist divisions to lobby the federal government to maintain the name, database and original intent of the Sisters In Spirit project; and
2. Call on the federal government to restore and increase funding to expand the mandate of the Sisters In Spirit organization, to gather evidence and investigate cases of missing aboriginal women and to promote public awareness about this widespread cultural tragedy.

BECAUSE:

- The Conservative Government is replacing the well-known name Sisters In Spirit with "Evidence to Action";
- The Harper Government has cut \$375,000 of funding to Sisters In Spirit and their groundbreaking database that tracks evidence specific to murdered and missing aboriginal women in Canada;
- The federal government has stated there are too many cases of missing aboriginal women to track and these cases will be lumped in with all local missing persons reports;
- No database means no evidence. No evidence means no action; and
- Progress on these searches will become stagnant and the issue of missing aboriginal women will, once again, become an invisible tragedy that impacts our entire society.

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*NEB decision* *adopted*

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**Resolution No. 11**  
**Submitted by CUPE Saskatchewan**

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CUPE NATIONAL WILL:

1. Lobby the federal government and provide assistance to divisions to lobby provincial governments to purchase reverse osmosis units for all First Nations reserves that have inadequate water treatment facilities; and
2. Demand that the provincial and federal governments repair and/or develop proper public water infrastructures on First Nations reserves.

BECAUSE:

- According to Health Canada, as of May 31, 2011, there were 111 First Nations communities across Canada under a drinking water advisory; and

- Clean, safe potable water is a basic human right.

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*NEB decision* *adopted*

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**Resolution No. 12**  
**Submitted by CUPE British Columbia**

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WHEREAS all scientific expertise indicates that Canada's aboriginal populations have inhabited this land as long ago as 30,000 years; and

WHEREAS the Government of Canada has designated June 21<sup>st</sup> to be our acknowledged day of celebration in recognition of Aboriginal Peoples, the heritage of their wisdom, spirituality, and of survival skills in the exploration of this land and for the innumerable other contributions and accomplishments;

THEREFORE BE IT RESOLVED that CUPE National continue to lobby the federal government to legislate June 21<sup>st</sup> as a national statutory holiday in recognition of all aboriginal peoples in this country, whether they be, First Nations, status, non-status, Métis or Inuit.

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*NEB decision* *adopted*

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**Resolution No. 14**  
**Submitted by CUPE Manitoba, Local 500 (Man.)**

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CUPE NATIONAL WILL:

Promote, within the membership, organ and tissue donor awareness and encourage the membership to become organ donors.

BECAUSE:

- Many CUPE members and families are on the waiting list for organ or tissue transplants; and
- Many members are not aware of the lives that could be saved if they or their families were donors; and
- As a union that promotes educations of our membership, this would be part of that education; and
- It is important as a union to take a leading role in the promotion of a program that would have a positive impact on society.

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*NEB decision* *adopted*

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**Resolution No. 15**  
**Submitted by Local 429 (Que.)**

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WHEREAS the Act to amend the Charter of the City of Montréal created borough city halls with greater powers, including the power to levy taxes, to hire and fire employees, to engage in legal proceedings, and to grant contracts; and

WHEREAS this fragmentation of jurisdictions divided Montréal into 19 fiefdoms, multiplying bureaucracies, facilitating collusion and cronyism, and leading to higher taxes, fees and fines; and

WHEREAS this is a breach of the principle of the separation of powers (political and administrative), and it has weakened the public service and encouraged the use of private contractors; and

WHEREAS for Montréal to be an effective metropolis that serves its citizens, it must rediscover the expertise of its civil service; and

WHEREAS the present situation is a hindrance to the application of collective agreements, therefore the Montréal civil servants' union (CUPE-FTQ) is demanding changes to the Charter of the City of Montréal.

BE IT RESOLVED THAT CUPE will support the Montréal campaign, "*Fais une ville de toi!*"; and

BE IT FURTHER RESOLVED THAT CUPE will lobby the Government of Québec and the appropriate authorities to amend the *Charter of the City of Montréal* accordingly.

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NEB decision adopted

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**Resolution No. 17**  
**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

Create a comprehensive member kit that addresses the issue of auxiliary/casual/temporary workers in relation to privatization.

BECAUSE:

- This erosion of full-time positions in our workforce we are losing our strength and solidarity with our members; and
- Auxiliary/casual/temp workers are growing in numbers without adequate protection and coverage in our local collective agreements; and
- The employers are utilizing this trend to ultimately privatize, contract out, and marginalize our jobs; and

- We need the tools to educate and empower these members.

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NEB decision adopted

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**Resolution No. 19**  
**Submitted by Local 3908 (Ont.)**

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BECAUSE:

- Contract workers, a second class category of employees to whom an employer does not grant "permanent" status, tend to be paid about 14 per cent less each hour than their permanent counterparts, often of the same employer, while managing with less job security and little to no benefits or pensions;<sup>i</sup>
- We know that the erosion of permanent, full-time work in the Canadian labour market, and other advanced capitalist economies, disproportionately affects recent immigrants and women workers;<sup>ii</sup>
- Unionism is about protecting vulnerable workers through solidarity;
- Canadian union membership as a proportion of the workforce (union density) has been steadily declining for more than two decades.<sup>iii</sup>

CUPE NATIONAL MUST:

- Assume a leadership role in addressing the challenges of organizing Canada's most insecure workers by:
- Allocating significant resources to research best practices in organizing campaigns, and representation of, contract (impermanent) workers;
- Dedicating significant resources to identifying the issues that affect those members working contract to contract, and providing support to them;
- Committing significant resources to the design and implementation of a long term strategy to organize and advocate for precariously-employed contract workers; and
- Making the concerns of the many contract workers among the CUPE membership visible in all communications and events Internal to CUPE.

<sup>i</sup> Lam, "Contract Work on Rise in Canada". *Financial Post*, 11/26/2010.

<sup>ii</sup> Cranford & Ladd, "Community Unionism: Organising for Fair Employment in Canada: *Just Labour*, v. 3 (Fall 2003) 46.

<sup>iii</sup> Kumar, "Is the Movement at a Standstill? Union Efforts and Outcomes". *Our Times*, v. 27 (Fall 2008).

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NEB decision adopted

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**Resolution No. 27**  
**Submitted by CUPE Manitoba, CUPE Saskatchewan**

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CUPE NATIONAL WILL:

Lobby the federal government to renew multilateral agreements with the provinces that provided funding for early learning and child care.

BECAUSE:

- The Organization for Economic Cooperation and Development (OECD) has described Canada's child care system as a chronically underfunded patchwork of programs with no overarching goals;
- The OECD ranked Canada last among developed nations in terms of access to early learning and child care spaces and last in terms of public investment; and
- The Harper Government has aborted the previous government's plans to support working families in the country by cancelling multilateral agreements with the provinces aimed at providing funding for early learning and child care.

*NEB decision*

*adopted*

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**Resolution No. 29**  
**Submitted by the Vancouver Island District Council (B.C.)**

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CUPE NATIONAL WILL:

Lobby the federal government to provide a national child care plan that is public, non-profit, affordable, accessible and community-based for Canadians families.

BECAUSE:

- Families in our communities and in CUPE deserve access to quality, not for profit, accessible, affordable, community-based child care; and
- Women in CUPE need and deserve to have access to quality community-based child care in order to be active within their union; and
- Public, non-profit, accessible, affordable, community based and controlled child care is needed so that working families can continue to work while raising a family.

*NEB decision*

*adopted*

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**Resolution No. 30**  
**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

1. Offer a child care/dependent care allowance as an option to members when onsite child care is either not practical or when a member cannot attend an event with her/his child(ren) or has other dependents who require care. This allowance should significantly reduce the member's out of pocket expenses and will be a maximum of \$125 per family. This allowance will be available to any member who is on authorized National Union business and has parenting or care responsibilities that require additional expenses. Authorized national business shall include convention functions, National Executive Board meetings, standing or special committees or conferences called by CUPE National.
2. Recommend to its locals, district councils and divisions to provide child care at conferences, conventions, and other events or alternatively to provide child care/elder care/dependent care allowances in accordance with CUPE policy.

BECAUSE:

- Child care and family responsibilities are major barriers to parents' participation in the union. It is difficult for parent members to attend union meetings, conferences or schools unless they have child care or elder care support. CUPE is committed to reducing the barriers for parent participation, especially women in union functions.

*NEB decision*

*motion to not proceed with*

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**Resolution No. 31**  
**Submitted by Local 15 (B.C.)**

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CUPE NATIONAL WILL:

- Provide child care at CUPE National sponsored functions, such as conventions, conferences, and other events when it is practical and the demand warrants, at no cost to the parent. Notwithstanding, a nominal fee may be charged to the parent for the child(ren) to participate in special trip(s)/event(s); and
- Support high quality on-site child care using the "Children Welcome - A Guide to Quality Child Care" at CUPE conventions and other events and encourage its use by divisions and locals; and

- Investigate ways to support division and regions to develop and implement on-site child care for their conventions and conferences.

BECAUSE:

- Child care and family responsibilities are major barriers to parents' participation in the union. It is difficult for parent members to attend union meetings, conferences, or schools unless they have child care or elder care support. CUPE is committed to reducing the barriers for parent participation, especially women, in union functions. To address this barrier CUPE will offer on-site child care services and/or provide a child care allowance to defray costs. The allowance will also recognize the barriers to participation for members caring for dependent adults; and
- CUPE supports quality, universal, accessible, affordable, inclusive, publicly funded and delivered child care that is accountable to parents and the community. CUPE and its coalition partners advocate for these principles as the building blocks for a pan-Canadian early learning and child care system. Quality child care is a right for all children and their parents.

NEB decision

*adopted*

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**Resolution No. 32**

**Submitted by Local 3500 (B.C.)**

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BECAUSE the labour councils are the key to rank and file participation in the Canadian Labour Congress.

BECAUSE the labour movement was built on a foundation of grassroots, rank and file participation and democratic principles.

CUPE WILL take forward as a member of the Canadian Labour Congress Executive Council a directive to the CLC Executive Council to take action to strengthen the mandate of labour councils by financing and facilitating a series of meetings of labour council delegates that are elected by their labour council to attend, to develop a program of action that can be mobilized for social change in every region of Canada.

NEB decision

*adopted*

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**Resolution No. 33**

**Submitted by Local 3500 (B.C.)**

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BECAUSE pro and con microphones were not recognized alternatively by the chairperson during Canadian Labour Congress Convention 2011 in the debates on resolutions and committee reports; and

BECAUSE it appeared too many of the delegates present at the convention that the conduct of the chairperson in not using an alternating system of pro and con microphone recognition was deliberately biased and undemocratic.

CUPE WILL forward a constitutional resolution to the next Canadian Labour Congress convention to amend **Article 12 Convention conduct and rules**, to include an additional sentence to **#6**. which will read," The chairperson will identify speakers at microphones labelled as pro or con and recognize the speakers alternatively.

NEB decision

*adopted*

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**Resolution No. 34**

**Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

1. Develop bargaining materials for use by locals and National Union staff in bargaining pension matters; and
2. Ensure that these materials cover the following areas of concern:
  - Activating the membership around pension issues;
  - Bargaining to converting money purchase plans to defined benefit plans;
  - Bargaining strategies to ensure health and dental benefits for retired members' retirement.

BECAUSE:

- The hallmark of the Canadian retirement system is strong workplace pension systems; and
- There are many CUPE locals struggling to establish a Defined Benefit workplace pension plans for their members; and
- All CUPE locals need to seek improvements in their workplaces' pension plans to ensure that retired members can retire with income security and health care benefits.

NEB decision

*covered by resolution 204*

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**Resolution No. 35**

**Submitted by Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

Work with the labour movement and community allies to defend the right to free collective bargaining, including the right to strike.

BECAUSE:

- The Conservative majority government used back to work legislation to end disputes between Canadian Auto Workers (CAW) and Air Canada and Canadian Union of Postal Workers (CUPW) and Canada Post; and
- Various provincial governments have imposed arbitrary wage freezes and “net zero” increases in public sector bargaining.

NEB decision

adopted

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**Resolution No. 36****Submitted by Locals 5044, 5144 (Que.)**

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CUPE NATIONAL WILL:

1. Conduct an awareness campaign among local sections to ensure that our collective agreements give arbitrators a mandate with regard to **both** disciplinary and administrative dismissal.
2. Intervene with Human Resources and Skills Development Canada to correct **this situation**.

BECAUSE:

- The grievance procedures of several collective agreements deal with disciplinary measures only, not administrative measures;
- An arbitrator declined his jurisdiction to hear a grievance for dismissal of an administrative nature, depriving an employee of his rights regarding that dismissal;
- An employee covered by a collective agreement cannot file a complaint under section 240 of the Canada Labour Code;
- Section 240 and following of the Canada Labour Code make no distinction between a disciplinary and an administrative dismissal;
- Human Resources and Skills Development Canada has been asked to review the treatment of dismissal complaints following the decision rendered by arbitrator Bruno Leclerc.

NEB decision

adopted

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**Resolution No. 38****Submitted by Local 3187 (Que.)**

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CUPE NATIONAL WILL:

- Lobby the federal and provincial governments to demand legal prohibitions against any type of two-tier clause that would affect working conditions, and

against any type of two-tier clause applying to workers performing the same tasks at the same establishment;

- Organize a campaign to build awareness about this issue among members and locals.

BECAUSE:

- The present legal framework prohibiting treatment disparity has failed to prevent the multiplication of two-tier clauses in collective agreements in Québec;
- Two-tier clauses constitute a form of injustice right within our unions, undermining the solidarity of members and tarnishing the image of organized labour among young people and the general public;
- Over the last two decades, employers have constantly increased casual employment and the feeling of job insecurity among workers, especially new hires, by creating different classes of workers who do not have equal status.

NEB decision

adopted

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**Resolution No. 39****Submitted by Local 416 (Ont.)**

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CUPE NATIONAL WILL:

Create and fund campaigns to defend collective bargaining across Canada, by setting aside an amount of ten million dollars and making it available to defend collective bargaining to be dispersed by the provincial divisions to assist all locally run campaigns in fighting contracting out and privatization and to defend collective bargaining.

BECAUSE:

- CUPE needs to be pro-active in defending collective bargaining rights.
- CUPE needs to assist its locals to ensure the ways and means in protecting collective bargaining and the CUPE membership.

NEB decision

covered by  
substitute resolution 901

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**Resolution No. 42****Submitted by CUPE British Columbia, the Hospital Employees' Union (B.C.), Locals 416 (Ont.), 389 (B.C.)**

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CUPE NATIONAL WILL:

- Increase funding and availability of funding for privatization strategies and campaigns to address the need to resist privatization across the country.

- Review the process of allocating funds with a view to engaging more members in campaigns.

BECAUSE:

- The push to privatize and contract out our services is intensifying.
- Resources need to be available to respond in a targeted and timely way to privatization threats.
- CUPE members need to be front and centre in privatization campaigns in order to broaden our capacity to resist privatization.

NEB decision

adopted

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**Resolution No. 43**  
**Submitted by CUPE Ontario**

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CUPE NATIONAL WILL:

Provide full funding to the Ontario School Board Coordinating Committee (OSBCC) for their next round of provincial discussion table negotiations in 2012.

BECAUSE:

- The OSBCC represents over 50,000 members in school boards all across Ontario.
- It is a duly elected committee of the membership, recognized both by the CUPE Ontario and CUPE National constitutions.
- Our National Constitution lays out CUPE National's role as the bargaining agent for its members.
- This method of centralized bargaining is consistent with CUPE's policy, and is also a more efficient and cost effective way to conduct bargaining on behalf of so many different local unions in one sector.
- Members pay for supports for collective bargaining through per capita tax payments, which could be reallocated to assist structures like the OSBCC to do its work on behalf of the members.

NEB decision

covers resolution 44 –  
covered by substitute  
resolution 901

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**Resolution No. 44**  
**Submitted by Locals 16, 5555 (Ont.)**

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CUPE NATIONAL WILL:

Provide full funding for the OSBCC (Ontario School Board Coordinating Committee) at the next provincial discussion table negotiations in 2012.

BECAUSE:

- The OSBCC represents 50,000 members in the Province of Ontario in the school board sector and because by the CUPE Constitution, CUPE National is the bargaining agent for all its members and seeing as the members already pay for that service through per capita taxes, then a duly elected committee of the members should be fully funded.

NEB decision

covered by resolution 43

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**Resolution No. 45**  
**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

Inform all locals if affiliation per capita tax payments to the Canadian Labour Congress (CLC) are delayed or withheld for any reason more than 30 days from the payment due date requirement as stipulated by the Constitution of the Canadian Labour Congress.

BECAUSE:

- CUPE National has been in arrears to the Canadian Labour Congress without notice to locals; and
- Locals have affiliation to the Canadian Labour Congress through CUPE National; and
- Locals rely on CUPE National to be up to date on CLC per capita in order to participate in labour councils, federations of labour and other programs organized by the CLC.

NEB decision

adopted

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**Resolution No. 46**  
**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

- Require all provincial divisions to undergo financial audits every year; and
- Pay for financial audits for all CUPE provincial divisions.

BECAUSE:

- CUPE National has a complete financial audit performed each year; and
- Not all Provincial divisions have financial audits each year; and
- It is important that all of the provincial divisions show leadership when it comes to accountability of our members' dues; and

- This may encourage more locals to affiliate to the provincial divisions; and
- Audits are becoming increasingly expensive and this is a cost that the National Union can assist provincial divisions with.

*NEB decision*

*covered by  
substitute resolution 901*

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**Resolution No. 47**  
**Submitted by Local 416 (Ont.)**

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CUPE NATIONAL WILL:

Create a fund contracting out and anti-privatization campaigns across Canada by doubling the amount of funding available to fight contracting out and privatization to ten million dollars, to be distributed by the provincial divisions.

BECAUSE

- CUPE locals are under increased attacks from the private sector and as well as employers looking to contract out the work of CUPE members.

*NEB decision*

*covered by substitute  
resolution 901*

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**Resolution No. 48**  
**Submitted by Local 1281 (Ont.)**

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CUPE WILL:

- Make a significant monetary donation towards the G20 Legal Defense Fund to assist in fighting the outstanding charges and bail conditions imposed on activists involved in the G20 resistance; and
- Distribute a mail out and encourage all locals to make donations towards the G20 Legal Defense Fund to support those who have been criminalized by the state for expressing dissent to trade deals.

BECAUSE:

- In June 2010 over 1,100 people, along with seven members of CUPE 1281, were arrested for participating in a public resistance to the G20 meetings in Toronto to oppose the G20 and its capitalist agenda;
- Trade unions, community organizations and working people resisted against the G20 proposed deals that would erode public services, increase poverty and marginalization worldwide;
- Activists are engaged in a fight to protect their democratic right to dissent the state's actions, and the largest civil rights abuses in Canada's history took place;

- There are growing legal costs to fight the outlandish charges against participants and organizers of the G20.

*NEB decision*

*adopted*

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**Resolution No. 49**  
**Submitted by Local 4092 (Ont.)**

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WHEREAS CUPE members face many attacks on our wages, pensions, workload, working conditions, collective agreement, and much more. We ask that we keep all budgeted constraint including moratorium with no international funding to solely CUPE needs at this time during 2011-2013 to help strengthen our serious fight ahead.

*NEB decision*

*motion to not proceed with*

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**Resolution No. 53**  
**Submitted by CUPE Prince Edward Island, Local 2936 (Ont.)**

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CUPE NATIONAL WILL:

1. Form a working group for HIV/AIDS issues; and
2. Educate and promote HIV/AIDS awareness within our locals.

BECAUSE:

- Here in Canada as well as internationally, workers are bearing the brunt of the HIV and AIDS pandemic; and
- These workers are losing their health, their income, their rights and their lives to AIDS; and
- Other equality groups and HIV/AIDS workers have knowledge and expertise to contribute; and
- CUPE has the resources and collective knowledge to mobilize networks of members and community contacts and can negotiate policies and agreements with employers; and
- CUPE, as a champion of human rights, has a role in guiding a national and international response to the AIDS pandemic that will address the social, political and economic factors that increase the risk of infection; and
- CUPE needs to continue the work of the CUPE HIV/AIDS strategic planning meeting that was held in May 2009; and
- The work of HIV/AIDS cannot continue in a piecemeal fashion.

*NEB decision*

*motion to not proceed with*

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**Resolution No. 54**  
**Submitted by CUPE British Columbia**

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**CUPE NATIONAL WILL:**

Establish a trades occupation working group that is gender balanced and is representative of all trades. The working group shall develop a national campaign to increase awareness, lobby governments and stop the dismantling of our trades workforce.

**BECAUSE:**

- Trades are under-represented in our union; and
- The number of Red Seal tradespeople is rapidly decreasing.

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*NEB decision*

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*motion to not proceed with*

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**Resolution No. 56**  
**Submitted by CUPE British Columbia, the Hospital Employees' Union (B.C.), Local 416 (Ont.) and 389 (B.C.)**

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**CUPE NATIONAL WILL:**

Spearhead a national conference on privatization and public services in conjunction with other unions and coalition partners.

**BECAUSE:**

- The attack on public services, public sector workers and their unions has intensified across the continent;
- The conservative majority government is implementing the attack on public services and public sector workers; and
- We need to strategize and develop a counter plan with labour and civil society coalition allies to build our capacity to reverse the privatization of public services and promote public sector successes.

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*NEB decision*

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*motion to not proceed with*

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**Resolution No. 57**  
**Submitted by the Toronto District Council (Ont.), Local 2191 (Ont.)**

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**CUPE NATIONAL WILL:**

Hold a national biannual maintenance and trades conference beginning in 2012.

**BECAUSE:**

- There are ever-increasing attacks on maintenance and trade standards and regulations across the country;
- Legislation, like Bill 175 in Ontario and CETA nationally, threaten to lower standards that ensure good, safe working conditions and decent wages;
- A national conference would allow assist in developing a united fightback plan.

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*NEB decision*

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*covers resolution 58*  
*motion to not proceed with*

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**Resolution No. 58**  
**Submitted by Local 5555 (Ont.)**

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**CUPE NATIONAL WILL:**

Hold a national biannual maintenance and trades conference starting in 2012.

**BECAUSE:**

- There are ever increasing attacks against maintenance and trades standards and regulations across the country such as Bill 175 in Ontario and CETA Nationally which allow workers from other countries with lower standards to take our jobs in Canada and a national conference would allow us to establish a united fightback plan.

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*NEB decision*

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*covered by resolution 57*

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**Resolution No. 59**  
**Submitted by CUPE Prince Edward Island, the Hospital Employees' Union (B.C.)**

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**CUPE NATIONAL WILL:**

Hold an aboriginal specific national water conference to discuss current water related issues and develop a strategic action plan aimed at the recognition of aboriginal jurisdiction over water and ensuring First Peoples access to safe, adequate sources for fresh water as a treaty and aboriginal right for the preservation of health, economic and spiritual activities - now and for future generations.

**BECAUSE:**

- Water is essential to human life — for basic health and survival, as well as for food production, economic activities and cultural and spiritual ceremonies;
- In November 2002, the United Nations Committee on Economic, Social and Cultural Rights affirmed that access to adequate amounts of clean water for personal

and domestic uses is a fundamental human right of all people;

- The United Nations Water Development Report of March 2006, and other related documents, state that climate change and a combination of lower precipitation and higher evaporation rates in many regions of the world are resulting in diminished water quantities in rivers, lakes and groundwater, and increased pollution is damaging ecosystems and the health, lives and livelihoods of those without access to adequate, safe drinking water and basic sanitation;
- In 2002, the Canadian Government amended the *Fisheries Act's* Metal Mining Effluent Regulation (MMER) to allow lakes and other fresh water bodies to be re-classified as "tailings impoundment areas," thereby permitting mining companies to circumvent the general prohibition of dumping toxic material into fish-bearing bodies of water;
- Mining, pulp, and chemical companies and the oil and gas industry are coming into traditional ancestral homelands and are consciously being allowed to destroy lakes and other waters with toxic tailings, despite objections by First Nations;
- Literally thousands of our people are in homes that do not have clean drinking water. Aboriginal people are getting sick and at risk of disease. These types of problems should not be happening in a country like Canada;
- Water is being treated as a commodity by the government and industry which is unacceptable to many First Nations communities;
- The Métis and Inuit have the mandate to assert and defend Aboriginal rights protected under Section 35 of the Constitution of Canada. The Canadian Constitution recognizes three groups of Aboriginal Peoples of Canada, distinct from all other non-aboriginal people. Aboriginal Peoples have their own history, culture, traditions, language and heritage. There have also been, and continue to be, significant differences in the way Canada has treated and does treat Métis and Inuit as compared to First Nations, under the *Indian Act*, which has resulted in significantly different socioeconomic and cultural baseline conditions. It is extremely important that the baseline information on the Inuit and Métis People be analyzed separately from other aboriginal or non-aboriginal inhabitants of the various communities when it comes to protecting water;
- Health Canada reported in a "National Overview (1995-2007) on Drinking Water Advisories in First Nations Communities" that a total of 162 advisories had been in effect for longer than one year. Inadequate disinfection was cited as a reason in the majority (57%) of advisories, followed by unacceptable microbiological quality (45%), equipment malfunction (20%), and situations where operation of system could compromise public health (16%). The report also stated that there exists a significant increasing trend in the number of drinking water advisories *in effect* between the periods 2003 to

2007. Currently, more than 116 First Nations are living under "boil water advisories". The federal government is expected to release in the near future a national engineering assessment on wastewater and water systems in First Nations communities that will provide a more detailed picture of the national scene; and

- The Assembly of First Nations has passed approximately 17 resolutions from 1999 to 2011 concerning water related issues including: safe drinking water as a human right, water and wastewater legislation, protection of treaty and Aboriginal right to water, the export of water under NAFTA, First Nations water management, a national environment and water summit, supporting clean water campaigns and the adverse effects of climate change on source water availability.

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*NEB decision*

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*motion to not proceed with*

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**Resolution No. 60**

**Submitted by the Hospital Employees' Union (B.C.),  
Local 15 (B.C.)**

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CUPE NATIONAL WILL:

Hold a form of a national environment conference by the end of 2012.

BECAUSE:

- Climate change is the greatest threat to our environment and communities; and
- The membership has expertise and a history of activism on environmental issues that is invaluable to directing a national response to climate change; and
- Education on the issues of climate change, just transition, green jobs, and a new economic model based on respect for our environment is important; and
- CUPE must move to a new way of conducting business that includes web casting, video conferencing, and other technologies to bring events to as many members as possible while being environmentally responsible and reducing the event's carbon footprint.

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*NEB decision*

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*motion to not proceed with*

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**Resolution No. 61**

**Submitted by Local 2669 (Sask.)**

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CUPE NATIONAL WILL:

Hold a national library workers conference.

BECAUSE:

- Library workers across Canada face many common issues;
- Libraries in Canada are under increasing attack due to privatization, outsourcing and reduced public funding;
- We need to establish a strong national voice for CUPE library workers;
- We need to raise the profile of CUPE within the library sector;
- We need to increase the participation of library workers within CUPE.

NEB decision

motion to not proceed with

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**Resolution No. 62**  
**Submitted by the National Executive Board**

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CUPE NATIONAL WILL:

1. Beginning with the 2013 national convention, stop distributing kits to all delegates at convention;
2. Distribute in lieu, USB keys or equivalent containing all documents to delegates; and
3. Provide to delegates who are not equipped with a laptop and who request it in advance, printed copies of all documents in order to ensure a smooth transition.

BECAUSE:

- CUPE National is concerned with environmental questions and wants to be a leader in greening events it organizes nationally; and
- Resolution 147 covered in the adopted 2009 Strategic Direction document called towards the greening of all CUPE events.

NEB decision

adopted

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**Resolution No. 63**  
**Submitted by the Toronto District Council (Ont.),**  
**Locals 1979, 2191, 2204 (Ont.)**

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CUPE NATIONAL WILL:

- Eliminate the practice of combining all resolutions that might incur expenses into an omnibus resolution that is referred to the National Executive Board;
- Allow the members at convention, the highest decision-making body within CUPE, to debate the merits of each resolution;

- Use this new practice as the first step towards developing a more comprehensive participatory budget process for CUPE.

BECAUSE:

- Debate and decision-making by the widest number of CUPE members strengthens and democratizes our union;
- Participatory budget practices empower members of CUPE to set priorities for action campaigns over the coming two years;
- Moving in this direction is one way to reestablish CUPE's position as a fighting social union

NEB decision

motion to not proceed with

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**Resolution No. 64**  
**Submitted by Local 3500 (B.C.)**

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WHEREAS far too much convention time is allotted for guest speakers; and

WHEREAS all too often many resolutions submitted by locals do not make it to the convention floor for debate.

THEREFORE BE IT RESOLVED THAT the convention agenda be restructured to include time allotted for one guest speaker during the convention day.

NEB decision

motion to not proceed with

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**Resolution No. 65**  
**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

Conduct a review of the strike/lockout pay amount paid to striking members, with input from a comprehensive selection of CUPE local unions, sectors and geographical regions, with the intention of making CUPE strike pay comparable to the strike/lockout pay provided by other large provincial or national unions and report out to locals within one year.

BECAUSE:

- The amount of CUPE strike/lockout pay for members has not increased in a very long period of time and time will be needed before the next convention for resolutions to be submitted and support for changes to be properly considered; and
- The rate of strike/lockout pay is a topic of discussion on most multi-union picket lines and this often raises

tensions between members of different unions who must support each other to be successful in any job action in numerous sectors with bargaining associations; and

- The cost of living, especially basic foods and shelter, has so risen dramatically and constantly in the last decade that CUPE members are very hard pressed to support their bargaining committees in trying to achieve fair collective agreements with our most effective tool, the withdrawal of our labour.

NEB decision

*motion to not proceed with*

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#### **Resolution No. 66**

**Submitted by Local 416 (Ont.)**

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CUPE NATIONAL WILL:

Amend the National Constitution to provide for a strike benefit of sixty dollars per day to a maximum strike benefit of three hundred dollars per week.

BECAUSE:

- The amount of forty dollars per day to a maximum of two hundred dollars per week has not received an upward adjustment in numerous years.
- CUPE members need to have more strike pay to allow and ensure that picket lines remain strong and members participate in strike action.

NEB decision

*covered by substitute  
resolution 901*

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#### **Resolution No. 67**

**Submitted by CUPE British Columbia, Locals 416 (Ont.), 389 (B.C.)**

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CUPE NATIONAL WILL:

Establish the position of parliamentary liaison to establish relationships with government and opposition parties.

BECAUSE:

- With the NDP as official opposition we need to coordinate our efforts in providing the party with current research and information on public sector issues and to coordinate our lobbying.

NEB decision

*covered by substitute  
resolution 902*

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#### **Resolution No. 68**

**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

Establish the position of parliamentary liaison to establish relationships with government and opposition parties.

BECAUSE:

- With the NDP as official opposition we need to coordinate our efforts in providing the party with current research and information on public sector issues; and
- We need to coordinate our lobbying.

NEB decision

*covered by substitute  
resolution 902*

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#### **Resolution No. 69**

**Submitted by CUPE Prince Edward Island, Locals 2191, 2936 (Ont.)**

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CUPE NATIONAL WILL:

Establish the position of HIV/AIDS staff coordinator.

BECAUSE:

- Here in Canada and internationally, workers are bearing the brunt of the HIV and AIDS pandemic; and
- These workers are losing their health, their income, their rights and their lives to AIDS; and
- Other equality groups and HIV/AIDS workers have knowledge and expertise to contribute; and
- CUPE has the resources and collective knowledge to mobilize networks of members and community contacts and can negotiate policies and agreements with employers; and
- CUPE, as a champion of human rights, has a role in guiding a national and international response to the AIDS pandemic that will address the social, political and economic factors that increase the risk of infection; and
- CUPE needs to continue the work of the CUPE HIV/AIDS strategic planning meeting that was held in May 2009; and
- The work of HIV/AIDS cannot continue in a piecemeal fashion.

NEB decision

*covered by substitute  
resolution 902*

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**Resolution No. 70**  
**Submitted by CUPE Alberta**

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CUPE NATIONAL WILL:

Provide funding to staff the position of legislative liaison/political action coordinator for Alberta.

BECAUSE:

- CUPE members face continuous challenges from Alberta's provincial government; and
- Having a person who is the eyes and ears in the house of assembly is key to keeping on top of changes the government is trying to implement that directly impact our members; and
- The immediate communication of information from the Legislative Assembly to the executives, locals and district councils is paramount in making the membership aware of what the government is planning to do; and
- The presence of a legislative liaison/political action coordinator in Alberta was very helpful in the election of numerous CUPE members and other progressive candidates to office during the last municipal and school board elections.

NEB decision

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*covered by substitute  
resolution 902*

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**Resolution No. 71**  
**Submitted by CUPE Alberta**

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CUPE NATIONAL WILL:

Provide extra funding for a full-time organizer in Alberta.

BECAUSE:

- Other provinces in Canada have designated organizers; and
- In Alberta there is a representative assigned to organizing on a halftime basis.

NEB decision

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*covered by substitute  
resolution 902*

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**Resolution No. 72**  
**Submitted by CUPE Alberta**

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CUPE NATIONAL WILL:

Provide extra funding for a full-time equality representative in Alberta.

BECAUSE:

- Other provinces in Canada have designated equality representative; and
- In Alberta there is a representative assigned to equality on a halftime basis.

NEB decision

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*covered by substitute  
resolution 902*

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**Resolution No. 73**  
**Submitted by CUPE British Columbia**

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Establish a trades coordinator position nationally to support our existing tradespeople, and to develop a comprehensive strategy to ensure we sustain and increase the trades positions and apprenticeships across the country.

BECAUSE:

- There is a clear trades shortage nationally, there are far less trades in the workforce, and a lack of succession strategies; and
- There is a right wing agenda to dismantle the trades; and
- Society often undervalues the necessity of the Red Seal trades.

NEB decision

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*covered by substitute  
resolution 902*

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**Resolution No. 74**  
**Submitted by Locals 16, 5555 (Ont.)**

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CUPE NATIONAL WILL:

Create two additional health and safety staff positions in Ontario to be equal with the staff complement assigned to WSIB (Workplace Safety and Insurance Board).

BECAUSE:

- The current social climate, the ever changing health and safety culture and significant increased workload of the current assigned staff calls for more staff to assist our locals and members in Ontario.
- Bill 168, Bill 160 - the largest legislative change in Health and Safety in 30 years and Safe at Work Ontario participation, we require representation at all the tables at all times for CUPE to be stronger and a more active participant in decision-making, policy development and safe workplaces for our members.

NEB decision

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*covered by substitute  
resolution 902*

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**Resolution No. 75**  
**Submitted by Local 966 (Ont.)**

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CUPE NATIONAL WILL:

1. Increase the number of specialty representatives that are assisting CUPE members with workers' compensation matters to meet the current workload demands and aid with development of proactive responses.
2. Employ an adequate amount of specialty representatives and research personnel to address return to work and long term disability matters that are affecting our membership.

BECAUSE:

- There is an increase attack on our members who are suffering through accident and/or illnesses that affect their livelihood.
- The moral position of the labour movement is that no one is left behind therefore CUPE needs to ensure that injured workers are being fully supported and locals receive the necessary staffing support to aid its membership.

NEB decision

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*covered by substitute  
resolution 902*

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**Resolution No. 76**  
**Submitted by Local 966 (Ont.)**

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CUPE NATIONAL WILL:

1. Undertake an extensive review of workload conditions of our national servicing staff members with the focus of improving the servicing that locals receive.
2. Hire by January 10<sup>th</sup> an additional servicing representative in the Peel Area Office to meet the demands of the increase in negotiation, arbitration and need to aid locals in their internal development.

NEB decision

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*covered by substitute  
resolution 902*

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**Resolution No. 77**  
**Submitted by Local 15 (B.C.)**

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CUPE NATIONAL WILL:

Create a full-time federal legislative coordinator position dedicated to tracking and reporting on federal legislation and regulations that may affect CUPE members and our union's priorities, developing relationships with government, MPs, caucuses, and senior staff, and coordinating CUPE's federal lobbying activities.

BECAUSE:

- The New Democratic Party is now the Official Opposition to a Conservative majority government, and this makes CUPE's relationship with the Federal NDP Caucus more significant than ever; and
- Many of our union's policy priorities relate to federal legislation and regulation, including representing workers who fall under federal labour law; and
- Lobbying the federal government is a theme that runs through our Strategic Directions documents, and federal legislation requires that our lobbying activities be recorded and reported.

NEB decision

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*covered by substitute  
resolution 902*

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**Resolution No. 78**  
**Submitted by Local 3500 (B.C.)**

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WHEREAS some CUPE local area offices are not staffed with full-time specialists staff; and

WHEREAS employers are staffed with specialists who are supported by provincial organizations in their research and legal undertakings; and

WHEREAS CUPE locals require more direct research and legal information; and

WHEREAS research and legal information is not directly available to CUPE locals from the provincial area offices or directly from the CUPE regional offices.

THEREFORE BE IT RESOLVED THAT the specialists be allocated permanently to area offices throughout the provinces to better serve the membership of CUPE; and

BE IT FURTHER RESOLVED THAT interim funding assistance or a per capita rebate be provided to all locals to fund legal and professional costs incurred by using specialists outside of CUPE prior to the allocation of CUPE specialists.

NEB decision

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*covered by substitute  
resolution 902*

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**Resolution No. 80**  
**Submitted by CUPE Prince Edward Island, CUPE British Columbia, the Hospital Employees' Union (B.C.), Locals 2936 (Ont.), 998, 2348 (Man.), 1004 (B.C.)**

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CUPE NATIONAL WILL:

Lobby the Canadian Labour Congress (CLC) and its affiliates to actively support and work with disability rights organizations on the CLC's "End Exclusion" campaign to reduce poverty for people with disabilities.

BECAUSE:

- People with disabilities still face exclusion from basic benefit coverage;
- People with disabilities still face significant rates of unemployment and under-employment in the labour market, as well the resources to enter the labour market;
- According to Stats Canada, people with disabilities that are employed, even less than workers without disabilities, tend not to have pensions or benefits as they are over-represented in precarious or casual employment;
- People with disabilities, as a group, therefore face extreme levels of poverty as a result of such lack of employment or marginal employment.

NEB decision

*adopted  
covers resolution 81*

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**Resolution No. 81**

**Submitted by the Toronto District Council (Ont.), Local 2191 (Ont.)**

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CUPE NATIONAL WILL:

Actively support and work with disability rights organizations on the CLC's "End Exclusion" campaign to reduce poverty for people with disabilities.

BECAUSE:

- People with disabilities still face exclusion from basic benefit coverage;
- People with disabilities still face significant rates of unemployment and under employment in the labour market, as well the resources to enter the labour market;
- According to Stats Canada, people with disabilities that ARE employed, even less than workers without disabilities, tend not to have pensions or benefits as they are over-represented in precarious or casual employment;
- People with disabilities, as a group, therefore face extreme levels of poverty as a result of such lack of employment or marginal employment.

NEB decision

*covered by resolution 80*

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**Resolution No. 83**

**Submitted by Local 2191 (Ont.), 1004 (B.C.)**

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CUPE NATIONAL WILL:

Develop health and safety materials to educate, encourage, guide and assist health and safety committees to set up

and/or change their workplace to one that is safe for workers with disabilities.

BECAUSE:

- CUPE members continue to be killed and injured; and
- CUPE National has always been a strong advocate of health and safety; and
- A workplace that is safe for the disabled worker is a safe workplace for all.

NEB decision

*adopted*

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**Resolution No. 84**

**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

Develop and launch a multilingual campaign across the country from community to community to encourage and assist Canadians to register with Elections Canada in order to vote in general elections.

BECAUSE:

- Voter turnout in the 2008 general election dropped to the lowest percentage of registered voters ever recorded for a national election in Canada at 58.8%.
- CUPE has a long history of promoting and standing up for democracy in our country.
- Higher voter turnouts in elections assist in electing progressive governments.
- One in fifty-seven Canadians is a CUPE member.

NEB decision

*adopted*

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**Resolution No. 85**

**Submitted by Local 957 (Que.)**

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CUPE NATIONAL:

Takes steps to promote proportional representation in federal and provincial elections, lobbying the various political parties toward that end.

BECAUSE:

- Democracy needs help;
- Workers have less and less sense of being represented by governments that allow little or no contribution from the opposition;

- The end result of an election should be genuinely representative of the votes cast.

*NEB decision*

*motion to not proceed with*

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**Resolution No. 86**

**Submitted by Local 15 (B.C.)**

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**CUPE NATIONAL WILL:**

1. Investigate options for providing electronic voting for CUPE locals and district councils to use for various votes by members such as Executive Board elections, ratification votes and motions; and
2. Develop guidelines and recommendations to implement electronic voting.

**BECAUSE:**

- Members often have difficulty attending meetings due to family and work commitments; and
- Members have been asking for a way to participate in their union by voting when they are unable to attend meetings in person; and
- Electronic voting would allow CUPE locals and district councils to include all members in the voting process.

*NEB decision*

*motion to not proceed with*

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**Resolution No. 88**

**Submitted by the Toronto District Council (Ont.),  
Local 2191 (Ont.)**

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**CUPE WILL:**

- Educate and mobilize its members in the campaign to fix Employment Insurance;
- Demand regular benefits on the basis of 360 hours of work no matter where workers live and work in Canada;
- Raise benefits immediately to 60% of earnings calculated on a workers best 12 weeks;
- Increase the period for which benefits can be collected to a maximum of 50 weeks;
- Invest part of the EI surplus in better training and labour adjustment programs;
- Expand support and funding for work-sharing arrangements under EI to reduce layoffs and build links between work-sharing and training programs.

**BECAUSE:**

- The hard-earned contributions of workers into the EI system have been stolen by progressive federal governments;
- In 1990, 87% of Canadian workers were entitled to EI benefits. By 2009, only 40% of unemployed men and 32% of unemployed women were entitled to EI benefits;
- At the same time, benefits levels have been cut from 75% of earnings to 55%;
- Workers contribute their earnings to the plan; they should reap the benefit when times are tough.

**AMEND AS FOLLOWS:**

**CUPE NATIONAL WILL:**

1. Educate and mobilize its members in the campaign to fix Employment Insurance;
2. Demand the following:
  - Regular benefits on the basis of 360 hours of work no matter where workers live and work in Canada;
  - An increase in benefits immediately to 60% of earnings calculated on a worker's best 12 weeks;
  - An increase to the period for which benefits can be collected to a maximum of 50 weeks;
  - Invest part of the EI surplus in better training and labour adjustment programs;
  - An expansion of support and funding for work-sharing arrangements under EI to reduce layoffs and build links between work-sharing and training programs.

*NEB decision*

*adopted as amended*

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**Resolution No. 89**

**Submitted by CUPE Alberta**

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**CUPE NATIONAL WILL:**

Establish as part of its energy policy, the responsible development of the oil sands rather than the complete shut-down of the oil sands.

**BECAUSE:**

- Many environmentalists are calling for the complete shutdown of the Alberta oil sands; and
- The oil sands are a major contributor to the Alberta economy and by default to the household economy of many CUPE members in Alberta; and
- National delegates to the Copenhagen Conference in December 2009 endorsed the call for a complete shut-down of the "tar sands"; and

- CUPE Alberta must defend the economic viability of Alberta's communities and CUPE members across the province.

*NEB decision*

*adopted*

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#### **Resolution No. 90**

**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

- Lobby the federal government to enact legislation that will phase out salmon farms in Canada; and
- Request the Canadian Labour Congress to call on trade union centres in other countries where salmon farms exist to work toward the elimination of salmon farms.

BECAUSE:

- A study by marine biologists published in the Public Library of Science Journal reveals that salmon farming operations have reduced wild salmon populations up to 40% in some areas around the world.

*NEB decision*

*adopted  
covers resolution 102*

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#### **Resolution No. 91**

**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

- Vigorously oppose any and all attempts by the oil and gas industry to suspend the moratorium on off-shore drilling/exploration in B.C. coastal waters; and
- Vigorously oppose any attempt to allow oil supertankers from sailing in B.C. coastal waters.

BECAUSE:

- The Gulf of Mexico oil rig disaster ought to serve as a frightening wake-up call for all Canadians.
- The British Petroleum Company's fatal oil rig explosion and ensuing environmental tragedy clearly indicates the uncertainty of safe off-shore oil drilling/exploration and the unavailability of safe technology.

*NEB decision*

*adopted  
covers resolutions 100*

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#### **Resolution No. 92**

**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

Move to a new way of conducting business that includes using web-casting, videoconferencing and other technologies to their full potential to bring events to as many members as possible while reducing the carbon footprint of CUPE by reducing transportation, energy use and waste.

BECAUSE:

- Climate change is the greatest threat to our environment and communities; and
- CUPE must be a leader in carbon footprint reduction.

*NEB decision*

*adopted*

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#### **Resolution No. 97**

**Submitted by Local 3904 (Ont.)**

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CUPE NATIONAL WILL:

Have carbon-neutral national conventions by 2014.

BECAUSE:

- Climate change is the greatest threat to our environment and communities; and
- CUPE must lead through example and show direction in climate change issues; and
- Carbon-neutral national conventions would show true dedication to the environment and be a model for other organizations to follow.

*NEB decision*

*adopted*

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#### **Resolution No. 98**

**Submitted by Local 3904 (Ont.)**

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CUPE NATIONAL WILL:

Support all efforts within CUPE and among other labour and progressive social justice groups to push forward a green jobs economy.

BECAUSE:

- Climate change is the greatest threat to our environment and communities; and
- CUPE must be a leader in supporting green jobs; and

- Good green job growth will help steer our society to a more sustainable and equitable future.

*NEB decision*

*adopted*

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#### **Resolution No. 99**

##### **Submitted by Local 3500 (B.C.)**

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BECAUSE the Calgary based Enbridge Incorporated plans to build an oil pipeline from Alberta to Kitimat, B.C.

BECAUSE the pipeline would traverse 50 First Nations territories, many with unresolved land-claims, 700 waterways, and would pump 550,000 barrels of tar sand oil per day.

BECAUSE this project will pose a potential catastrophe for our inland waterways and our priceless and bountiful coastline.

BECAUSE Enbridge Incorporated, over the past 5 years, has reportedly had 278 oil spills, leaks and releases.

CUPE WILL:

1. Press all federal political parties to stop the Northern Gateway Pipeline Project.
2. Demand that the federal government pass a law clearly banning Oil Supertankers from B.C. coastal waters.
3. Vigorously oppose the Northern Gateway Project.

*NEB decision*

*adopted*

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#### **Resolution No. 100**

##### **Submitted by Local 3500 (B.C.)**

---

BECAUSE the Gulf of Mexico oil rig disaster ought to serve as a frightening wake-up call for all Canadians.

BECAUSE the British Petroleum Company's fatal oil rig explosion and ensuing environmental tragedy clearly indicates the uncertainty of safe off-shore oil drilling/exploration and the unavailability of safe technology.

CUPE WILL vigorously oppose any and all attempts by the oil industry to suspend the moratorium on off-shore drilling/exploration in B.C. coastal waters.

CUPE WILL vigorously oppose any attempt to allow oil super tankers from sailing in B.C. coastal waters.

*NEB decision*

*covered by resolution 91*

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#### **Resolution No. 101**

##### **Submitted by Local 3500 (B.C.)**

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BECAUSE ecological global catastrophe is now at our doorsteps; and

BECAUSE inherent in the global capitalist system is the insatiable need for continuous, never ending growth and intensified exploitation of the Earth's resources and working people; and

BECAUSE it is extremely doubtful that humanity can save the planet from this disaster within the frame work of the capitalist economic system.

CUPE WILL stimulate a debate among its affiliates as to whether the capitalist system can sustain the ecology and whether a change to socialism is imperative to saving our earth.

*NEB decision*

*adopted*

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#### **Resolution No. 102**

##### **Submitted by Local 3500 (B.C.)**

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BECAUSE a recent study by marine biologists recently in the Public Library of Science journal reveals that salmon farming operations have reduced wild salmon populations up to 40% in some areas around the world.

CUPE WILL lobby the federal government to enact legislation that will phase out salmon farms in Canada; and

CUPE WILL call on trade union centres in other countries where salmon farms exist to work toward the elimination of salmon farms.

*NEB decision*

*covered by resolution 90*

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#### **Resolution No. 103**

##### **Submitted by Local 3500 (B.C.)**

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BECAUSE between 100-200 million sharks are slaughtered by shark finning every year for the sole purpose of supplying the demand for shark fin soup; and

BECAUSE many species of shark are already over 90% eradicated; and

BECAUSE sharks are the apex predator of the oceans that keep the whole ecology of the sea in balance and healthy, the rapid reduction in shark populations is disrupting the ocean's equilibrium; and

BECAUSE shark finning is a process whereby a shark is hauled up on the deck of a fishing vessel, its fins (only) are sliced off, then the shark (still alive) is thrown back into the

water to bleed to death or sink to the bottom of the ocean to be eaten by other marine life.

CUPE WILL call on the federal government of Canada to support a ban on catching, import and sale of sharks and shark products related to the practice of shark finning.

NEB decision

adopted

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**Resolution No. 107****Submitted by the Airline Division, Local 4041 (Que.)**

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CUPE NATIONAL WILL:

Lobby the federal government to include equity self-identifying questions into the Canadian census.

BECAUSE:

- Employers under federal jurisdiction and federal equity laws are only measured on their meeting the national average for equity-seeking groups;
- Without the statistics to say what percentage of the population is in an equity-seeking group, there is no way to ensure that these employers are indeed hiring within acceptable parameters.

NEB decision

adopted

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**Resolution No. 108****Submitted by CUPE Alberta**

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CUPE NATIONAL WILL:

Encourage all provincial divisions to establish a women's committee as a standing committee.

BECAUSE:

- The membership of CUPE is predominately women; and
- There is an under representation of women in positions in our locals, on our division and national executives; and
- Although there is an improvement of women's participation in our locals, action and promotion is still needed; and
- There is still wage disparity in that women's wages are only 74% of men's Canada-wide and there is a need to lobby for pay equity legislation in some provinces; and
- A forum is needed to bring women's issues to the forefront.

NEB decision

adopted

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**Resolution No. 109****Submitted by CUPE British Columbia**

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WHEREAS International Women's Day (IWD) has been celebrated in a variety of countries since 1910; and

WHEREAS in 1974 IWD was declared by the United Nations as a day to celebrate the struggles and victories of women around the world; and

WHEREAS year after year more and more people are becoming aware of March 8 and the significance of what this day represents; and

WHEREAS a variety of events and activities are organized on or around this day celebrating the lives of women and their experiences; and

WHEREAS it is extremely important to remember where we have come from when moving forward.

THEREFORE BE IT RESOLVED THAT CUPE National continue to urge local unions to lobby their respective civic government/councils to proclaim March 8 International Women's Day in communities around the country; and

BE IT FURTHER RESOLVED THAT CUPE National continues to lobby the Canadian Government to proclaim March 8 International Women's Day.

NEB decision

adopted

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**Resolution No. 110****Submitted by Local 1281 (Ont.)**

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CUPE NATIONAL WILL:

1. Issue a statement in support of affirmative action programmes and policies, explicitly indicating the benefit of acknowledging historical and systemic discrimination in hiring practices as a means to address racism and discrimination; and
2. Launch a nation-wide campaign to lobby for and defend affirmative action and call on the Prime Minister and the Minister of Immigration urging them to continue the practice of affirmative action in public sector hiring.

BECAUSE:

- The Harper Government is using the economic recovery and deficit as an excuse to roll back the important gains that have been made by women, racialised individuals through pay equity legislation, affirmative action programs and other equity based initiatives;
- The federal government ordered a review of its affirmative action policies on July 22, 2010;

- Affirmative action policies consider - factors including race, color, religion, sex or national origin to benefit an underrepresented group, usually as a means to counter the effects of a history of discrimination;
- Affirmative action policies, have allowed for greater representation of those from diverse origins in the public sector.

NEB decision

motion to not proceed with

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**Resolution No. 111**  
**Submitted by Local 2175 (Ont.)**

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CUPE NATIONAL WILL:

Encourage all chartered affiliates to ensure there is no discrimination in employment benefits for CUPE members remaining employed at age 65 and over.

BECAUSE:

- The Canadian Charter of Rights and Freedoms provides the right to work to persons aged 65 and older; and
- Employers are under no Federal or Provincial statutory obligation to eliminate discrimination in employment benefits to workers aged 65 and over; and
- Collective bargaining is the only means available to CUPE members aged 65 and over for eliminating discrimination in employment benefits.

NEB decision

adopted

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**Resolution No. 116**  
**Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

Develop collective agreement bargaining language to protect workers against violence, bullying and harassment.

BECAUSE:

- Violence continues to be on the rise because of increased workloads; and
- Increased workloads mean that workers cannot spend adequate time providing public services; and
- Employers do not provide adequate training for staff; and
- Education workers are often attacked by students in the workplace; and
- Employees have the right to feel safe at work.

NEB decision

adopted

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**Resolution No. 117**

**Submitted by CUPE Prince Edward Island, the Airline Division, the Hospital Employees' Union (B.C.), Locals 4041 (Que.), 1004 (B.C.)**

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CUPE NATIONAL WILL:

1. Develop a model safe-lift policy for all workers; and
2. Develop model ergonomics regulations and collective agreement language for CUPE members to lobby for.

BECAUSE:

- There are too many ergonomic injuries due to the lifting and transferring material; and
- Approximately 40% of compensation claims are related to ergonomics issues of lifting.

adopted

NEB decision

covers resolution 118

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**Resolution No. 118**

**Submitted by Local 1004 (B.C.)**

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CUPE NATIONAL WILL:

Develop a model "no lift" policy for health care workers.

BECAUSE:

- There are too many ergonomic injuries due to lifting; and
- Home care workers have a unique working environment where they are frequently working in isolation.

NEB decision

covered by resolution 117

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**Resolution No. 119**

**Submitted by CUPE Prince Edward Island, the Airline Division; Locals 4041 (Que.), 1004 (Ont.)**

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CUPE NATIONAL WILL:

Lobby the federal and provincial governments for legislation related to shift work and scheduling for rest time between shift changes.

BECAUSE:

- Scientific data have shown a disruption of the circadian rhythm caused by shift work is linked to cancer; and

- Employers are not properly staffing the workplace, and making up for the short staff by asking our members to work more; and
- Employees are not scheduled enough rest time between changes of shifts; and
- Many CUPE members are working unsafe amounts of overtime.

NEB decision

adopted

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#### **Resolution No. 120**

**Submitted by CUPE Manitoba**

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##### CUPE NATIONAL WILL:

1. Develop and make available documents supporting health and safety concerns and hazards with respect to workload issues; and
2. Develop and promote collective agreement language with respect to defined workloads.

##### BECAUSE:

- Workers have been put at risk as a result of over work, fatigue, musculoskeletal injuries and stress; and
- Increased workloads contribute to burnout, increased lost time and sickness; and
- Increased workloads affect personal and family life.

NEB decision

adopted

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#### **Resolution No. 123**

**Submitted by CUPE Prince Edward Island, Locals 1870 (P.E.I.), 2081 (B.C.)**

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##### CUPE NATIONAL WILL:

1. Demand that the provincial ministers of health act immediately to establish provincial electromagnetic radiation (EMR) guidelines, taking into account the World Health Organization's recognition that electromagnetic radiation is a possible carcinogen to humans.
2. Have CUPE's Occupational Health and Safety Committee set up an EMR adverse reaction reporting process to help document cases, as has been recommended by Health Canada's own advisors.

##### BECAUSE:

- The World Health Organization announced on May 31, 2011 that electromagnetic radiation (EMR) is a possible carcinogen to humans;

- Bill 23-2008 of the *Public Health Act*, section 83 (1) requires a local government to take action should it become "aware of a health hazard or health impediment within its jurisdiction";
- Wireless devices, including WiFi access points, cell phones/smart phones, "smart meters", cellular transmitters, laptops, cordless phones/headsets and FM and AM radio transmitters, emit electromagnetic radiation (EMR);
- It was recommended that standardized reporting process for EMR effects be implemented in the House of Commons Standing Committee on health's report of 2010, entitled "*An Examination of the Potential Health Impacts of Radio Frequency Electromagnetic Radiation*". This report was submitted at the 40<sup>th</sup> Parliament, 3<sup>rd</sup> session, chaired by Joy Smith, MP;
- The Chief Medical Officer of Health needs this information to take action to protect the public.

NEB decision

adopted

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#### **Resolution No. 124**

**Submitted by CUPE Prince Edward Island, the Airline Division, Locals 4041 (Que.), 1004 (B.C.)**

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##### CUPE NATIONAL WILL:

1. Encourage all locals to have a health and safety awareness day in their workplaces; and
2. Provide materials to Locals who have health and safety awareness days.

##### BECAUSE:

- Some locals' health and safety committees are not functioning well; and
- Health and safety is not promoted enough.

NEB decision

adopted

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#### **Resolution No. 125**

**Submitted by CUPE Prince Edward Island**

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##### CUPE NATIONAL WILL:

Lobby the CLC to campaign for mandatory and meaningful health and safety training program as an integral part of the school curriculum.

##### BECAUSE:

- We need to build a culture of safety; and
- By the time they reach high school, many children are already starting to enter the workforce with part-time jobs; and

- Students who are entering the workforce deserve the right to have the necessary knowledge and tools of basic health and safety awareness; and
- The lack of health and safety awareness leads to higher rates of injury amongst young workers.

*NEB decision*

*covered by resolution 126*

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**Resolution No. 126**

**Submitted by Local 1004 (B.C.)**

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CUPE NATIONAL WILL:

Lobby the CLC to campaign for mandatory and meaningful health and safety training program as an integral part of the school curriculum.

BECAUSE:

- We need to build a culture of safety; and
- By the time children reach high school, many students are already starting to enter the workforce with part-time jobs; and
- Students who are entering the workforce deserve the right to have the necessary knowledge and tools of basic health and safety awareness; and
- The lack of Health and Safety awareness leads to higher rates of injury amongst young workers.

*NEB decision*

*adopted  
covers resolution 125*

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**Resolution No. 127**

**Submitted by CUPE Prince Edward Island**

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CUPE NATIONAL WILL:

Strongly encourage all CUPE local health and safety representatives and/or union members of the Joint Occupational Health and Safety Committee to complete the CUPE weeklong health and safety course.

BECAUSE:

- Some of our joint committees are dysfunctional; and
- A lack of health and safety training lead to some representatives and members of joint health and safety committees are intimidated by their employers; and
- Education provides confidence and a voice resulting in better outcome for the workers.

*NEB decision*

*adopted  
covers resolution 128*

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**Resolution No. 128**

**Submitted by Local 1004 (B.C.)**

---

CUPE NATIONAL WILL:

Strongly encourage all CUPE local health and safety representatives and/or union members of the Joint Occupational Health and Safety Committee to complete the CUPE weeklong health and safety course.

BECAUSE:

- Some of our joint committees are dysfunctional; and
- A lack of health and safety training may lead to some representatives and members of joint health and safety committees to be intimidated by their employers; and
- Education provides confidence and a voice resulting in better outcome for the workers.

*NEB decision*

*covered by resolution 127*

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**Resolution No. 129**

**Submitted by CUPE Prince Edward Island, the Hospital Employees' Union (B.C.), Local 1004 (B.C.)**

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CUPE NATIONAL WILL:

Develop a package of all the best health and safety bargaining language from all the collective agreements within CUPE.

BECAUSE:

- Most locals do not have the resources to do this research; and
- CUPE members across the country would benefit from increased health and safety protection in their collective agreement.

*NEB decision*

*adopted*

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**Resolution No. 130**

**Submitted by CUPE Prince Edward Island, Local 1004 (B.C.)**

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CUPE NATIONAL WILL:

1. Encourage health and safety in bargaining preparation and throughout the entire process; and
2. Encourage locals to add strong, protective health and safety language in their bargaining proposals; and

3. Have a health and safety expert on the bargaining committee, or one who can join in for some of the bargaining meetings.

BECAUSE:

- Governments all over Canada are changing and reducing our health and safety protections in their regulations, and
- Once in your collective agreement, a change in government will not put health and safety rights in jeopardy; and
- Having strong health and safety language in a collective agreement will help protect workers and provide additional tools for Locals to fight for a health and safe workplace.

*NEB decision*

*adopted*

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**Resolution No. 131**

**Submitted by CUPE Prince Edward Island, Local 1004 (B.C.)**

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CUPE NATIONAL WILL:

Develop model bylaw language and encourage locals to change their bylaws to incorporate a health and safety position in their executive.

BECAUSE:

- An executive level position within the local union will ensure that health and safety issues are brought to the membership; and
- Having strong health and safety presence on the executive will help inform the members of health and safety related issues.

*NEB decision*

*adopted*

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**Resolution No. 132**

**Submitted by CUPE Saskatchewan**

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CUPE NATIONAL WILL:

Lobby the federal government to ensure that chemicals found in personal care products and cosmetics are regulated and that regulations are strictly enforced and that all ingredients are listed on any product sold in Canada.

BECAUSE:

- Cosmetics are the least regulated products on the market; and

- Almost 90 per cent of all ingredients in cosmetics have not been evaluated for safety by any publicly accountable institution; and
- The cosmetics industry self-regulates what is allowed in our products and what is sold in Canadian stores.

*NEB decision*

*adopted*

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**Resolution No. 133**

**Submitted by CUPE Saskatchewan**

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CUPE NATIONAL WILL:

1. Condemn the Government of Canada for continuing to promote the export of and profit from chrysotile asbestos, a hazardous substance which can be deadly;
2. Call on the Government of Canada to allow chrysotile asbestos to be included on a United Nations list of hazardous exports.

BECAUSE:

- Stephen Harper has, three times, refused to allow chrysotile asbestos from being included on the United Nations list hazardous exports, which would force exporters to include a warning of health hazards to recipient countries and allow those countries to refuse the imports if they believed they were unable to handle the product safety;
- According to the World Health Organization, as many as 107,000 people die each year from asbestos-related illness;
- The Harper Government's position on asbestos has been ridiculed by virtually every health advocacy and medical organization in Canada; and
- Canada's position of putting corporate profits over health and environmental stewardship is inappropriate for a nation capable of leading the world in health care policy.

*NEB decision*

*adopted*

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**Resolution No. 134**

**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

Lobby the federal government to prevent discrimination from workers who are injured or ill past the age of 65 years to collect compensation benefits.

BECAUSE:

- Workers over the age of 65 years are being denied access to benefits.

- Workers who pay their share of compensation benefits are denied.

*NEB decision*

*adopted*

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**Resolution No. 135**

**Submitted by Local 4041 (Que.)**

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BE IT RESOLVED THAT CUPE will lobby the federal and provincial governments concerning preventive withdrawal for pregnant workers who are under federal jurisdiction. Pregnant workers under federal jurisdiction should have access to benefits paid by the CSST or another equivalent program.

BECAUSE: Pregnant women working for companies under federal jurisdiction do not have access to the Québec preventive withdrawal program, whereas all Québec women working under provincial jurisdiction are covered;

AND BECAUSE: This situation puts pregnant workers at risk of being obliged to work in conditions that are dangerous for their health or the life of their fetus;

AND FINALLY BECAUSE: Even if such workers are allowed to take a leave without pay, they have no access to a public benefits plan, unlike most women workers in Québec.

*NEB decision*

*adopted*

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**Resolution No. 136**

**Submitted by Local 3500 (B.C.)**

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WHEREAS there is an alarming increase in the frequency of railway accidents, resulting in worker fatalities and environmental devastation;

WHEREAS there appears to be no effective regulations or regulatory authority responsible for the safe transportation of dangerous goods by rail.

THEREFORE BE IT RESOLVED THAT this 25<sup>th</sup> convention of the Canadian Union of Public Employees demand that the federal government order an official public inquiry into the events surrounding the recent increase of railway accidents for the purpose of:

- Identifying the root cause of these accidents.
- Identifying the ecological consequences of a dangerous goods spill in any of our river systems.
- To make recommendations to the federal government to (A) establish an effective regulatory authority to ascertain and police regulations covering proper maintenance of rail lines and machinery, (B) to track the

movement of all dangerous goods and (C) to affix special rules such as speed limits and other needed restrictions in order to ensure the highest standards of safety.

*NEB decision*

*adopted*

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**Resolution No. 137**

**Submitted by the Toronto District Council (Ont.),  
Locals 1263, 2191, 4308 (Ont.), 4777, 5111 (Sask.)**

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CUPE NATIONAL WILL:

- Adequately resource a campaign to advocate for a public, not-for-profit home care system based on national standards, consistent with the principles of the *Canada Health Act*;
- Ensure the campaign raises the profile and importance of home care, builds recognition and respect for home care workers as health care professionals requiring guaranteed hours of work, safe working conditions and decent pay and benefits;
- Develop a strategic organizing campaign for non-unionized home care workers to improve our bargaining power.

BECAUSE:

- Home care is expanding across the country and privatization and underfunding has created precarious, unsafe, exploitative working conditions and uneven and inadequate levels of care provision.
- Home care workers are the foundation of the system as health care professionals providing 70% of the care in the sector without the recognition and respect they deserve.
- In some provinces the majority of home care workers are not unionized.

*NEB decision*

*covered by resolution 139*

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**Resolution No. 138**

**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

- Adequately resource a campaign to advocate for a national public, not for profit home care system that is comprehensive, universal, portable, publicly delivered and consistent with the *Canada Health Act*;
- Ensure this campaign raises the profile and importance of home care and builds recognition and respect for

home care workers as health care professionals requiring guaranteed hours of work and safe working conditions; and

- Develop a strategic organizing campaign for non-unionized home care workers to improve their working conditions and our bargaining power.

BECAUSE:

- Home care is expanding across the country and privatization and underfunding has created precarious, unsafe, exploitative working conditions and uneven and inadequate levels of care provisions;
- Home care workers are the foundation of the system as health care professionals providing 70% of the care in the sector without the recognition and respect they deserve; and
- In some provinces the majority of home care workers are not unionized.

*NEB decision*

*covered by resolution 139*

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**Resolution No. 139****Submitted by Local 3967 (Sask.)**

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CUPE NATIONAL WILL:

1. Adequately resource a campaign to advocate for a public, not-for-profit home care system based on national standards, consistent with the principles of the *Canada Health Act*;
2. Ensure the campaign raises the profile and importance of home care, builds recognition and respect for home care workers as health care professionals requiring guaranteed hours of work, safe working conditions and decent pay and benefits;
3. Develop a strategic organizing campaign for non-unionized home care workers to improve our bargaining power;
4. Adequately resource a campaign to advocate to have home care workers declared a vital service in health care as are hospital workers and long term care workers across Canada and be recognized as a needed valuable component of health care delivery.

BECAUSE:

- Home care is expanding across the country and privatization and underfunding has created precarious, unsafe, exploitative working conditions and uneven and inadequate levels of care provision.

- Home care workers are the foundation of the system as health care professionals providing 70% of the care in the sector without the recognition and respect they deserve.
- In some provinces the majority of home care workers are not unionized.

*NEB decision*

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*adopted - covers  
resolutions 137 and 138*

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**Resolution No. 140****Submitted by Ontario Council of Hospital Unions**

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BE IT RESOLVED THAT CUPE National work with the Ontario Council of Hospital Unions, CUPE locals, and the Ontario Health Coalition to permanently suspend competitive bidding for home care services and replace it with a public, not-for-profit system.

BECAUSE competitive bidding has already been suspended for six years (with two brief attempts to bring it back.

AND BECAUSE the provincial government has pushed back the re-introduction of competitive bidding once again.

AND BECAUSE competitive bidding has led to a massive privatization of home care and the erosion of long-established not-for-profit providers.

AND BECAUSE competitive bidding has led to the erosion of unionization, union bargaining power, and working conditions in the sector.

AND BECAUSE this sector has been expanding for some years and will continue to expand in the years ahead.

AND BECAUSE competitive bidding has ruined the continuity of care for patients because of the 57% a year staff turnover in home care.

AND BECAUSE we must protect the vulnerable patients in our community and build a viable and vibrant home care system.

*NEB decision*

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*adopted*

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**Resolution No. 141****Submitted by Local 1943 (Ont.)**

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BE IT RESOLVED THAT CUPE work for public, not-for-profit systems of home care.

AND BE IT FURTHER RESOLVED THAT CUPE continues to actively campaign against the for-profit delivery of home care wherever it exists in Canada.

BECAUSE:

- Compulsory contracting out ("competitive bidding") for home care in Ontario has led to massive privatization of home care and the erosion of long-established not-for-profit providers; and
- Compulsory contracting-out has ruined the continuity of care for patients, given that it has resulted in a 57% per year staff-turnover in home care, and
- Compulsory contracting out has led to the erosion of unionization, union bargaining power, and quality working conditions in the sector, and
- Compulsory contracting-out's failure in Ontario has led it to be suspended for six years, and
- This sector has been expanding for some years and will continue to expand in the years ahead, and
- We must protect the vulnerable patients in our community and build a viable and vibrant home care system.

NEB decision

*adopted*

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**Resolution No. 142**

**Submitted by the Ontario Council of Hospital Unions,  
Local 5111 (Sask.)**

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BE IT RESOLVED THAT CUPE continues its campaign against health care acquired infections and superbugs. Our campaign will call for an end to the contracting out of hospital housekeeping, increased hospital cleaning staff, national health care cleaning standards, reduced hospital bed occupancy, more single patient rooms, and mandatory public reporting of health care acquired infections and the deaths associated with those infections.

BECAUSE:

- Health care acquired infections (HAIs) are a leading cause of death in Canada;
- HAIs and "superbugs" are becoming increasingly deadly and widespread;
- Cuts to housekeeping staff and dangerously high hospital bed occupancy levels have played a key role in the spread of these infections;
- Privatized housekeeping has made this situation even worse;
- Public knowledge about the dangers of HAIs, lower bed occupancy, more single patient rooms, better hospital hygiene, and more resources for health care housekeeping will help significantly reduce this deadly problem.

NEB decision

*covered by resolution 143*

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**Resolution No. 143**

**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

1. Continue its campaign against health care acquired infections and superbugs.
2. Campaign for an end to contracting out of hospital housekeeping, for increased hospital cleaning staff, national health care cleaning standards, reduced hospital bed occupancy, more single patient rooms and for mandatory public reporting of health care acquired infections and the deaths associated with those infections.

BECAUSE:

- Health care acquired infections (HAIs) are a leading cause of death in Canada;
- HAIs and 'superbugs' are becoming increasingly deadly and widespread;
- Cuts to housekeeping staff and dangerously high hospital bed occupancy levels have played a key role in the spread of these infections;
- Privatized housekeeping has made this situation even worse; and
- Public knowledge about the dangers of HAIs, lower bed occupancy, more single patient rooms, better hospital hygiene and more resources for health care housekeeping will help significantly reduce this deadly problem.

*adopted - covers*

NEB decision

*resolutions 142, 144 and 145*

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**Resolution No. 144**

**Submitted by Local 1943 (Ont.)**

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BE IT RESOLVED THAT CUPE continue its advocacy work and national campaigning around health care acquired infections, including a call for these demands:

- An end to the contracting-out of hospital housekeeping;
- Increased hospital cleaning staff;
- National cleaning standards;
- Reduced hospital bed occupancy;
- More single-patient rooms;
- Mandatory public reporting of health care acquired infections and the deaths associated with those infections.

BECAUSE:

- Health care acquired infections are. a leading cause of death in Canada, killing 12,000 people each year; and
- HAIs are the fourth leading cause of death in Canada; and
- HAIs and "superbugs" are becoming increasingly deadly and widespread; and
- Cuts to housekeeping staff and dangerously high hospital bed occupancy levels have played a key role in the spread of these infections; and
- Privatized housekeeping has made this situation even worse; and
- Public knowledge about the dangers of HAIs, and public knowledge about the need for lower bed occupancy rates, more single patient rooms, better hospital hygiene, and more housekeeping staff will help resolve this deadly problem.

NEB decision

covered by resolution 143

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**Resolution No. 145**  
**Submitted by Local 4777 (Sask.)**

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CUPE NATIONAL WILL:

Continue its campaign against health care acquired infections and superbugs. The campaign will call for an end to the contracting out of hospital housekeeping, increased hospital cleaning staff, national health care cleaning standards, reduced hospital bed occupancy, more single patient rooms, and mandatory public reporting of health care acquired infections and the deaths associated with those infections.

BECAUSE:

- Health care acquired infections (HAIs) are a leading cause of death in Canada;
- HAIs and 'superbugs' are becoming increasingly deadly and widespread;
- Cuts to housekeeping staff and dangerously high hospital bed occupancy levels have played a key role in the spread of these infections;
- Privatized housekeeping has made this situation even worse;
- Public knowledge about the dangers of HAIs, lower bed occupancy, more single patient rooms, better hospital hygiene, and more resources for health care housekeeping will help significantly reduce this deadly problem.

NEB decision

covered by resolution 143

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**Resolution No. 146**  
**Submitted by Local 15 (B.C.)**

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CUPE NATIONAL WILL:

Lobby the federal government to develop mandatory standards for monitoring public reporting of health care acquired infections in health care facilities and community settings.

BECAUSE:

- Mandatory reporting will improve transparency and accountability; and
- Assist in reducing the spread of these infectious diseases; and
- Will protect people in our communities from contracting illnesses associated with these infectious diseases.

NEB decision

adopted

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**Resolution No. 149**  
**Submitted by CUPE Ontario**

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CUPE NATIONAL WILL:

Provide leadership, working with community partners and through the CLC, to mount a public and lobby campaign to push for the next phase of Medicare in Canada - a publicly funded and operated comprehensive pharmacare plan.

BECAUSE:

- Drug costs are rising by three times the rate of inflation, threatening both public health care and negotiated benefit plans.
- Only about half the workforce has access to workplace-based drug benefit plans.
- Pharmaceutical companies are making huge profits and are using extended patent protections and drug re-naming and reformulations schemes to extract further profits from our public health care system, our workplace benefit plans and Canadians.
- Mounting a campaign for all Canadians, in a union or not, will remind our neighbours and community partners of the positive role unions play in the fight for public services for all Canadians.

NEB decision

adopted - covers  
resolutions 150 and 151

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**Resolution No. 150**  
**Submitted by CUPE British Columbia, the Vancouver**  
**Island District Council (B.C.)**

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CUPE NATIONAL WILL:

Continue to lobby the federal government to implement a national, publicly funded and controlled, pharmacare program which would provide equal access to prescription drugs for all Canadians, regardless of their economic status.

BECAUSE:

- All Canadians should have access to prescription drugs no matter what their economic status.

*NEB decision*

*covered by resolution 149*

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**Resolution No. 151**  
**Submitted by Local 15 (B.C.)**

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CUPE NATIONAL WILL:

Actively lobby the Canadian Government to implement a national public pharmacare program.

BECAUSE:

- All Canadians should have access to the prescription drugs necessary for healthy living; and
- The current patchwork of public and private drug plans is inequitable because obtaining coverage for drug costs is not determined by need but where you live and work; and
- A publicly funded and controlled national pharmacare program would provide equal access to prescription drugs for all Canadians; and
- National public pharmacare programs in countries such as Australia, France, Sweden, and the United Kingdom demonstrate: a lower per capita spending on prescription drugs (51% to 84%). Citizens in these countries pay **less** for their medication, and inflation of drug prices was on average two to three times lower than in Canada.

*NEB decision*

*covered by resolution 149*

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**Resolution No. 152**  
**Submitted by Ontario Council of Hospital Unions**

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BE IT RESOLVED THAT CUPE National work with the Health Care Workers Coordinating Committee and the Council of Hospital Unions, CUPE locals, and the Ontario Health

Coalition to establish a required minimum average 3.5 hours of nursing and personal care for residents of long term care (LTC) facilities.

BECAUSE the quality of care for some of the most vulnerable members of our community depends on the success of this campaign;

AND BECAUSE in some of our facilities residents are receiving less than 1.5 hours of nursing and personal care a day;

AND BECAUSE LTC workers are being burnt out by unreasonable demands to care for too many residents with too few resources;

AND BECAUSE this demand has proven effective in the past in uniting labour and the community.

BECAUSE for-profit LTC providers oppose this proposal and have been successful in stopping the government from supporting this demand.

BECAUSE there is increasing popular support for minimum standards in LTC as the population ages.

*NEB decision*

*adopted*  
*covers resolution 154*

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**Resolution No. 153**  
**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

Work towards hospice standards of care in community, extended, long term and acute care to ensure that no patient is forced to die alone.

BECAUSE:

- End of life care is what we all wish for ourselves and our loved ones in a setting that supports patients and families through their pain and grief; and
- The reality is that only a few get to access limited hospice beds.

*NEB decision*

*adopted*

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**Resolution No. 154**  
**Submitted by Local 1943 (Ont.)**

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BE IT RESOLVED THAT CUPE work to establish a required minimum of 3.5 hours of per day nursing and personal care for residents of long term care (LTC) facilities.

BECAUSE:

- The quality of care for some of the most vulnerable members of our community depends on the success of this campaign; and
- In some of our facilities, residents are receiving less than 1.5 hours of nursing and personal care per day; and
- LTC workers are being burnt out by unreasonable demands to care for too many residents with too few resources; and
- This demand has proven effective in uniting labour and the community; and
- For-profit LTC providers oppose this proposal and have been successful in preventing the government from supporting this demand; and
- There is increasing popular support for minimum standards in LTC as the population ages.

*NEB decision*

*covered by resolution 152*

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**Resolution No. 155**

**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

1. Continue to work for the development of a national continuum of care strategy for seniors and those living with chronic conditions based on:
  - A pan Canadian program for home and community based care, palliative care and residential long-term care that is based on the principles of the *Canada Health Act* (CHA) with national standards and federal funding; and
  - A health human resources strategy that assures enough staff supported by on-going training with safe, quality working conditions and decent wage and benefits.
2. Lobby for minimum staffing standards for residential long-term care.
3. Develop and fund a campaign focused on making governments accountable for the quality of care delivered and the working conditions of workers in the sector.
4. Support strategic planning in the sector by organizing a national meeting in 2012 on residential long-term care involving CUPE and allies to identify campaign objectives, tactics and strategies; and
5. Commit resources to organize workers in all areas of care.

BECAUSE:

- More care is being delivered to people in home and community settings; and
- A wide variation across the provinces of standards and regulatory frameworks for continuing care services negatively affects patients/residents, families and workers.

*NEB decision*

*adopted*

*covers resolution 156*

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**Resolution No. 156**

**Submitted by Locals 4777, 5111 (Sask.)**

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CUPE WILL continue to work for the development of a national continuum of care strategy for seniors and those living with chronic conditions based on:

- A pan-Canadian program for home and community-based care, palliative care, and residential long-term care that is based on the principles of the *Canada Health Act* with national standards and federal funding; and
- A health human resources strategy that assures enough staff supported by ongoing training with safe, quality working conditions and decent wages and benefits

BY:

- Lobbying for minimum staffing standards for residential long-term care;
- Developing and funding a campaign focussed on making governments accountable for the quality of care delivered and the working conditions for workers in the sector;
- Supporting strategic planning in this sector by organizing a meeting on residential long-term care involving CUPE's allies in 2012 to identify campaign objectives, tactics and strategies; and
- Committing resources to organize workers in all areas of the continuum of care.

BECAUSE:

- More care is being delivered to people in home and community settings, and
- Wide variation across the provinces of standards and regulatory frameworks for continuing care services negatively affects patients/residents and workers.

*NEB decision*

*covered by resolution 155*

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**Resolution No. 157**  
**Submitted by the Hospital Employees' Union (B.C.),**  
**Local 5111 (Sask.)**

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CUPE NATIONAL WILL:

1. Develop and fund a comprehensive strategy to protect the contract rights and professional interests of practical nurse members that includes:
  - Research on best practices regarding practical nurse and PSW/care aide utilization across Canada;
  - Developing policy on LPN/RPN practice that reinforces CUPE's role as the union best able to represent and articulate LPN/RPNs' interests;
  - Developing a national campaign profiling LPN/RPNs' professional nursing practice;
  - Coordinating information sharing on raids and other actions taken by registered nurses' unions such as labour board applications and pressure for legislative/regulatory changes intended to bring CUPE's LPN/RPN members into their unions;
  - Coordinating CUPE's campaign, legal and political responses to these actions;
  - Continuing support for regional campaigns to defeat raids and other actions against CUPE members;
  - Ensuring that the CLC's constitutional provisions against raiding are enforced; and
  - Establishing a national working group of members and staff active on this issue to coordinate efforts.

BECAUSE:

- Canadian Federation of Nurses' Union (CFNU) affiliated union, BCNU and other unions are targeting CUPE/HEU, LPN/RPN members through raids and other actions; campaigning to limit opportunities of LPNs/RPNs to utilize their full scope of practice; and
- Undermining labour solidarity and diverting resources from other important campaigns to raids is inappropriate.

NEB decision

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*adopted  
covers resolution 158*

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**Resolution No. 158**  
**Submitted by Local 4777 (Sask.)**

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CUPE WILL develop and fund a comprehensive strategy to protect the contract rights and professional interests of practical nurse members that includes:

- Research on best practices regarding licensed practical nurse and PSW/care aide utilization of across Canada;
- Developing policy on LPN practice that reinforces CUPE's role as the union best able to articulate LPN interests;
- Developing a national campaign profiling the LPN professional nursing practice;
- Coordinating information sharing on raids and other actions taken by registered nurses' unions such as labour board applications and pressure for legislative/regulatory changes intended to bring CUPE's LPN members into their unions;
- Coordinating CUPE's campaign, legal and political responses to these actions;
- Continuing support to regional campaigns to defeat raids and other actions against CUPE members;
- Ensuring that the CLC's constitutional provisions against raiding are enforced; and
- Establishing a national working group of members and staff active on this issue to coordinate these efforts.

BECAUSE:

- CFNU affiliated unions, BCNU and other unions are targeting CUPE: LPN members through raids and other actions; campaigning to limit opportunities of LPNs to utilize their full scope of practice; and undermining labour solidarity and diverting resources from other important campaigns.

NEB decision

covered by resolution 157

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**Resolution No. 159**  
**Submitted by Ontario Council of Hospital Unions**

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BE IT RESOLVED THAT CUPE National work with the Ontario Council of Hospital Unions, CUPE hospital locals, and the Ontario Health Coalition to stop the introduction of price-based funding for Ontario hospitals.

BECAUSE market-based funding (sometimes known as 'performance-based funding,' or 'patient based funding,' or 'market-based funding,' or 'fee for service funding') will lead to the privatization of surgeries and diagnostic services.

AND BECAUSE this model was a disaster when it was introduced in Britain, dramatically increasing administrative costs.

AND BECAUSE global hospital funding allows local hospitals to plan services to meet local community needs, whereas price-based funding increases central control by Toronto.

AND BECAUSE even in Saskatchewan, the birthplace of public health care, surgeries and diagnostic tests are being privatized.

*NEB decision*

*covered by resolution 160*

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**Resolution No. 160**

**Submitted by Local 1943 (Ont.)**

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BE IT RESOLVED THAT CUPE work actively to stop price-based funding for hospitals in those provinces where an internal market is being set up.

BE IT FURTHER RESOLVED THAT this work involves popularizing, with our activists and staff and the public, the key role that setting prices for procedures plays in the privatization of our Medicare system.

BECAUSE:

- Price-based funding (also known as "performance-based funding," "patient-based funding," "market-based funding" and/or "fee for service funding") will lead to the privatization of surgeries and diagnostic services; and
- This model was a disaster when it was introduced in Britain, dramatically increasing administrative costs; and
- Global hospital funding allows local hospitals to plan services to meet local community needs, whereas price-based funding is run by central planners, who are not in a position to understand local issues; and
- Price-based surgeries and diagnostic tests opens the door to privatization; and
- Surgeries and diagnostic tests are being privatized in provinces across Canada.

*NEB decision*

*adopted*

*covers resolution 159*

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**Resolution No. 161**

**Submitted by the Ontario Council of Hospital Union**

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BE IT RESOLVED THAT CUPE National work with the Ontario Council of Hospital Unions, CUPE hospital locals, and the Ontario Health Coalition to stop service cuts, bed closures, and job cuts at Ontario hospitals.

AND BECAUSE over 600 beds were cut in 2010 and 19,000 beds have been cut since 1990, leading to the lowest number of hospital beds in Ontario for generations.

AND BECAUSE hospitals and emergency rooms have been closed.

AND BECAUSE the cutbacks have led to the cancellations of thousands of surgeries.

AND BECAUSE emergency rooms are backlogged and EMS services are reduced as paramedics are forced to wait in ERs to discharge their patients.

BECAUSE Ontario already has the most efficient hospital system in Canada, with the fewest beds and staff to population and the shortest lengths of stay.

BECAUSE the real cost drivers for health care services are not public hospitals, but doctor fees for for-profit delivery of care, drugs and medical technology.

*NEB decision*

*adopted*

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**Resolution No. 162**

**Submitted by CUPE Prince Edward Island, the Hospital Employees' Union (B.C.), Locals 2191, 2936, 4092 (Ont.)**

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CUPE NATIONAL WILL:

1. Endorse the Recommendation concerning HIV and AIDS and the World of Work, 2010 (No. 200) of the International Labour Organization (ILO);
2. Educate CUPE members on the importance of the recommendation and its contents; and
3. Hold governments at all levels accountable to implement and enforce it in Canada.

BECAUSE:

- The ILO HIV/AIDS Recommendation was adopted on June 17, 2010 by an overwhelming majority of 183 member states including Canada;
- It is historic and the first international labour standard of its kind;
- It reflects the principle of universal access to prevention, treatment, care and support services;
- HIV/AIDS has a serious impact on all workers, workplaces, society and our economy and the rate of infection is steadily increasing;
- HIV/AIDS is an equality issue because it has a more severe impact on disadvantaged groups such as women, Aboriginal Peoples, people of colour, gay and bisexual men, people with low-income and low-literacy and street youth, and
- HIV/AIDS is an equality issue affecting CUPE members because workers with HIV status face stigma and discrimination in the workplace, such as hiring, promotion, job security and access to benefits.

*NEB decision*

*adopted*

*covers resolution 163*

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**Resolution No. 163**  
**Submitted by Local 4828 (Sask.)**

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**CUPE NATIONAL WILL:**

1. Endorse the Recommendation concerning HIV and AIDS and the World of Work, 2010 (No. 200) of the International Labour Organization.
2. Educate CUPE members on the content of this ILO HIV/AIDS Recommendation and its contents.
3. Hold governments at all levels accountable to implement and enforce the ILO HIV/AIDS Recommendation in Canada.

**BECAUSE:**

- The Recommendation Concerning HIV and AIDS and the World of Work, 2010 (No. 200), which can be found at [www.ilo.org/aids/](http://www.ilo.org/aids/), is the first international labour standard on HIV and AIDS and the World of Work.
- The ILO HIV/AIDS Recommendation was adopted on June 17, 2010 at the 99<sup>th</sup> International Labour Conference (ILC) by an overwhelming majority of ILO constituents – made up of governments of 183 countries including Canada, employers' and workers' organizations.
- It reflects the principle of universal access to prevention, treatment, care and support services.
- HIV/AIDS has a serious impact on all workers, workplaces, society and our economy.
- HIV/AIDS is an equality issue because it has a more severe impact on disadvantaged groups, and is disproportionately affecting groups such as women, aboriginal people and in particular aboriginal women, people of colour, gay and bisexual men, people with low-income and low-literacy and street youth.
- HIV/AIDS is an equality issue affecting CUPE members because workers with HIV status face stigma and discrimination in the workplace, including in terms of hiring, promotion, job security and access to benefits.
- The rate of infection in Canada is steadily increasing.

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*NEB decision*

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*covered by resolution 162*

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**Resolution No.164**  
**Submitted by CUPE Prince Edward Island, Locals 2191, 2936 (Ont.)**

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**CUPE NATIONAL WILL:**

Campaign to stop insurance companies from denying insurance coverage (whole life, mortgage, disability, travel) to persons living with HIV.

**BECAUSE:**

- Persons living with HIV are automatically declined insurance coverage based on their sero-status not their personal health condition.
- The current practice of automatically denying coverage is discriminatory and not evidence-based.
- Persons living with HIV may be considered a low medical risk for death or disability.

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*NEB decision*

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*covered by resolution 166*

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**Resolution No. 166**  
**Submitted by Local 15 (B.C.)**

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**CUPE NATIONAL WILL:**

Call on the federal government to enact legislation requiring that the insurance industry restore the ability of people living with HIV to qualify for insurance coverage based on their individual health status rather than declaring them ineligible based upon HIV sero-conversion, including, but not limited to, life insurance, mortgage insurance, disability insurance (short and long term), and travel insurance.

**BECAUSE:**

- The insurance industry ignores current research and evidence based on information that concludes HIV is a chronic manageable illness; and
- Many chronic manageable illnesses and syndromes are currently covered and reviewed on an individual health status basis; and
- Unilateral discrimination against people living with HIV by denying them insurance coverage is a human rights violation; and
- People living with HIV have a basic right to insurance coverage based on their individual health status; and
- People living with HIV are often denied the ability to buy homes, travel, obtain disability coverage, and/or provide for their loved ones upon their death because of the current unilateral disqualification of coverage because of HIV sero-conversion (becoming HIV positive).

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*NEB decision*

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*adopted*  
*covers resolution 164*

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**Resolution No. 168**  
**Submitted by Local 3500 (B.C.)**

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**BECAUSE** Canada once had a world renowned national housing program; and

BECAUSE the housing program was eliminated in the 1990s and since then municipalities have declared homelessness a national disaster; and

BECAUSE there are currently over 300,000 people in Canada experiencing homelessness with its violence, illness and death.

CUPE WILL demand that the federal government commit to raising the current federal funding for social/low income housing which is 1% of the federal budget (approx. 2 billion dollars) to 2% (approx. 4 billion dollars) of the federal budget immediately for social/low income housing across Canada.

*NEB decision*

*adopted*

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**Resolution No. 169**

**Submitted by CUPE Prince Edward Island**

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CUPE NATIONAL WILL:

- Lobby all levels of the government to have a decent policy in place to urge the institutions and organization to recognize foreign credentials.
- Work with CLC and other labour organizations to promote and support the cause of under-utilization of skills of new immigrants.
- Partner with community groups that represent new immigrants, work with bargaining agents and employers to advocate the urgent need for recognizing foreign credentials.

BECAUSE:

- There is under-utilization of skills of new immigrants. Members of visible minorities are the most disadvantaged in the labour market in terms of wages and occupational levels.
- More than 20% of the population was born outside Canada. Of these, more than 75% are members of a visible minority group. Although racialized members are generally better educated than the average Canadian they hold marginal jobs that under-utilize their capabilities often because foreign education credentials are not recognized by Canadian institutions and organizations. Because of that, they earn 25% less than those of white Canadians.
- Integration of white immigrants into Canadian society is easier than the integration of racialized members.

*NEB decision*

*adopted*

*covers resolutions 170, 171 and 172*

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**Resolution No. 170**

**Submitted by the Toronto District Council (Ont.),  
Local 2191 (Ont.)**

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CUPE NATIONAL WILL:

1. Lobby all levels of the government to have an effective policy in place to urge the institutions and organization to recognize international credentials.
2. Work with CLC and other labour organizations to promote and support the cause of under-utilization of skills of new immigrants.
3. Partner with community groups that represent new immigrants, work with bargaining agents and employers to advocate the urgent need for recognizing international credentials.

BECAUSE:

- There is under-utilization of skills of new immigrants. Racialized workers are the most disadvantaged in the labor market in terms of wages and occupational levels.
- More than 20% of the population was born outside Canada. Of these, more than 75% are racialized persons. Although racialized workers are generally better educated than the average Canadian they had marginal jobs that under-utilize their capabilities often because international education credentials are not recognized by Canadian institutions and organizations.
- Of that, they earn 25% less than those of non-racialized Canadians.

*NEB decision*

*covered by resolution 169*

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**Resolution No. 171**

**Submitted by Locals 2936 (Ont.), 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Lobby all levels of the government to have a decent policy in place to urge the institutions and organization to recognize foreign credentials.
2. Work with CLC and other labour organizations to promote and support the cause of under-utilization of skills of new immigrants.
3. Partner with community groups that represent new immigrants, work with bargaining agents and employers to advocate the urgent need for recognizing foreign credentials.

BECAUSE:

- There is under-utilization of skills of new immigrants. Members of visible minorities are the most disadvantaged in the labour market in terms of wages and occupational levels;
- More than 20% of the population was born outside Canada. Of these, more than 75% are members of a visible minority group. Although racialized members are generally better educated than the average Canadian they had marginal jobs that under-utilize their capabilities often because foreign education credentials are not recognized by Canadian institutions and organizations. Because of that, they earn 25% less than those of white Canadians;
- Integration of white immigrants into Canadian society is easier than the integration of racialized members.

*NEB decision*

*covered by resolution 169*

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**Resolution No. 172****Submitted by Locals 998 (Man.), 1004 (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby all levels of the government to have a decent policy in place to urge the institutions and organization to recognize foreign credentials.
2. Work with CLC and other labour organizations to promote and support the cause of under-utilization of skills of new immigrants.
3. Partner with community groups that represent new immigrants, work with bargaining agents and employers to advocate the urgent need for recognizing foreign credentials.

BECAUSE:

- There is under-utilization of skills of new immigrants. Members of visible minorities are the most disadvantaged in the labour market in terms of wages and occupational levels.
- More than 20% of the population was born outside Canada. Of these, more than 75% are members of a visible minority group. Although members of visible minorities are generally better educated than the average Canadian they hold marginal jobs that under-utilize their capabilities often because foreign education credentials are not recognized by Canadian institutions and organizations. Because of that, they earn 25% less than those of white Canadians.

- Integration of white immigrants into Canadian society is easier than the integration of members of visible minorities.

*NEB decision*

*covered by resolution 169*

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**Resolution No. 173****Submitted by CUPE Ontario**

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CUPE NATIONAL WILL:

Actively lobby the federal government, and encourage the CLC to do so as well, to restore funding for language training and settlement services for newcomers to Canada.

BECAUSE:

- The federal government of Stephen Harper has reduced funding to settlement agencies used for language training and other settlement supports for new immigrants to Canada.
- Without these supports, newcomers to Canada cannot be as successful in settling here in their new home country.
- CUPE organizes many members who work in agencies that provide these critical supports for newcomers.

*NEB decision*

*adopted*

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**Resolution No. 176****Submitted by CUPE Prince Edward Island**

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CUPE NATIONAL WILL:

1. Lobby the Canadian Government to support a United Nations Commission of Inquiry into human rights violations in Burma;
2. Advocate to the federal government that Canada divest public funds currently invested in companies linked to Burma;
3. Ask the federal government to adopt a code of conduct for ethical investing within the Canadian Pension Plan Investment Board (CPPIB) that would specifically take into consideration unethical funding towards the repressive military regime in Burma;
4. Press for the release of political prisoners in Burma.

BECAUSE:

- The undemocratic process of the 2010 elections and its subsequent 'quasi-civilian' government.
- Canada Pension Plan's investments are unethical and investing in these Canadian and non-Canadian

corporations is tantamount to supporting the corrupt and repressive military regime in Burma.

- The Canadian foreign minister supports a UN commission of inquiry as does 82 Canadian parliamentarians and three political parties in Canada.
- Burma is a land where singing a song or reading a poem calling for democracy can lead to a long prison sentence. There are over 2000 political prisoners that remain in prisons in Burma today. Many are elected MPs, activists, students, monks.

NEB decision

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*adopted  
covers resolution 177*

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**Resolution No. 177****Submitted by Locals 2440 (Ont.), 5111 (Sask.)**

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CUPE NATIONAL WILL:

1. Lobby the Canadian Government to support a United Nations Commission of Inquiry into human rights violations in Burma;
2. Advocate to the federal government that Canada divest public funds currently invested in companies linked to Burma;
3. Ask the federal government to adopt a code of conduct for ethical investing within the Canadian Pension Plan Investment Board (CPIB) that would specifically take into consideration unethical funding towards the repressive military regime in Burma;
4. Press for the release of political prisoners in Burma.

BECAUSE:

- The undemocratic process of the 2010 elections and its subsequent 'quasi-civilian' government.
- Canada Pension Plan's investments are unethical and investing in these Canadian and non-Canadian corporations is tantamount to supporting the corrupt and repressive military regime in Burma.
- The Canadian foreign minister supports a UN commission of inquiry as does 82 Canadian parliamentarians and three political parties in Canada.
- Burma is a land where singing a song or reading a poem calling for democracy can lead to a long prison sentence. There are over 2000 political prisoners that remain in prisons in Burma today. Many are elected MPs, activists, students, monks and others who have called for an end to military rule.

NEB decision

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*covered by resolution 177*

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**Resolution No. 178****Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

- Demand that the Canadian government pressure the Israeli and Egyptian governments to end the illegal blockade of Gaza and open the borders so that goods and people may pass freely; and
- Condemn the Israeli attack on the Gaza relief ships on May 31, 2010 resulting in the killing of nine civilians; and
- Support the Free Gaza Movement in their peaceful efforts to end the illegal blockade of Gaza.

BECAUSE:

- Gaza's million and a half residents are imprisoned in a tiny territory, less than the size of Surrey B.C.; and
- Gaza residents have had their houses and infrastructure destroyed by the Israeli Defence Forces (IDF) and more than 1,400 Palestinians have been killed; and
- A peaceful flotilla of boats, sponsored by the Free Gaza Movement (FGM) an organization of Palestinians, Israeli and international human rights activists, was attacked in international waters by the IDF on May 31, 2010; and
- Since that time, according to Amnesty International and Oxfam, Israel and Egypt continue the illegal siege of Gaza preventing the movement of people in and out of Gaza, even for medical emergencies.

NEB decision

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*motion to not proceed with*

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**Resolution No. 179****Submitted by Local 1979 (Ont.)**

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CUPE NATIONAL WILL:

- Oppose the Israeli blockade of Gaza.
- Support the International Freedom Flotillas that sail against the Israeli blockade to bring messages of hope, solidarity, and respect for the people of Gaza.
- Educate CUPE members about the need for international solidarity to uphold the human rights of the people of Gaza.

BECAUSE:

- Israel's closure of Gaza has deprived the people of basic rights and freedoms, turning the Gaza Strip into the largest open-air prison in the world;
- People in Gaza cannot pursue adequate health care, jobs or education because they cannot travel freely;

- People of Gaza are cut off from their families in other parts of the occupied territory and abroad; and are not allowed to invite people to visit;
- People in Gaza are prevented from building their economy. They are not allowed to import or export raw materials; fishermen and farmers get shot at when attempting to fish or to harvest their crops;
- As a result of deliberate Israeli policy, 80 per cent of Gazans have become food aid dependent, their infrastructure is in shambles, and their children cannot imagine a day when they will know freedom.

*NEB decision*

*motion to not proceed with*

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#### **Resolution No. 180**

**Submitted by CUPE Saskatchewan**

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CUPE NATIONAL WILL:

- Write the Harper Government to express our deep concerns about the continued violence and assassinations of trade unionists in Colombia;
- Urge the Harper Government to pressure the Colombian Government to protect the rights of trade unionists and prosecute those responsible for violence against them;
- Demand the Harper Government cancel its Free Trade Agreement with Colombia in light of the continued repression and violence against trade union and human rights activists in that country; and
- Encourage the Canadian Labour Congress to lobby the Government of Canada on the same.

BECAUSE:

- Colombia has the highest number of trade unionists killed of all countries in the world - of 101 trade unionists killed in 2009, 48 of them were in Colombia;
- In addition to the 48 assassinations, there were over 400 attacks on trade unionists' lives, freedom and physical integrity in Colombia in 2009;
- There has been an average of one trade unionist killed in Colombia every three days for the past 23 years;
- The Colombian Government has not seriously undertaken an investigation and prosecution of paramilitaries and others responsible for the murders; and
- Canada signed a free trade agreement with Colombia in 2010 despite the horrendous human rights record in that country.

*NEB decision*

*adopted*

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#### **Resolution No. 181**

**Submitted by CUPE Prince Edward Island, the Hospital Employees' Union (B.C.), Locals 2191, 2936 (Ont.)**

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CUPE NATIONAL WILL:

Organize a national campaign and strategy to get a protective and visible ground of gender identity into each of the federal, provincial and territorial human rights codes across Canada.

BECAUSE:

- Transsexual and transgendered CUPE and community members face continual harassment and discrimination due to the lack of visual protection in human rights codes;
- Lack of visibility leads to transsexual and transgendered members not being recognized as equal persons in society;
- Lack of visible grounds in human rights codes leads to discrimination in employment and housing and leads directly to undue poverty of transgendered and transsexual people;
- Not being recognized as equal persons leads to a lack of credibility in society, thus leading to endless human rights cases being launched by the transsexual and transgendered community which then costs the government and taxpayers money and ties up the courts and tribunals;
- Transsexual and transgendered CUPE and community members deserve human dignity and equal rights; and
- CUPE's policies are to uphold the rights of all its members including its transsexual and transgendered members.

*NEB decision*

*adopted*

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#### **Resolution No. 182**

**Submitted by the Toronto District Council (Ont.), Local 2191 (Ont.)**

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CUPE will provide political and financial support to legal human rights challenges aimed at gaining legal and human rights protections for our transgendered members by securing the right to **gender identity & gender expression** both within the *Canadian Human Rights Act* and the *Criminal Code*.

BECAUSE:

- Decades after the decriminalization of sexual orientation, our transgendered CUPE members still have no grounds for complaint under the *Canadian Human Rights Act* or *Criminal Code*.
- Human rights are union rights and essential for every worker in Canada. Despite the 2000 report of the

Canadian Human Rights Act Review Panel, “Promoting Equality: A New Vision,” (the Laforest Report) having recommended that by 2000 “gender identity” be added to the Canadian Human Rights Act this was not added.

- A bill on gender identity and expression, C-389, was passed by Parliament and went before the Senate in February 2011 and died with the dissolution of parliament.

NEB decision

adopted – covers  
resolutions 183 and 184

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**Resolution No. 183**  
**Submitted by Local 2204 (Ont.)**

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CUPE NATIONAL WILL:

Provide political and financial support to legal human rights challenges aimed at gaining legal and human rights protections for transgendered members by securing the right to **gender identity and gender expression** both within the *Canadian Human Rights Act* and the Criminal Code.

BECAUSE:

- Decades after the decriminalization of sexual orientation, transgendered CUPE members still have no grounds for complaint under the *Canadian Human Rights Act* or Criminal Code.
- Human rights are union rights and essential for every worker in Canada. Despite the 2000 report of the Canadian Human Rights Act Review Panel, “Promoting Equality: A New Vision,” which recommended that by 2000 “gender identity” be added to the *Canadian Human Rights Act* this was not added.
- A bill on gender identity and expression, C-389, was passed by Parliament and went before the Senate in February 2011 and died with the dissolution of parliament.

NEB decision

covered by resolution 182

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**Resolution No. 184**  
**Submitted by Local 4828 (Sask.)**

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CUPE NATIONAL WILL:

Support a human rights challenge by a trans union member for getting gender identity into the *Canadian Human Rights Act*.

BECAUSE:

- We have transsexual and transgendered members who have no visible ground in the *Canadian Human Rights Act*.

- Human rights are an important issue for all our equity members.
- “Gender identity” was recommended to be added to the *Canadian Human Rights Act* in 2000 by the Laforest Report and subsequently was not added.
- The private member’s bill on gender identity, C-389, that made it as far as the Senate, was lost when the election was called.

NEB decision

covered by resolution 182

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**Resolution No. 185**  
**Submitted by CUPE Prince Edward Island**

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CUPE NATIONAL WILL:

- Educate CUPE members on the *Saskatchewan Human Rights Commission v. William Whatcott* case and the dangers it poses for the LGBTTI (lesbian, gay, bisexual, transgender, two-spirited, intersex) community.
- Support Egale Canada who is participating as an intervener at the Supreme Court of Canada.
- Provide financial support to Egale Canada for the legal costs.

BECAUSE:

- Mr. Whatcott delivered flyers door-to-door in Regina alleging that schools were attempting to corrupt children with gay/lesbian and “sodomite” propaganda which were misleading and extremely offensive.
- The Saskatchewan Human Rights Commission found that these flyers constituted hate speech against the LGBTTI community.
- The Saskatchewan Court of Appeal reversed this finding and found that the flyers were not hate speech because the flyers condemned same-sex sexual *conduct* as opposed to sexual orientation, and that same-sex sexual conduct is therefore exempt from human rights protection.
- The Saskatchewan Human Rights Commission is appealing this decision to the Supreme Court of Canada, and Egale Canada is seeking status as an intervener.
- Egale lawyer is working without pay on a *pro bono* basis.
- If this legal decision stands, it would be dangerous to the health and safety of the LGBTTI community and would serve to undermine any human rights gains previously achieved.

NEB decision

covered by resolution 187

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**Resolution No. 186**  
**Submitted by the Hospital Employees' Union (B.C.),**  
**Locals 2191, 2936, 4092 (Ont.)**

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**CUPE NATIONAL WILL:**

- Educate CUPE members on the *Saskatchewan Human Rights Commission v. William Whatcott* case and the dangers it poses for the LGBTTI (lesbian, gay, bisexual, transgender, two-spirited, intersex) community;
- Support Egale Canada who is participating as an intervener at the Supreme Court of Canada; and
- Provide financial support to Egale Canada for legal costs.

**BECAUSE:**

- Mr. Whatcott delivered misleading and offensive flyers door-to-door in Regina and Saskatoon alleging that schools were attempting to corrupt children with gay and "sodomite" propaganda;
- The Saskatchewan Human Rights Commission found the flyers constituted hate speech;
- The Saskatchewan Court of Appeal reversed this decision and found that the flyers were not hate speech because the flyers condemned same-sex sexual *conduct* as opposed to sexual orientation, and therefore exempt from human rights law;
- The Saskatchewan Human Rights Commission is appealing this decision to the Supreme Court of Canada, and Egale Canada is seeking status as an intervener;
- Egale's lawyer is working without pay on a *pro bono* basis; and
- If this legal decision stands, it would be dangerous to the health and safety of the LGBTTI community and undermine any human rights gains previously achieved.

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*NEB decision*

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*covered by resolution 187*

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**Resolution No. 187**  
**Submitted by Local 4828 (Sask.)**

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**CUPE NATIONAL WILL:**

- Inform and educate CUPE members on the *Saskatchewan Human Rights Commission v. William Whatcott* case and the dangers it poses for the LGBTTI (lesbian, gay, bisexual, transgender, two-spirited, intersex) community.
- Support Egale Canada who is participating as an intervener at the Supreme Court of Canada.

- Provide financial support to Egale Canada for the legal costs associated with this appeal.

**BECAUSE:**

- Mr. Whatcott delivered flyers door-to-door in Regina alleging that schools were attempting to corrupt children with gay/lesbian and "sodomite" propaganda which were misleading and extremely offensive.
- The Saskatchewan Human Rights Commission found that these flyers constituted hate speech against the LGBTTI community.
- The Saskatchewan Court of Appeal reversed this finding and found that the flyers were not hate speech because the flyers condemned same-sex sexual *conduct* as opposed to sexual orientation, and that same-sex sexual conduct is therefore exempt from human rights protection.
- The Saskatchewan Human Rights Commission is appealing this decision to the Supreme Court of Canada, and Egale Canada is seeking status as an intervener.
- Egale lawyer is working without pay on a *pro bono* basis.
- If this legal decision stands, it would be dangerous to the health and safety of the LGBTTI community and would serve to undermine any human rights gains previously achieved.

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*NEB decision*

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*adopted - covers  
resolutions 185 and 186*

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**Resolution No. 189**  
**Submitted by Local 4828 (Sask.)**

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**CUPE NATIONAL WILL:**

Support campaigns and efforts by advocacy groups like Egale, Pride Uganda, etc. to facilitate refugee claims of LGBT people facing persecution in their home countries.

**BECAUSE:**

- LGBT people in many countries, such as Uganda and Iran face state authorized, enabled or tolerated violence.
- LGBT people in many countries live in fear of discrimination, prosecution, torture and even death for no other reason than for their sexual orientation or gender identity.
- LGBT people making refugee claims based on risk to life or cruel and unusual treatment or punishment face unreasonable barriers to entering Canada.

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*NEB decision*

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*adopted*

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**Resolution No. 190**  
**Submitted by Local 4828 (Sask.)**

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**CUPE NATIONAL WILL:**

1. Call for and actively work to end homophobia.
2. Support the expansion of bullying prevention initiatives and anti-homophobia education programs in schools.
3. Call for the provision of safe and inclusive school environments for all students, with a particular focus on addressing the needs and concerns of LGBTQ students.

**BECAUSE:**

- ¾ of LGBTQ and 95% of transgender students report feeling unsafe at school, compared to 1/5 of straight students.
- Over ½ of LGBTQ students report that they do not feel accepted at school and are unable to be themselves, compared to 1/5 of straight students.
- There continue to be reports of homophobic bullying, and other homophobic incidents and hate crimes.

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*NEB decision*

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*adopted*

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**Resolution No. 192**  
**Submitted by the Ontario Council of Hospital Unions**

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**CUPE NATIONAL WILL:**

- Continue endorsing and financially supporting the Ontario Coalition Against Poverty's "Raise the Rates" campaign in 2011/2012;
- Establish an *anti-poverty action group* composed of CUPE and community activists to implement a province-wide education and mobilization campaign to support the above;
- Continue educating/mobilizing members and the public to pressure the province to increase social assistance rates to pre-Harris cut levels of the mid-1990s and fully restore the Special Diet.

**BECAUSE:**

- Neoliberal austerity measures threaten our jobs, wages, working conditions, health, and will result in cuts to all social services including Ontario Works (OW) and Ontario Disability Support Program (ODSP) entitlements;
- 840,000 people in Ontario subsist on social assistance rates that are 55% below what they should be in real

terms taking into account the impact of the Harris cuts of the mid-1990s;

- Dalton McGuinty in the 2010 Budget threatened to cut \$200 million from social assistance by eliminating the Special Diet, which provides social assistance recipients up to \$250/month with a medically verified need for healthy food;
- Under more restrictive criteria that came into effect on April 1, 2011, thousands of OW and ODSP recipients will be excluded from receiving the Special Diet.

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*NEB decision*

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*motion to not proceed with*

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**Resolution No. 194**  
**Submitted by CUPE British Columbia**

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**CUPE NATIONAL WILL:**

- Support the Ten Percent Shift;
- Develop national policy to ensure all regional area offices purchase supplies locally such as paper equipment, food, etc, wherever possible;
- Encourage divisions, locals and employers to do the same.

**BECAUSE:**

- We can infuse our economy and protect our jobs by having employers pass local procurement policies for goods and services.

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*NEB decision*

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*adopted*

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**Resolution No. 195**  
**Submitted by CUPE Prince Edward Island**

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**CUPE NATIONAL WILL:**

- Encourage health and safety co-chairs in locals to mentor every health and safety representative to ensure that knowledge and history to be transferred, creating a mentoring program; and
- Provide the resources to develop a mentoring campaign for health and safety activists.

**BECAUSE:**

- This is essential to strengthening and development of our union for the future, as there will be many activists and staff retiring over the next few years; and
- Both education and training are needed for experienced activists to know how to reach out to others and involve them in the union; and

- Mentoring is an essential ingredient for the development of future leaders at all levels of our union.

NEB decision

*adopted  
covers resolution 196*

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#### **Resolution No. 196**

**Submitted by Local 1004 (B.C.)**

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CUPE NATIONAL WILL:

- Encourage health and safety co-chairs in locals to mentor health and safety representatives to ensure that knowledge and history is transferred, creating a mentoring program; and
- Provide the resources to develop a mentoring campaign for health and safety activists.

BECAUSE:

- This is essential to strengthening and development of our union for the future, as there will be many activists and staff retiring over the next few years; and
- Both education and training are needed for experienced activists to know how to reach out to others and involve them in the union; and
- Mentoring is an essential ingredient for the development of future leaders at all levels of our union.

NEB decision

*covered by resolution 195*

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#### **Resolution No. 197**

**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

- Develop resources to support locals in succession planning.
- Consider mentoring, recording and sharing success stories, forecasting (looking ahead) and discernment in leadership.

BECAUSE:

- Workplaces and our memberships are constantly changing;
- Unions should not be just reacting to the issues of the day but planning for the future;
- All levels of the union need to turn their minds to the future; and
- We owe it to our next generation of leaders to have a plan or framework in place for them to work with.

NEB decision

*adopted*

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#### **Resolution No. 200**

**Submitted by the Airline Division, Local 4041 (Que.)**

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BE IT RESOLVED THAT CUPE WILL:

- Lobby the opposition parties in Ottawa to present a draft bill on pay equity at the next session of Parliament that would adhere to the principles of a proactive law as recommended by the working group;
- Invite the federal political parties to give the Conservatives a majority mandate on pay equity.

BECAUSE:

- Companies under federal jurisdiction are not subject to a proactive law on pay equity;
- Redress procedures available under the Canadian *Human Rights Act* are ineffective at preventing gender-based wage discrimination;
- In 2003, the federal Pay Equity Working Group recommended the adoption of a proactive law on pay equity;
- In May 2007, the three leaders of the opposition parties in Ottawa told federal representatives of the Pay Equity Network that they supported our demands.

Amend by striking the second bullet:

The resolution now reads:

"CUPE will lobby the opposition parties in Ottawa to present a draft bill on pay equity at the next session of Parliament that would adhere to the principles of a proactive law as recommended by the working group."

NEB decision

*adopted as amended*

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#### **Resolution No. 201**

**Submitted by Local 2669 (Sask.)**

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CUPE NATIONAL WILL:

Lobby the federal government to legislate pay equity.

BECAUSE:

- Pay equity is the fundamental human right of women workers to be paid wages that are free of the systemic, gender-based discrimination that values and pays women's work less than men's work of comparable value.
- Work traditionally or predominantly done by women is paid less than work traditionally or predominantly done

by men regardless of the value of the work to the employer or the consumer. The more heavily women are concentrated in a job, the less it pays.

*NEB decision*

*adopted*

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**Resolution No. 202**  
**Submitted by CUPE Ontario**

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CUPE NATIONAL WILL:

- Provide leadership, working with community partners and through the CLC, to re-mount an extensive public and lobby campaign to enhance public pensions for all workers, including the doubling the Canada Pension Plan/Québec Pension Plan benefits, an increase in OAS supplements and enhancing portability; and
- Vigorously defend all defined benefit pension plans, building a coalition of support between workers in different workplace pension plans as well as those without access to defined benefit workplace pension plans, and using every opportunity for public education on pensions to resist the mounting attack on defined benefit workplace pension plans; and
- Re-energize its commitment to bringing workplace pension plans to all of its members to ensure we meet our target of having all CUPE members be a part of workplace pension plans by 2015.

BECAUSE:

- CUPE members have endorsed a vigorous campaign to fight for enhanced public pensions and defending workplace pension plans at our last two national conventions and the work is not yet complete, and
- Fighting for income security in retirement for all Canadians – if they are in a union or not – is not only the right thing to do economically and socially, but it has the added benefit of countering the anti-union animus that is pervasive in our communities and flies in the face of the right wing lie that unions are selfish and only out for themselves and their members.

*NEB decision*

*adopted - covers  
resolutions 203 and 205*

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**Resolution No. 203**  
**Submitted by CUPE Manitoba, Local 500 (Man.)**

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CUPE NATIONAL WILL:

1. Call on the federal government to make improvements to the CPP.

2. Through the Canadian Labour Congress, to continue to pressure the federal government to improve CPP.

BECAUSE:

- 11 million Canadians have no workplace pensions including 30% of CUPE members and 75% of all privates' sector workers.
- Many Canadians are forced to live below the poverty line when they retire.
- It is important as a union to take a leading role in the promotion of a program that would have a positive impact on society.

*NEB decision*

*covered by resolution 202*

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**Resolution No. 204**  
**Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

1. Develop bargaining materials for use by locals and national union staff in bargaining pension matters; and
2. Ensure that these materials cover the following areas of concern:
  - a) Activating the membership around pension issues;
  - b) Bargaining to converting money purchase plans to defined benefit plans;
  - c) Bargaining strategies to ensure health and dental benefits for retired members.

BECAUSE:

- The hallmark of the Canadian retirement system is strong workplace pension systems; and
- There are many CUPE locals struggling to establish defined workplace pension plans for their members; and
- All CUPE locals need to seek improvements in their workplaces' pension plans to ensure that retired members can retire with income security and health care benefits.

*NEB decision*

*adopted  
covers resolution 34*

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**Resolution No. 205**  
**Submitted by CUPE Saskatchewan**

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CUPE NATIONAL WILL:

1. Continue to promote and participate in the Canadian Labour Congress *Retirement Security for Everyone Campaign*;

2. Take action to inform CUPE members what Canada Pension Plan reform would mean for workers, now and in retirement; and
3. Continue to promote defined benefit workplace pension plans as the preferred format for workplace pension plans, and the best way to complement the Canada Pension Plan to ensure that workers may retire with security and dignity.

BECAUSE:

- Public sector pension plans have come under fire and been subject to misinformation. Public sector pension plans have been targeted in 2011 as was evidenced by the Canadian Union of Postal Workers bargaining and Wisconsin's public sector employees, causing injury to working people and setting a dangerous precedent for regression;
- Pensions, in all their forms, are deferred wages. By contributing to a pension, workers are ensuring they can contribute to a stronger and more stable economy in their retirement; and
- All workers deserve dignity and security in their working life and in retirement.

*NEB decision*

*covered by resolution 202*

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**Resolution No. 206**  
**Submitted by Local 4092 (Ont.)**

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CUPE NATIONAL WILL:

Respond to the recent attacks on the pension plans of workers at Canada Post, Air Canada, civil servant and other employers by lobbying the federal and provincial governments to protect workers' pensions by advancing a legislative agenda for the federal and provincial jurisdictions that:

- Provides for more flexible solvency funding rules under the federal *Pension Benefits Standards Act*, and its associated regulations, subject to the consent of plan members and/or their unions;
- Prohibits the adoption of pension plan amendments which replace secure defined benefits with insecure defined contribution provisions for newly hired workers or future service;
- Improvements in the legislative and regulatory framework should be aimed at improving the security of the pension plan benefits and ensure that the federal legislative and regulatory framework is balanced and appropriate in its incentives to establish and/or maintain pension plans;

- Prohibits the employer practice of using pension surpluses to take destabilizing contribution holidays; and
- Raises the status of pension and disability payment obligations in the event of an employer bankruptcy so that all such promises to workers are a higher priority than banks and creditors.

BE IT FURTHER RESOLVED THAT CUPE NATIONAL WILL work with other trade unions, the women's movement, and retiree group allies to actively oppose further attacks on workplace pension plans by employers in the federal, and provincial jurisdiction and across the economy.

*NEB decision*

*adopted*

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**Resolution No. 208**  
**Submitted by 1281 (Ont.)**

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CUPE NATIONAL WILL:

1. Strongly encourage all locals to affiliate to their divisions and CUPE councils to ensure that locals are plugged in to the union's political arm in their geographical area and can build a strong united front on a municipal, provincial/ territorial and federal level.
2. Encourage all locals to amend their by-laws to formalize affiliation in the division through the local's governance structures.

BECAUSE:

- Organizing and engaging our membership is a crucial element of building a strong union on every level: local, provincial and national; and
- Access to members is crucial for building support, conducting education and mobilizing a political fightback in our communities and in pursuing campaign affiliations and involvement; and
- The battle of privatization and cut backs has no geographical boundary and the union needs to wage a united front on all levels to defend public services and good jobs.

*NEB decision*

*adopted*

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**Resolution No. 209**  
**Submitted by Local 1281 (Ont.)**

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CUPE NATIONAL WILL:

1. Endorse, support and participate in the Canadian Federation of Students' *Education is a Right* campaign

and organize its members to participate in campus/community coalitions;

2. Participate and mobilize in communities from coast to coast to coast for the national day of action called by the Canadian Federation of Students on Wednesday February 1, 2012.

BECAUSE:

- All public services, including post-secondary education, are under threat of significant privatization; and
- Privatization results in both lower quality and less accessible education and negative working conditions at post-secondary institutions; and
- The Canadian Federation of Students has started a campaign calling for the following: the elimination of financial barriers to post-secondary education; a federal framework that ensures high-quality, universally accessible public post-secondary education; a federal framework of individual grants; a public post-secondary education that is free from corporate influence; respect for aboriginal peoples' treaty right to access and control over aboriginal post-secondary education; and copyright legislation that enshrines the public's right to access, share, and build upon knowledge; and
- When students and workers are united in one struggle we have collective power to push back and defend public services.

NEB decision

*adopted*  
*covers resolution 210*

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**Resolution No. 210**  
**Submitted by Local 15 (B.C.)**

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CUPE NATIONAL WILL:

1. Endorse and support the Canadian Federation of Students' *Education is a Right* campaign; and
2. Encourage CUPE locals and district councils to participate in the Canadian Federation of Students' *Education is a Right* campaign.

BECAUSE:

- Public services, including post-secondary education, are at the risk of being privatized; and
- Privatization of post-secondary education results in higher user fees, lower quality, and worse working conditions; and
- The Canadian Federation of Students, Canada's national students' union, *Education is a Right* campaign challenges the privatization of public post-secondary education; and

- This campaign calls for the elimination of financial barriers to post-secondary education, an end to the student debt crisis, and a federal framework that ensures that Canada's post-secondary education system is high quality, public, and free from corporate influence; and
- The Canadian Federation of Students intends to hold a national day of action for the campaign in the next year.

NEB decision

*covered by resolution 209*

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**Resolution No. 211**  
**Submitted by Local 1870 (P.E.I.)**

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CUPE NATIONAL WILL:

Lobby the federal government to develop and implement a national vision for high quality and affordable system of post secondary education.

BECAUSE:

- Federal transfers to provinces for post-secondary education have declined and have not recovered from the early to mid 1990's cuts to post-secondary education transfers and the current deficit cutting further threatens these transfers;
- The annual cost of planned corporate tax cuts amount to 13.7 billion per year by 2013;
- Canadians believe in supporting social programs and federal transfers including support for post-secondary education rather than tax cuts as a way to ensure economic success and social equality;
- Cuts to post-secondary education transfers have resulted in making post-secondary education less accessible and affordable for lower and middle income Canadians;
- The new means to determine federal transfers and equalization will further reduce transfers to provinces.

NEB decision

*adopted*

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**Resolution No. 212**  
**Submitted by Local 1281 (Ont.)**

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CUPE NATIONAL WILL:

1. Work with the Canadian Federation of Students to organize a public campaign to address inadequate and chronic under funding in the post-secondary system stressing the need to keep the system public and accessible for all regardless of their class;

2. Lobby for a designated federal transfer for post-secondary education, the introduction of a federal post-secondary education act and for increased provincial funding to ensure the elimination of all tuition and ancillary fees and stop budget cuts in each university and college;
3. Utilize member book-offs to assist with campaign and materials development for a campaign.

BECAUSE:

- The post-secondary education system has been chronically underfunded;
- University and college administrations pits students against workers to address budget constraints;
- Budget cuts target equity based education, including gender, aboriginal and critical arts courses;
- Tuition fees are user fees and a form of privatization and loan reliance fosters a cycle of life-long debt;
- Budget cuts are not necessary, but are political decisions made by board of governors and result from a lack of priorities of the government.

*NEB decision*

*adopted*

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**Resolution No. 213**

**Submitted by Local 1281 (Ont.)**

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CUPE NATIONAL WILL:

1. Campaign and lobby the government, with the Canadian Federation of Students, to demand that a two-tier system between international and domestic students ends, as differential fees are a discriminatory form of deregulating public services for non-citizens; and
2. Write to the government and encourage locals and members to write, to condemn any government's or institution's proposal that recruits international students to offset funding shortfalls; and
3. Lobby to remove all user fees, tuition and ancillary fees, and work to ensure that the government provides funding to address the chronic under-funding of post-secondary education and enable all students, domestic or international, to attend with no financial barriers.

BECAUSE:

- Post-secondary institutions continue to be chronically underfunded and taxing students and their families to offset funding short falls a two-tier system of different fees for international students is discriminatory and reinforces deregulation for non-citizens;

- Ontario has the highest undergraduate and graduate tuition fees in Canada and provincial funding ranks second last in North America next to Alabama.

*NEB decision*

*adopted*

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**Resolution No. 214**

**Submitted by Local 1334 (Ont.)**

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CUPE NATIONAL WILL:

- Support and resource a campaign to pressure the provincial, federal and territorial governments to increase funding to post-secondary educational institutions based on a fair funding formula that covers all workers in post-secondary education;
- Address privatization - tuition- and user fees, private funding sources, corporate control of research, contracting out, P3s, etc. - that attack quality of education and workplace;
- Coordinate and work in solidarity with allies within the sector to make the campaign as effective as possible.

BECAUSE:

- Disparity in funding between provinces and institutions is deepening inequitable conditions in Canadian society by removing access to education for all;
- Education is a right and an important social service that must be protected and improved;
- CUPE is vehemently opposed to privatization in all its forms;
- Underfunding results in institutions seeking two-tier agreements, privatization, and discriminatory tuition and fee structures for international students, to try to make up the loss to operating budgets;
- Underfunding results in large-scale deferred maintenance, with health impairment to students and workers.

*NEB decision*

*adopted*

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**Resolution No. 215**

**Submitted by Local 1334 (Ont.)**

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CUPE NATIONAL WILL:

- Support and resource a campaign to lobby the provincial, federal and territorial governments to address inadequate and chronic under-funding to the post-secondary system by introduction of a federal Act

for a designated federal transfer for post-secondary education, and the elimination of tuition, ancillary - and user fees;

- Coordinate and work in solidarity with allies and locals within the sector to make the campaign and lobbying as effective as possible.

BECAUSE:

- Underfunding is deepening inequitable conditions in Canadian society by removing access to education for all;
- Education is a right and an important social service that must be protected and improved;
- Underfunding results in institutions seeking two-tier agreements, privatization, and discriminatory tuition - and fee structures for international students, to try to make up the loss to operating budgets;
- Underfunding results in large-scale deferred maintenance, with health impairment to students and workers;
- Underfunding is a government choice among its priorities that leaves students with life-long debts.

NEB decision

adopted

**Resolution No. 216**

**Submitted by Local 3909 (Man.)**

CUPE NATIONAL WILL:

1. Lobby the provincial and federal governments to ban private for-profit post-secondary education providers; and
2. Publish materials that address the problems privatization and commercialization have created in post-secondary education and highlight how students, academic and non-academic workers are affected; and
3. Educate members and the public regarding the need to keep post-secondary education both public and accessible to all.

BECAUSE:

- CUPE is committed to its statement that "Post-secondary education is a public good, which should not be sold in the market place as a commodity" and that "universities need to be a good place for learning and working with decent wages and conditions of employment"; and
- Students registered in private education are often without representation by an independent and democratic students' union; and

- Private education providers on public post-secondary campuses create a two-tiered system in terms of tuition fees and quality of education; and
- Private education providers are often used to outsource unionized labour to non-unionized employees; and
- Private education providers undermine academic freedom, decent wages and benefits, workplace protections and collective bargaining for both their employees and other unionized academic workers.

NEB decision

covered by substitute  
resolution 903

**Resolution No. 217**

**Submitted by Local 3909 (Man.)**

CUPE NATIONAL WILL:

1. Provide CUPE locals on post-secondary campuses support in the form of resources and personnel to fight private education providers already existing or those looking to encroach on their institutions; and
2. Organize all academic and non-academic post-secondary workers on campuses where private education providers have already established a presence; and
3. Continue to advocate for publicly delivered post-secondary education and that privately delivered programs on public post-secondary education campuses should be offered through the institution and unionized academic staff.

BECAUSE:

- Private education providers on public post-secondary campuses create a two-tiered system in terms of tuition fees and quality of education; and
- Private education providers are often used to outsource unionized labour to non-unionized employees; and
- Private education providers undermine academic freedom, decent wages and benefits, workplace protections and collective bargaining for both their employees and other unionized academic workers; and
- Post-secondary workers, both academic and non-academic, deserve to be paid decent wages and benefits, have access to a strong collective bargaining process, grievance and arbitration procedures and the right to strike.

NEB decision

covered by substitute  
resolution 903

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**Resolution No. 220**  
**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

Continue providing resources to combat privatization across the country and protect public services.

BECAUSE:

- The agenda of the right wing to privatize most public services shows no sign of letting up; and
- CUPE National has wisely allocated millions of dollars fighting privatization and defending public services in the past four years; and
- We have seen positive results in the fight against privatization, which is due in large part to funding regional campaigns.

*NEB decision*

*adopted*

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**Resolution No. 222**  
**Submitted by the Ontario Council of Hospital Unions**

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BE IT RESOLVED THAT CUPE National work with the Ontario Council of Hospital Unions, CUPE hospital locals, and the Ontario Health Coalition to oppose privatized P3 hospitals. BECAUSE the provincial government still plans to go ahead with the development of many new privatized P3 hospitals.

AND BECAUSE this method of construction has been proven time and again to be more expensive than public procurement.

AND BECAUSE hospitals built as P3s have 30% fewer staff and beds than hospitals which are publicly-owned.

AND BECAUSE the government's justification of privatized P3s on the basis of an alleged "risk transfer" to the private sector is completely bogus.

AND BECAUSE P3s will privatize CUPE work and divert much needed health care funding to giant banks, financiers, and other private corporations.

AND BECAUSE the great expense of P3 hospitals in Britain (which pioneered P3s) are now seriously eroding the funding available for health care and leading to local tax increases.

*NEB decision*

*adopted*

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**Resolution No. 223**  
**Submitted by the Ontario Council of Hospital Unions**

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BE IT RESOLVED THAT CUPE NATIONAL WILL continue to support the campaign of CUPE Local 1974 against the contracting-out of food services at Kingston General Hospital.

BECAUSE the bidding process for the food contract was not transparent.

AND BECAUSE the environmental impact of shipping plated food from Mississauga to Kingston every day is unsustainable.

AND BECAUSE the contracting-out means that local farmers and businesses have been abandoned by the third largest employer in Kingston.

AND BECAUSE good paying jobs will be replaced with poverty wages.

AND BECAUSE 14,000 Kingstonians and Kingston City Council have denounced the decision by KGH.

*NEB decision*

*adopted*

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**Resolution No. 224**  
**Submitted by Local 1943 (Ont.)**

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BE IT RESOLVED THAT CUPE work to oppose P3 hospitals.

BE IT FURTHER RESOLVED THAT CUPE work with other unions and social allies to convene a national conference on P3s and why they are disastrous.

BECAUSE:

- Provincial governments still plan to go ahead with the development of many new privatized P3 hospitals; and
- This method of construction has proven time and again to be more expensive than public procurement; and
- The government's justification of privatized P3s on the basis of an alleged "risk transfer" to the private sector is completely bogus, and
- P3s privatize CUPE work and divert much needed health care funding to giant banks, financiers, and other private corporations; and

- The great expense of P3 hospitals in Britain (which pioneered P3s) are seriously eroding the funding available for health care, forcing cuts to staff and services, and leading to local tax increases.

*NEB decision*

*motion to not proceed with*

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#### **Resolution No. 228**

**Submitted by CUPE British Columbia, the Hospital Employees' Union (B.C.), Locals 416 (Ont.), 389 (B.C.)**

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CUPE NATIONAL WILL:

Organize solidarity pacts and actions to support CUPE members and members of other public sector unions facing major cutbacks and privatization across the country.

BECAUSE:

- All sectors in CUPE are facing contracting out and privatization.
- Both the Public Service Alliance of Canada (PSAC) and the Canadian Union of Postal Workers (CUPW) are facing cutbacks, privatization and deregulation of the governmental and postal services they provide.

*NEB decision*

*adopted*

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#### **Resolution No. 230**

**Submitted by CUPE Saskatchewan**

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CUPE NATIONAL WILL:

Develop a plan to assist and encourage locals to develop and implement local strategic plans in an effort to help CUPE members reach the goals articulated in the CUPE National Strategic Directions Plan.

BECAUSE:

- Unions are under constant and organized attack by right wing governments and employers; and
- Unions have been compelled to react in a piecemeal and ad hoc fashion.

*NEB decision*

*adopted*

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#### **Resolution No. 231**

**Submitted by the Airline Division, Local 4041 (Que.)**

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BE IT RESOLVED THAT CUPE WILL:

- Persevere and continue its fight, in concert with the federations and the CLC, by lobbying the federal government to amend the Canada Labour Code to include anti-strikebreaker provisions;
- Continues lobbying the different political parties to renew their work toward an anti-strikebreaker bill.

BECAUSE:

- The power relationship in a labour dispute is dramatically altered when the employer can sidestep the dispute by hiring strikebreakers;
- Québec's anti-strikebreaker law has civilized labour relations in that province by protecting the balance of power during negotiations, and since it was passed there has not been one plant closure due to strike action;
- Several anti-strikebreaker bills for workers under federal jurisdiction have been tabled in the House of Commons, but so far without success.

*NEB decision*

*adopted*

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#### **Resolution No. 234**

**Submitted by CUPE British Columbia, Local 116 (B.C.)**

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CUPE NATIONAL WILL:

- Campaign against the Canada-European Union "Comprehensive Economic and Trade Agreement" (CETA);
- Work with CUPE district councils, federations of labour and regional labour councils to educate Canadians about the problems with CETA; and
- To lobby politicians at all levels of government to oppose CETA.

BECAUSE:

- The Liberal Government of B.C. is giving away provincial, municipal and workers' rights at the CETA negotiating table;
- The European Union and European corporations are insisting on full access to procurement by sub-national governments - including municipalities, school boards, universities, hospitals and other provincial agencies - which could significantly reduce or eliminate the rights

- to specify local priorities when public money is invested in goods, services or capital projects; and
- Canadian municipalities have expressed growing concerns with trade agreements and their potential impacts on municipal programs and services' local autonomy.

*NEB decision*

*covered by resolution 235*

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**Resolution No. 235**

**Submitted by the Vancouver Island District Council (B.C.),  
Local 951 (B.C.)**

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**CUPE NATIONAL WILL:**

1. Campaign against the "Comprehensive Economic Trade Agreement" also known as the Canada-European Union Trade Agreement (CETA);
2. Request that the Canadian Labour Congress embark on a public awareness campaign involving all affiliates, federation of labour and labour councils in the country about the perils associated with CETA;
3. Support local community groups and coalitions working to oppose CETA;
4. Encourage CUPE divisions to lobby their provincial governments to negotiate clear permanent exemptions from CETA for municipalities;
5. Urge the Federal New Democratic Party to take strong, public positions and campaign against CETA; and
6. Lobby politicians at all levels of government to oppose CETA; and
7. Work with the Canadian Centre for Policy Alternatives to develop a positive economic agenda for Canada that empowers local communities rather than removing their economic options through bad trade deals like CETA.

**BECAUSE:**

- The proposed Comprehensive Economic Trade Agreement between Canada and the European Union (CETA) will reduce the ability of governments to act on behalf of citizens; sharply increase pharmaceutical costs; threaten public control of water; and give new powers to international corporations;
- The National Executive Board of CUPE has taken a strong position against CETA and is implementing a national campaign against it;

- The Union of British Columbia Municipalities called at its 2010 annual convention for a "clear, permanent exemption" from CETA for municipalities,
- The Liberal Government of British Columbia is giving away provincial, municipal and workers' rights at the CETA negotiating table.
- The European Union and European corporations are insisting on full access to procurement by sub-national governments — including municipalities, school boards, universities, hospitals and other provincial agencies — which would significantly reduce or eliminate the right to specify local priorities when public money is invested in goods, services or capital projects, and
- Canadian municipalities have expressed growing concerns with trade agreements and their potential impacts on municipal programs and services and local autonomy.

*NEB decision*

*adopted –  
covers resolutions 234, 236  
and 237*

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**Resolution No. 236**

**Submitted by the Toronto District Council (Ont.), Locals  
1979, 2191, 2204 (Ont.)**

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**CUPE NATIONAL WILL:**

1. Continue to oppose international and internal free trade agreements currently being negotiated, with a special emphasis on the Comprehensive Canada-EU Trade Agreement (CETA);
2. Educate our members and the general public on CETA's threat to public services;
3. Ensure that members and our elected representatives realize how CETA will impede local job creation and how it weakens local decision-making;
4. Continue to lobby local, provincial and federal politicians on the negative economic, environmental and social impact for our communities if CETA is agreed to;
5. Ramp up our work with members, locals, district councils, community and coalition partners, including the Trade Justice Network, to organize publicly in opposition to this agreement.

**BECAUSE:**

- CETA will jeopardize public services, particularly our public water system, electrical utilities, health care, etc;

- CETA would make it much more difficult to introduce stricter rules to protect the environment, goes against the move to develop local economies and develop local green jobs, threatens indigenous people's rights;
- CETA undermines the public interest by allowing corporations the right to sue our governments over policies and decisions that they feel prevent them from making profits.

*NEB decision*

*covered by resolution 235*

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**Resolution No. 237**

**Submitted by Local 5555 (Ont.)**

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CUPE NATIONAL WILL:

1. Continue opposing internal and international free trade agreements currently being negotiated, with a special emphasis on the Comprehensive Canada-EU Trade Agreement (CETA).
2. Educate our members and the general public on CETA's threats to public services.
3. Ensure that members and our elected representatives realize how CETA will impede local job creation and how it weakens local decision making.
4. Continue to lobby local, provincial and federal politicians on the negative economic, environmental and social impact for our communities of the federal government signing onto CETA.
5. Ramp up our work with members, locals, district councils, community and coalition partners including the Trade Justice Network to organize publicly in opposition to this free trade agreement.

BECAUSE:

- CETA will jeopardize public services, particularly our public water systems and our health care system.
- CETA threatens our ability to influence decision-making at local levels.
- CETA weakens local governments' ability to use all available levers for local economic development.
- CUPE Ontario is committed to ensuring a better Ontario for all, which means protecting public services, preserving a healthy democracy and moving toward a more sustainable society.

*NEB decision*

*covered by resolution 235*

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**Resolution No. 238**

**Submitted by Local 454 (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby the federal government and the British Columbia provincial government to stop any proposed/foreign trade zones from being created in British Columbia or any other province.
2. Commit resources including research, communications and legal support, to assist locals and provincial divisions in resisting the introduction of these zones into Canada.

BECAUSE:

Foreign/trade zones:

- Are exempt from labour law and employment practice law standards; and
- Promote the use and exploitation of foreign workers; and
- Seek to be exempt from environmental regulations; and
- Do not pay corporate, provincial, federal or municipal taxes; and
- Are detrimental to sustaining livable communities.

*NEB decision*

*adopted*

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**Resolution No. 239**

**Submitted by Local 3500 (B.C.)**

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BECAUSE: Canada is involved in intense negotiations with European officials developing an agreement on a new economic trade deal (CETA); and

BECAUSE: This new trade deal (CETA) will:

- a) Open up the rules, standards and public spending priorities to direct competition from European Corporations;
- b) Risk Canada's control of natural resources including our water;
- c) Lead to over fishing in Canadian waters especially in the Atlantic Ocean; and

BECAUSE: This new deal (CETA) emphasizes investor protection over government policies in environmental protection and provides for large corporations to thwart regulatory initiatives without comparable rules and regulations to police these same corporations; and

BECAUSE: The negotiations for this agreement are being conducted in secret.

CUPE WILL: Embark on a public awareness campaign involving all affiliates for the purpose of which will be to inform the public of the perils associated with the Comprehensive Economic Trade Agreement and to lobby politicians at all levels of governments to oppose this agreement.

NEB decision

*adopted*

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**Resolution No. 240**

**Submitted by the Vancouver Island District Council (B.C.)**

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CUPE NATIONAL WILL:

1. Work to ensure that the CUPE National Trainee Representative Program participants are reflective of the actual CUPE membership including: members of colour, aboriginal members, members with disabilities, and Pink Triangle members;
2. Take additional steps to ensure that CUPE National staff are reflective of the membership they serve; and
3. Develop employment equity training material for CUPE members.

BECAUSE:

- Our union, at national and division levels is currently no representative of the diversity of our membership, and the Vancouver Declaration endorsed by delegates of the 2006 CUPE Human Rights Conference expressed that union's commitment to employment equity.

NEB decision

*adopted*

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**Resolution No. 241**

**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

Lobby the federal government to rescind the negative changes to the Prohibited Items List (PIL) that would reduce the security and safety of passengers and flight attendants on planes.

BECAUSE:

- Bladed "weapons" of less than 4" were allowed prior to September 2001 and were precisely the weapons identified in the Staff Report to the US 9/11 Commission as having been used to "stab, slash and cut throats of pilots, flight attendants and passengers to take control of those aircrafts".

- Scissors with blades of 2.5 inches, when broken at the fulcrum, can now provide two equally dangerous bladed weapons.
- The changes to the PIL are aimed purely at "less inconvenience" to passengers while sacrificing the security and safety of flight attendants.
- The safety and well being of the crew and travelling public cannot be measured in more "screenings per hour".
- Flight attendants, their unions, and the general public were not fully consulted during this final decision-making process to change the PIL.
- "Reinforced" cockpit doors are a delaying tactic at best, therefore setting the stage for future events like the tragedy almost a decade ago in the USA.

NEB decision

*covered by resolution 242*

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**Resolution No. 242**

**Submitted by the Airline Division**

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CUPE NATIONAL WILL:

Along with the CLC and other affiliates, lobby the federal government against the negative changes made to the Prohibited Items List by the Ministry of Transport.

BECAUSE:

- Bladed "weapons" of less than 4" were allowed prior to September 2001 and were precisely the weapons identified in the Staff Report to the US 9/11 Commission as having been used to "stab, slash and cut throats of pilots, flight attendants and passengers to take control of those aircraft".
- Scissor with blades of 2.5 inches, when broken at the fulcrum, can now provide tow equally dangerous bladed weapons.
- The changes to the PIL are aimed purely at "less inconvenience" to passengers while sacrificing the security and safety of flight attendants.
- The safety and well being of the crew and travelling public cannot be measure in more "screenings per hour".
- Flight attendants, their unions, and the general public were not fully consulted during this final decision-making process to change the PIL.
- "Reinforced" cockpit doors are a delaying tactic at best, therefore setting the stage for future events like the tragedy almost a decade ago in the USA.

NEB decision

*adopted - covers  
resolutiond 241 and 243*

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**Resolution No. 243**  
**Submitted by local 4041 (Que.)**

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CUPE NATIONAL WILL:

Along with the CLC and other affiliates, lobby against the negative changes made to the Prohibited Items List by Minister of Transport Strahl.

BECAUSE:

- Bladed “weapons” of less than 4” were allowed prior to September 2001 and were precisely the weapons identified in the Staff Report to the US 9/11 Commission as having been used to “stab, slash and cut throats of pilots, flight attendants and passengers to take control of those aircraft”.
- Scissor with blades of 2.5 inches, when broken at the fulcrum, can now provide two equally dangerous bladed weapons.
- The changes to the PIL are aimed purely at “less inconvenience” to passengers while sacrificing the security and safety of flight attendants.
- The safety and well being of the crew and travelling public cannot be measure in more “screenings per hour”.
- Flight attendants, their unions, and the general public were not fully consulted during this decision-making process to change the PIL.
- “Reinforced” cockpit doors are a delaying tactic at best, therefore setting the stage for future events like the tragedy almost a decade ago in the USA.

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*NEB decision*

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*covered by resolution 242*

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**Resolution No. 244**  
**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

Lobby the federal and provincial governments to have the Criminal Code amended in order to enact stiffer penalties on persons who assault transportation workers (transit drivers, transit supervisors, sky-train operators, flight attendants etc.) on duty.

BECAUSE:

- Transportation workers are experiencing increasing numbers of assaults while exercising their duties; and
- Transportation workers provide an essential service to the population and should have the same legal protection that is provided to police officers under the criminal code; and

- Assaults on transportation workers not only have devastating effects on the workers health and safety but could also jeopardize the safety of the passengers they are transporting.

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*NEB decision*

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*covered by resolution 245*

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**Resolution No. 245**  
**Submitted by the Airline Division, Local 4041 (Que.)**

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CUPE NATIONAL WILL:

Lobby the necessary political authorities to have the Criminal Code amended in order to enact stiffer penalties on persons who assault transportation workers (transit drivers, transit supervisors, sky-train operators, flight attendants etc.) on duty.

BECAUSE:

- Transportation workers are experiencing increasing numbers of assaults while exercising their duties; and
- Transportation workers provide an essential service to the population and should have the same legal protection that is provided to police officers under the criminal code; and
- Assaults on transportation workers not only have devastating effects on the workers health and safety but could also jeopardize the safety of the passengers they are transporting.

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*NEB decision*

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*adopted  
covers resolution 244*

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**Resolution No. 246**  
**Submitted by Local 4092 (Ont.)**

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CUPE NATIONAL WILL:

Take all necessary measures to the Canadian authorities and Minister of Justice so the criminal code can be modified, criminalizing all acts of aggression made towards employees of public transportation such as, flight attendants, cabin attendants, bus drivers, metro operators, while performing their duties at work.

BECAUSE:

- Flight attendants/cabin attendants who are under federal jurisdiction are often victims of physical aggressions during the exercise of their duty; and
- These aggressions have a devastating effect on the health and safety of workers who are victims of such aggressions; and
- The criminal code L.R.C. (1985), ch. C-46 imposes severe punishment to a person who is aggressive towards a police officer when on duty; and

- Flight attendants/cabin attendants working in the airline, like the work of police officers, offer a service where the safety and security is essential to ensure the passenger's safety on board.

THEREFORE BE IT RESOLVED that CUPE National make the necessary representation before the political authorities to have the Criminal Code amended in order to create a separate offence to enable flight attendants, bus drivers, metro operators and other employees of the public transportation companies to benefit from the same protection that the Criminal Code provides police officers who are assaulted while carrying out their duties by establishing more severe penalties to their assailants.

*NEB decision* *adopted*

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**Resolution No. 247**  
**Submitted by CUPE Alberta**

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CUPE NATIONAL WILL:

Ensure that the National Union Development Department will offer literacy and clear language workshops in all regions on a regular basis.

BECAUSE:

- Literacy and clear language workshops are essential for all CUPE locals to play an active and effective role in provincial literacy initiatives.

*NEB decision* *adopted*

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**Resolution No.248**  
**Submitted by Local 957 (Que.)**

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CUPE NATIONAL:

Includes in its training program an immersion component aimed at developing union officers who wish to function in both official languages in the workplace.

BECAUSE:

- Such a program would facilitate exchanges and lead to better relations, which are particularly important when issues extend beyond provincial borders.

*NEB decision* *adopted*

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**Resolution No. 249**  
**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

Include a Pride component into all applicable CUPE education workshops.

BECAUSE:

- Lesbian, gay, transsexual, transgender, bi-sexual, and questioning members feel unsafe to participate in CUPE Pride courses due to stigmatism, fear and discrimination.
- This will provide a broader base of opportunities for education and awareness to all CUPE members in a safe environment.

*NEB decision* *adopted*

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**Resolution No. 252**  
**Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

1. Call on the Government of Canada to produce a clean water policy based on the principles of access to clean, safe public drinking water for all Canadians.
2. Demand that the clean water policy protect the basic principle of non-privatization of this most precious Canadian resource and allow this resource to be here in perpetuity for future generations.
3. Demand that the federal government provide funding for municipalities and First Nations communities to upgrade their water infrastructure.
4. Maintain water as a publicly owned and operated service.

BECAUSE:

- Water is a basic human right required to sustain life and not a commodity to be sold to the highest bidder; and
- Canada must recognize the right of all people to safe, clean publicly funded and owned water.

*NEB decision* *covered by resolution 253*

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**Resolution No. 253**  
**Submitted by CUPE Saskatchewan**

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**CUPE NATIONAL WILL:**

1. Call on the Government of Canada to produce a clean water policy based on the principles of access to clean, safe public drinking water for all Canadians;
2. Demand that the clean water policy protect the basic principle of non-privatization of this most precious Canadian resource to be here in perpetuity for future generations; and
3. Demand that the federal government provide funding for municipalities and First Nations communities to upgrade their water infrastructure and maintain water as a publicly owned and operated service.

**BECAUSE:**

- Access to clean, safe potable water is a basic human right; and
- Public water is in jeopardy as a result of the commoditization of water resources through the efforts of trade deals like the Canada-European Union Comprehensive Economic Trade Agreement (CETA).

*NEB decision*

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*adopted - covers  
resolutions 252 and 255*

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**Resolution No. 254**  
**Submitted by CUPE British Columbia**

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**CUPE NATIONAL WILL:**

Petition the federal government to begin the task of gathering the enabling provincial and federal resolutions for the purpose of mending the Canadian *Constitution Act* to prohibit the export of bulk water.

**BECAUSE:**

- It is only a matter of time until the United States makes demands on Canada for the export of bulk water.
- The North American Free Trade Agreement (NAFTA) or federal legislation provides weak protection against such export as they are easily amended.
- A future Conservative or Liberal Government, having a majority of seats in the House of Commons but less than majority of the popular vote of the Canadian electorate could easily sell-out this great natural resource to the Americans.
- A constitutional prohibition on bulk water export would prevent future federal governments from

exporting our water without first going through the difficult process of amending the Canadian Constitution.

*NEB decision*

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*adopted  
covers resolution 256*

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**Resolution No. 255**  
**Submitted by Local 3500 (B.C.)**

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BECAUSE there are communities in Canada that do not have access to clean safe drinking water.

CUPE WILL in partnership with the Canadian Labour Congress demand that the provincial and federal governments ensure that necessary resources are made available to upgrade and maintain our water infrastructures so that all Canadians have access to municipal sources of clean safe drinking water.

*NEB decision*

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*covered by resolution 253*

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**Resolution No. 256**  
**Submitted by Local 3500 (B.C.)**

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WHEREAS it is only a matter of time until the United States makes demands on Canada for the export of bulk water; and

WHEREAS the North American Free Trade Agreement (NAFTA) or federal legislation provides weak protection against such export as they are easily amended; and

WHEREAS a future Conservative or Liberal government, having a majority of seats in the House of Commons but less than a majority of the popular vote of the Canadian electorate could easily sell-out this great natural resource to the Americans; and

WHEREAS a constitutional prohibition on bulk water export would prevent future federal governments from exporting our water without first going through the difficult process of amending the Canadian Constitution.

THEREFORE BE IT RESOLVED THAT this 25<sup>th</sup> Convention of CUPE National petition the federal government to begin the task of gathering the enabling provincial and federal resolutions for the purpose of amending the Canadian *Constitution Act* to prohibit the export of bulk water.

*NEB decision*

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*covered by resolution 254*

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**Resolution No. 257**  
**Submitted by Local 3500 (B.C.)**

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BECAUSE bottled water in single-use bottles costs excessively more than municipal tap water on a per liter basis; and

BECAUSE the manufacturing and transport of bottles water contributes significantly to global climate change through consumption of crude oil and production of greenhouse gasses; and

BECAUSE millions of single use single water bottles are choking our municipal landfills.

CUPE WILL call on municipalities and school districts throughout Canada to take steps to promote the use of municipal tap water in all their facilities by:

- Making water fountains and other tap sources available to employees /public
- Promoting through education the benefits of municipal tap water and explaining the carbon footprint and health issues associated with single-use water bottles.

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*NEB decision* *adopted*

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**Resolution No. 259**  
**Submitted by Local 2936 (Ont.)**

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CUPE NATIONAL WILL:

Send four (4) sisters to the United Nations each year to report on the deplorable conditions woman face in Canada concerning wages, pensions, equality, job security, economic justice and poverty. There **should be** a representative from **every equity seeking group** within **CUPE's Women's Committees to attend the Conference to present issues** that affects **women in Canada**. CUPE National and CUPE Ontario will fully fund the entire trip to the UN.

BECAUSE:

- Woman in Canada continually face discrimination and are underrepresented, in their jobs, have very little job security, and are still being paid less than their male counterpart for the same job.
- Women are under-represented in economic justice, which causes them to live below poverty more than their male counterpart.
- To ensure that the Government of Canada does not misrepresent and minimize the impact that poverty, economic justice job security, pensions, wages and equality have on the women in COPE and in Canada.

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*NEB decision* *covered by substitute  
resolution 901*

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**Resolution No. 260**  
**Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

1. Encourage the Union Development Department to send out applications for the Member Facilitator Program, in accordance with CUPE National policy, targeting the young members' committees and young members in locals.
2. Encourage the Union Development Department to schedule further member facilitator training to allow opportunities for young members to take the necessary training to prepare them to facilitate or assist in the delivery of CUPE Union Development educational programs.

BECAUSE:

- Having a young worker activist participate in the delivery of member education is a positive mentoring experience for young workers taking the course as well as an opportunity for activist growth for members of the young members' committees; and
- By connecting young member committee members, as facilitators, and young members participating in union development activities, CUPE will strengthen the network of young members being developed through the work of the committees.

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*NEB decision* *adopted*

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**Substitute Resolution No. 901**  
**(Covers Resolutions 39, 43, 46, 47, 66 and 259 and submitted by Local 416, Ont., CUPE-Ontario, CUPE-B.C. and local 2936, Ont.)**

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CUPE NATIONAL WILL:

1. Create and fund campaigns to defend collective bargaining across Canada, by setting aside an amount of ten million dollars and making it available to defend collective bargaining to be dispersed by the provincial divisions to assist all locally run campaigns in fighting contracting out and privatization and to defend collective bargaining;
2. Provide full funding to the Ontario School Board Coordinating Committee (OSBCC) for their next round of provincial discussion table negotiations in 2012;
3. Require all provincial divisions to undergo financial audits every year, and pay for financial audits for all CUPE provincial divisions;

4. Create a fund contracting out and anti-privatization campaigns across Canada by doubling the amount of funding available to fight contracting out and privatization to ten million dollars, to be distributed by the provincial divisions;
5. Amend the National Constitution to provide for a strike benefit of sixty dollars per day to a maximum strike benefit of three hundred dollars per week;
6. Send four (4) sisters to the United Nations each year to report on the deplorable conditions women face in Canada concerning wages, pensions, equality, job security, economic justice and poverty. There should be a representative from every equity seeking group within CUPE's Women's Committees to attend the Conference to present issues that affect women in Canada. CUPE National and CUPE Ontario will fully fund the entire trip to the UN.
8. Increase the number of specialty representatives that are assisting CUPE members with workers' compensation matters to meet the current workload demands and aid with development of proactive responses;
9. Employ an adequate amount of specialty representatives and research personnel to address return to work and long term disability matters that are affective our membership;
10. Undertake an extensive review of workload conditions of our national servicing staff members with the focus of improving the servicing that locals receive.
11. Hire by January 10<sup>th</sup> an additional servicing representative in the Peel Area Office to meet the demands of the increase in negotiation, arbitration and need to aid locals in their internal development;

*NEB decision*

*motion to not proceed with*

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**Substitute Resolution No. 902**

**(Covers Resolutions 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77 and 78 and submitted by CUPE-B.C., Locals 416 (Ont.), 389 (B.C.), Hospital Employees Union (B.C.) CUPE-P.E.I., Locals 2191 and 2936 (Ont.), CUPE Alberta, Locals 16 and 5555(Ont.), Local 966 (Ont.), Local 15 and 3500 (B.C.)**

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**CUPE NATIONAL WILL:**

1. Establish the position of parliamentary liaison to establish relationships with government and opposition parties;
2. Establish the position of HIV/AIDS staff coordinator;
3. Provide funding to staff the position of legislative liaison/political action coordinator for Alberta;
4. Provide extra funding for a full-time organizer in Alberta;
5. Provide extra funding for a full-time equality representative in Alberta;
6. Establish a trades coordinator position nationally to support our existing tradespeople, and to develop a comprehensive strategy to ensure we sustain and increase the trades positions and apprenticeships across the country;
7. Create two additional health and safety staff positions in Ontario to be equal with the staff complement assigned to WSIB (Workplace Safety and Insurance Board);

12. Create a full-time federal legislative coordinator position dedicated to tracking and reporting on federal legislation and regulations that may affect CUPE members and our union's priorities, developing relationships with government, MPs, caucuses, and senior staff, and coordinating CUPE's federal lobbying activities;
13. That specialists be allocated permanently to area offices throughout the provinces to better serve the membership of CUPE;
14. That interim funding assistance or a per capita rebate be provided to all locals to fund legal and professional costs incurred by using specialists outside of CUPE prior to the allocation of CUPE specialists.

*NEB decision*

*motion not to proceed with*

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**Substitute Resolution No. 903**

**(Covers Resolutions 216 and 217 and submitted by Local 3909 (Man.))**

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**CUPE NATIONAL WILL:**

1. Lobby the provincial and federal governments to ban private for-profit post-secondary education providers;
2. Provide CUPE locals on post-secondary campuses support in the form of resources and personnel to fight private education providers already existing or those looking to encroach on their institutions;
3. Publish materials that address the problems privatization and commercialization have created in

post-secondary education and highlight how students, academic and non-academic workers are affected;

4. Educate members and the public regarding the need to keep post-secondary education both public and accessible to all;
5. Organize all academic and on-academic post-secondary workers on campuses where private education providers have already established a presence;

6. Continue to advocate for publicly delivered post-secondary education and that privately delivered programs on public post-secondary education campuses should be offered through the institution and unionized academic staff.

*NEB decision*

*adopted*

**CUPE 2011 NATIONAL CONVENTION  
CONGRÈS NATIONAL DU SCFP 2011**

**FINAL LIST OF DELEGATES IN ATTENDANCE  
TO THE 25<sup>TH</sup> NATIONAL CONVENTION**

**LISTE FINALE DES PERSONNES DÉLÉGUÉES PRÉSENTES  
AU 25<sup>E</sup> CONGRÈS NATIONAL**

**AS AT NOVEMBER 5, 2011  
AU 5 NOVEMBRE 2011**

**SEATED IN ACCORDANCE WITH ARTICLE XI, SECTION 1  
OF THE CUPE CONSTITUTION**

**ACCRÉDITÉS SELON L'ARTICLE XI, SECTION 1  
DES STATUTS DU SCFP**

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**PAUL MOIST  
NATIONAL PRESIDENT / PRÉSIDENT NATIONAL**

**CLAUDE GÉNÉREUX  
NATIONAL SECRETARY-TREASURER / SECRÉTAIRE-TRÉSORIER NATIONAL**

**DANIEL LÉGÈRE  
GENERAL VICE-PRESIDENT / VICE-PRÉSIDENT GÉNÉRAL**

**LUCIE LEVASSEUR  
GENERAL VICE-PRESIDENT / VICE-PRÉSIDENTE GÉNÉRALE**

**FRED HAHN  
GENERAL VICE-PRESIDENT / VICE-PRÉSIDENT GÉNÉRAL**

**TOM GRAHAM  
GENERAL VICE-PRESIDENT / VICE-PRÉSIDENT GÉNÉRAL**

**BARRY O'NEILL  
GENERAL VICE-PRESIDENT / VICE-PRÉSIDENT GÉNÉRAL**

**DISTRICT COUNCILS / CONSEILS RÉGIONAUX**

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CUPE Niagara District Council	0401-1386	Dawn Dobbie
	0401-1387	Lisa Skeete
	Alt/supp	Mary Scoon
CUPE Toronto District Council	0401-1388	Andrea Madden
CUPE London District Council	0401-1390	Judith Callahan
CUPE Region of Durham District Council	0401-1391	Lori-Ann Richards
CUPE Hamilton District Council	0401-1393	Joanne Webb
CUPE Eastern Great Lakes District Council	0401-1395	Paul Norris
CUPE Region of Peel District Council	0401-1398	Jim Glavan
CUPE Central Western Ontario District Council	0401-1399	Gord McMurrin
CUPE Southern Alberta District Council	0701-0190	Keith Lubbers
CUPE Kootenay Island District Council	0801-0440	Gerry Shmon
CUPE Vancouver Island District Council	0801-0441	Louise Oetting
CUPE Metro Vancouver District Council	0801-0442	Ken Davidson
	Alt/supp	Barrie Thomas
CUPE Fraser Valley District Council	0801-0443	David Murray
CUPE Okanagan/Mainline District Council	0801-0444	Clara Maltby
CUPE Northern Area District Council	0801-0445	Sandi Taylor

**PROVINCIAL COUNCILS OF UNIONS / CONSEILS PROVINCIAUX DE SYNDICATS**

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N.B. Council of Hospital Unions	0211-0204	Norma Robinson
N.B. Council of School Board Unions	0211-0205	Delalene Harris-Foran
N.B. Council of Nursing Homes	0211-0206	Wayne Brown
Conseil provincial des affaires sociales	0301-0666	Marco Lutfy
Conseil provincial du secteur universitaire	0301-0667	Carole Neill
Conseil provincial du soutien scolaire	0301-0668	Sylvain Ladouceur
Conseil provincial du secteur municipal	0301-0670	Marc-André Dufour
Conseil provincial des sociétés d'états et organismes publics québécois	0301-0671	Patrick Langevin
Ontario Council of Hospital Unions	0401-1401	Helen Fetterly
Saskatchewan Health Care Council of Unions	0601-0184	Gordon Campbell

**PROVINCIAL DIVISIONS / DIVISIONS PROVINCIALES**

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CUPE Nova Scotia	0111-0178	Danny Cavanagh
CUPE Newfoundland and Labrador	0151-0066	Wayne Lucas
	Alt/supp	Sherry Hiller
CUPE New Brunswick	0211-0203	Richard MacMillan
CUPE Prince Edward Island	0251-0033	Lori MacKay
SCFP-Québec	0301-0665	Denis Bolduc
CUPE Ontario	0401-1385	Candace Rennick
CUPE Manitoba	0501-0184	Kelly Moist
CUPE Saskatchewan	0601-0183	Judy Henley
CUPE Alberta	0601-0188	Marle Roberts
CUPE British Columbia	0801-0439	Mark Hancock

**SERVICE DIVISIONS / DIVISIONS DE SERVICE**

Airline Division	1721-0003	Nathalie Stringer
Hospital Employees Union	Alt/supp 0043-0002	James Yang Chien-Pang Bonnie Pearson

**AIRLINE DIVISION COMPONENTS / COMPOSANTES DE LA DIVISION AÉRIENNE**

Air Transat	1721-0008	Michael Reid
First Air	1721-0042	Kevin Beath

**SERVICE CONTRACTS / CONTRATS DE SERVICE**

Syndicat des chauffeurs de la Société de transport de Laval	0301-0692	Richard Ouimet
	0301-0709	Sylvain Ouellette
	0301-0710	Guy Clermont
Société de transport de Laval	0301-0693	Danielle Lacroix
	Alt/supp	Marie-Josée Manco Carobene

**LOCALS / SECTIONS LOCALES****NOVA SCOTIA / NOUVELLE-ÉCOSSE**

108	Halifax	0111-0001	Michael Young
227	Halifax	0111-0004 0111-0005	Richard Masters Shawn Taylor
759	Sydney	0111-0010 0111-0011	Michael Mombourquette John Tubrett
761	Sydney	0111-0012	Deborah Weeks
850	Dominion	0111-0013	Michael McNeil
933	Sydney	0111-0014 0111-0015	Marian Peach Carron Coleman
955	Petit de Grat	0111-0016 0111-0017	Wilfridine Crowdis Ann Marie Van Berkel
1082	Halifax	0111-0024	Karen Connor
1245	Eastern Passage	0111-0171 0111-0172	Carolyn Tobin Jasinta Mintern
1259	Halifax	0111-0032	Louise Riley
1431	Halifax	0111-0035	Sharon Harding
1472	Waterville	0111-0036	Metilda Warford
1562	Sydney	0111-0042	Eileen McInnis
1635	Baddeck	0111-0043	Kathy Dauphney

**LOCALS / SECTIONS LOCALES**
**NOVA SCOTIA / NOUVELLE-ÉCOSSE**

1867	Halifax	0111-0179 0111-0180 0111-0181	Mike MacIsaac Chris Gallacher Gareth Drinnan
1876 1933	North Sydney South Shore	0111-0049 0111-0051 0111-0052 0111-0053 0111-0054 Alt/supp	Juanita Jenkins Neil Dorey Barbara Hatt Dianne Frittenburg Lisa Oickle Angela Harnish
2094	Glace Bay	0111-0056	Mae Smith
2305	Halifax	0111-0059	Julie Wile
2330	New Glasgow	0111-0062 0111-0063	Vivian Lynds Nan McFadgen
2431	Sydney	0111-0064 0111-0065 0111-0666 Alt/supp	Trina MacDonald Tammy Provost Lisa White Deanna McElmon
2525	New Glasgow	0111-0069 0111-0070 0111-0071 0111-0072 0111-0073 Alt/supp	Karen MacKenzie Sean Foley Beverly Strachan Stacey Moore Bruce Fleury Les Duff
2761	Halifax	0111-0078 Alt/supp	Olive Murphy Eveline Clayton
2774	Dartmouth	0111-0079	Maureen Ethier
2784	Halifax	0111-0081 0111-0082	Beverly Connors Paul Daley
3513	Sydney	0111-0100 0111-0101	Karen McMullin Margie Steele
3876	Greenwood	0111-0109 0111-0111	Sharon Gallant Ted Llewellyn
3890	Truro	0111-0013 0111-0014 0111-0015	Sherrylynn Jaguary-Woodworth Ron Davis Dawn Morrison-Turner
3912	Halifax	0111-0017 0111-0018 0111-0119 0111-0120 Alt/supp	Barbara Moore Carmel Forde Jennifer Dimoff Christina Behme Jason Doucette
3953	Cumberland County	0111-0124	Kim Cail

**LOCALS / SECTIONS LOCALES****NOVA SCOTIA / NOUVELLE-ÉCOSSE**

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3986	Sydney	0111-0125	Michelle McIvor
4044	Kinsac	1721-0044	Mary Fougere
4150	Bridgewater	0111-0128 0111-0129 0111-0130 0111-0131 Alt/supp	Basil Hatt Cheryl Burbidge Gail Smith Tracy Mahaney Donald Llewellyn
4459	New Glasgow	0111-0140	Patricia Perry
4840		0111-0153 0111-0154	Trisha Mombourquette Kenny Rose
4919	Lunenburg	0111-0156 0111-0157	Darlene Mosher Angela Gwen Baker
4940	Dartmouth	0111-0158	Susan Grady
5047	Halifax	0111-0164 0111-0165	Ann Marie Danch Ian Wilson
5050	Cape Breton	0111-0166 0111-0167 0111-0168 0111-0169 0111-0170	Elizabeth MacDonald Denise Lewis Carmie Erickson Shirley Samson Todd MacPherson

**LOCALS / SECTIONS LOCALES****NEWFOUNDLAND AND LABRADOR / TERRE-NEUVE ET LABRADOR**

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488	Corner Brook	0151-0001 0151-0002 0151-0003 0151-0004	Barbara George Barbara White Lori Doman Kim Gale
569	St. John's	0151-0006 0151-0007 0151-0008 Alt/supp	Gord Evans Don Feltham William Sheppard Wayne Furlong
706	Corner Brook	0151-0009	Richard M. Kean
768	Corner Brook	0151-0010	Wanda Power
879	St. John's	0151-0071 0151-0072 0151-0073 Alt/supp	Mike Tobin Sharon Purcell David Holden Ted Kennedy
1289	St. John's	0151-0011 0151-0012 0151-0013 Alt/supp	Elizabeth White Dianne Martin Janet Preston Tony Molloy

## LOCALS / SECTIONS LOCALES

## NEWFOUNDLAND AND LABRADOR / TERRE-NEUVE ET LABRADOR

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1560	St. John's	0151-0016 0151-0017 0151-0018 Alt/supp	Melissa Pender Derrick Barrett Sam Madden Roger Butt
1615	St. John's	0151-0020 0151-0021 0151-0022 0151-0023 Alt/supp	Kerry Hiscock Michael Murphy Carol Kennedy Diane Johnson Theresa Antle
1761	Jerseyside/Placenta	0151-0024	Keith Brennan
1860	St. John's	0151-0061 0151-0062 0151-0063	Jeanne Clarke Ed O'Keefe Bill Conway
2099	Mount Pearl	0151-0068 0151-0069	Sherry Fitzpatrick Glenn Ingerman
2212	St. Anthony	0151-0031	Rex Hillier
2329	St. John's	0151-0032 0151-0033 0151-0034	Dawn Lahey Yvonne Sullivan Debra Nichol
2574	St. Anthony	0151-0036	Paula Patey
3017	St. John's	0151-0037	Gail Brinston
3034	Conception Bay	0151-0038 0151-0039	Albert Bulter Warrick Cluney
3167	Corner Brook	0151-0042	May Earle
3762	St. John's	0151-0046	Beverly O'Brien
4554		0151-0049 Alt/supp	Kathy Rowe Deanna Simms
4732	Labrador City	0151-0050	Peggy Muggridge
4885	St. John's	0151-0053	D. Elaine Wells
4934	Norris Point	0151-0053	Patricia Cullihall
4937	Port aux Basques	0151-0057	Roy Bailey
4938	Port Saunders	0151-0075	Roger Philpott

**LOCALS / SECTIONS LOCALES**
**NEW BRUNSWICK / NOUVEAU-BRUNSWICK**

51	Moncton	0211-0198 0211-0199 0211-0200	Rodney Richard Darrick Weatherbee Patrick Vautour
486	Saint John	0211-0201 0211-0202	Marc Goguen Paul Johnson
588	Edmundston	0211-0013	Gerald Landry
720	Moncton	0211-0015 0211-0016 0211-0017 0211-0018	Brian Poirier Brenda Vienneau Susan Touchie Robert Partridge
813	Saint John	0211-0021 0211-0022 0211-0023 0211-0024 0211-0025 0211-0026	Adrian Crossman Mitch Jackson Rick Patton Mark Richards Terry Crouse Diane Driscoll
821	Moncton	0211-0027 0211-0028 0211-0029 0211-0030 Alt/supp	Claire Cyr Guy Cormier Bernard Brun Denis Brun Rachel Blacqui�re
824	Moncton	0211-0031	Krista Duguay
833	Campbellton	0211-0033 0211-0034 0211-0035 0211-0036	Pauline Diotte Heather Parker Emilie Doucet Donna Smith
861	St. Stephen	0211-0038	Kim Davidson
865	Miramichi	0211-0040 0211-0041	Leonard Godin Claudette Cavanagh
908	Fredericton	0211-0052 0211-0053 0211-0054 0211-0055 0211-0056 0211-0057	Lynn Turner Danny Leblanc Marilyn Brennan Terra Bunting Mike Muise Colleen Pond
963	Saint John	0211-0059 0211-0060	Martha Thompson Debra Gogan
1087	Bathurst	0211-0244	Serge Boucher
1117	St. Stephen	0211-0073	Kelly C. Way
1128	Sussex	0211-0076	Dennis Belliveau

**LOCALS / SECTIONS LOCALES**
**NEW BRUNSWICK / NOUVEAU-BRUNSWICK**

1159	Dalhousie	0211-0080	Marc Cayouette
1190	Fredericton	0211-0217 0211-0218	Joey Kelly Andrew Hardy
1199	Saint John	0211-0082	Lisa Allen
1277	Chatham	0211-0196	Glenda Connolly
1303	Shediac	0211-0089	Roland Cormier
1418	Fredericton	0211-0189 0211-0190 0211-0191 0211-0192 0211-0193	Denise Leblanc Stephen Drost Rachelle Miousse John Eatmon Gary Burris
1506	Fredericton	0211-0234 0211-0235	June Dobbelsteyn Doris Nason
1507	Bathurst	0211-0098	Brenda Roy
1726	Moncton	0211-0210	Heather Leet
1763	St. Andrews	0211-0102	Debbie Downey
2079	Moncton	0211-0110	Albert Blanchette
2116	Saint John	0211-0113 Alt/supp	Sharon Teare Anne Sullivan
2291	Saint John	0211-0117	Marjorie Mills
2373	Edmundston	0211-0120	Roger Levesque
2464	Queens Co.	0211-0212	Marilyn Young
2610	Albert	0211-0122	Kimberly Copp
2745	Moncton	0211-0124 0211-0125 0211-0126 0211-0127 0211-0128 0211-0129 0211-0130 0211-0131	Cheryl Webster Theresa McAllister Ida Haggarty Sandy Harding Michael Osborne Christianne Robichaud Marilyn MacCormack Sharon Thompson
3392	St. Stephen	0211-0138	Minerva Porelle
3657	Inkerman	0211-0150	Yves Brideau
3982	Sackville	0211-0155	Kim Estabrooks
4193	Allardville	0211-0227	Serge Plourde

**LOCALS / SECTIONS LOCALES****NEW BRUNSWICK / NOUVEAU-BRUNSWICK**

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4445	Plaster Rock	0211-0161	Tina Pelletier
4848		0211-0176 0211-0177 0211-0178 0211-0179	Trent Piercy Dale Landry Chris Kennedy Denis Beaulieu
4874	St. Louis de Kent	0211-0180	Serge Robichaud

**LOCALS / SECTIONS LOCALES****PRINCE EDWARD ISLAND / ÎLE-DU-PRINCE-ÉDOUARD**

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805	Charlottetown	0251-0003 0251-0004 0251-0005 0251-0006	Elaine Fagan Nancy Ingalls Shawn Rooney Lane MacLaren
830	Charlottetown	0251-0007	Blaine Parkman
1051	Alberton	0251-0008	Wanda Livingstone
1145	Charlottetown	0251-0009 0251-0010 0251-0011	Doug Rix Judy MacKay Urban MacLellan
1770	Charlottetown	0251-0013 0251-0014	Dianne MacKenzie Karen Tsistinas
1775	Charlottetown	0251-0015 0251-0016 0251-0017	Mary Vincent Leonard MacDonald John Doucette
1778	Montague	0251-0018	Shirley Johnston
1779	Summerside	0251-0019 0251-0020 0251-0021	Leonard Gallant Susan Gallant Leonard Crawford
1870	Charlottetown	0251-0030 0251-0031 0251-0032 Alt/supp	Monique Hebert Melissa Bruce Leo Cheverie Maciej Zawadzki
3260	Charlottetown	0251-0024 0251-0025 0251-0026	Karyn Noble Shawna Quinn Marlene Hunt
3324	Charlottetown	0251-0027	Jason Woodbury
3373	Charlottetown	0251-0028	Georgie Murphy

## LOCALS / SECTIONS LOCALES

## QUÉBEC / QUÉBEC

301	Montréal	0301-0799	Chantal Racette
		0301-0800	Michel Parent
		0301-0801	Daniel Gaucher
		0301-0802	Germain Benoit
		0301-0803	Pierre Champagne
		0301-0804	Martin Forest
		0301-0805	Denis Jomphe
		0301-0806	Pierre Lalonde
		0301-0807	Claude Lamarche
		0301-0808	Michel Martin
		0301-0809	Yan Paquette
		0301-0810	Jean-Denis Séguin
		0301-0811	Serge Villandré
		0301-0812	Norman Weaner
		0301-0814	Gaétan Simard
		Alt/supp	Jocelyn Trottier
305	Montréal	0301-0003	Daniel Lavoie
306	Saint-Bruno	0301-0004	Daniel Duval
		0301-0005	Josée Payant
		0301-0006	Chantal Marcotte
		0301-0007	Dorothy-Jean Moye
		0301-0008	Lynda Hearn
		0301-0009	Marie-France Racine
		Alt/supp	Karen Gendron
307	Longueuil	0301-0010	Mario Gauthier
		0301-0011	François Belzile
		0301-0012	François Brisson
317	Rouyn	0301-0019	Micheline Perreault
		0301-0020	Jocelyn Grégoire
335	Malartic	0301-0022	Marjolaine Boutin
375	Montréal	0301-0024	Denis Wolfe
		0301-0025	Réjean Brunet
		0301-0026	Normand Dupuis
		0301-0027	Daniel Fortugno
		Alt/supp	Éric Collin
429	Montréal	0301-0028	Louise Thouin
		0301-0029	Richard McLaughlin
		0301-0030	Gaétan Scott
		0301-0031	Mario Sabourin
		0301-0032	Alain Fugère
		0301-0033	Francine Bouliane
		0301-0034	Lyne Lachapelle
		0301-0035	Élyse Corbière
		0301-0036	Daniel Morin
		0301-0037	Raynald Lavoie
		0301-0038	Josée Lacroix
		0301-0039	Diane Chevalier
		0301-0040	Theang Leng Ly

**LOCALS / SECTIONS LOCALES**
**QUÉBEC / QUÉBEC**

429	Montréal	0301-0041	Jocelin Auclair
675	Montréal	0301-0042	Isabelle Doyon
687	Montréal	0301-0046 0301-0047 0301-0048 0301-0049	Réjean Beaudet Zivanka Kovalski Georges Comtois Martin Levasseur
957	Montréal	0301-0054 0301-0055 0301-0056 0301-0057 0301-0058	Réjean Porlier Oswaldo Montoya Éric Fortin Jean-Yves Paquin Michel Rousseau
1105	Rouyn-Noranda	0301-0075 0301-0076	Denise Vallée Denis Bédard
1113	Laval	0301-0777 0301-0778 0301-0779 0301-0780 Alt/supp	Richard Nadon Yves Lecourt Patrick Beaulieu Liane Toutant Gadoury Lise St-Amand
1114	Sherbrooke	0301-0087 0301-0088	Denis Fréchette Guy Michaud
1186	Mont-Royal	0301-0093 0301-0094	Mario Grégoire Louis-Philippe Hammond
1244	Montréal	0301-0673 0301-0674 0301-0675 0301-0676	Margaret Lapointe Éric Romano Nicolas Dorval Nancy Laporte
1294	Montréal	0301-0101 0301-0102 0301-0103 0301-0104 0301-0105 0301-0106 0301-0107	Sylvain Allard Denis Lamy Paul Bellemarre Léo Marcotte Thérèse Fillion Gérard Lamoureux Alexandre Belzil
1296	Québec	0301-0108 0301-0109	France Pitre Marie-Josée Alvarez
1299	Châteauguay	0301-0629 Alt/supp	Stephane Duguay Mike Jones
1340	Donncona	0301-0114	Louise Paquin
1412	Montréal	0301-0757 0301-0758	Ginette Bussièrès Martin Léger

**LOCALS / SECTIONS LOCALES**
**QUÉBEC / QUÉBEC**

1450	Québec	0301-0125	Stéphane Villeneuve
1459	Amos	0301-0126 0301-0127	Carmen Lord Claudia Langois
1500	Montréal	0301-0129 0301-0130 0301-0131 0301-0132 0301-0133 0301-0134 0301-0135 0301-0136 0301-0137 0301-0138 0301-0139 0301-0140 0301-0141 0301-0142	Richard Perreault Charles Fleury Jasmin Gaudet Martin Boucher Yvon Lachapelle Sylvain Dubreuil Michel Martin Joël Pelletier Henri-Paul Masson Pierre Duchesneau Yvon Dubois Yvan Tremblay Ronald Belley Joëlle Ravary
1574	Chicoutimi	0301-0146 0301-0147 0301-0148	Lucie Des Rosiers Real Beauregard Jean Clément
1638	Québec	0301-0157 0301-0158 0301-0159 0301-0161	Gérard Cyr Jean Baribeau Daniel Simard Gaétan Bédard
1690	Ste-Julie	0301-0164 0301-0165	Stéphane Bologna Dominique Dumont
1733	Laval des Rapides	0301-0168	Roxane L'Abbée
1751	Hamel	0301-0171 0301-0172 0301-0173	France Santerre Michel Cadrin Pierre Girard
1800	Trois-Rivières	0301-0175 0301-0176 0301-0177	Denise Béland Cindy Carboneau Suzanne Pelletier
1841	Verdun	0301-0735 0301-0736	Nadège Jean-Mardy Emmeline François
1878	Longueuil	0301-0187	Benoit Guilbault
1930	Sept-Îles	0301-0631 0301-0632	Nathalie Roussel Lise Marceau
1965	Varennnes	0301-0727 0301-0728	Christiane De Martel Claude Dubuc
1983	Montréal	0301-0192 0301-0193	Denise Vaillancourt Stéphane Lachance

**LOCALS / SECTIONS LOCALES**
**QUÉBEC / QUÉBEC**

1983	Montréal	0301-0194 0301-0195 0301-0196 0301-0197 0301-0198 0301-0199 0301-0200 0301-0201	André Sabourin Sylvain Marcil Sylvie Bordeleau Line Blackburn René Bujold Daniel Leroux Renato Carlone Bernard Drouin
1993	Laval	0301-0681	Carole Moisan
2000	Montréal	0301-0203 0301-0204	Ginette Paul Guy Poirier
2051	Québec	0301-0216 0301-0217	André Bernier Sylvie Denis
2118	Mascouche	0301-0227	Aline Martel
2184	Montréal	0301-0622 0301-0623 0301-0624	Guedon Augustin Ethel-Ann Flores Christian Lanthier
2231	Québec	0301-0649 0301-0650	Julie Bergeron Natalie Savard
2252	Ste-Foy	0301-0738 0301-0739	Carl Beaudoin Eric Boutet
2294	Châteauguay	0301-0829 0301-0830	Nathalie Deslauriers Julie Desharnais
2310	Québec	0301-0242 0301-0243 0301-0244 0301-0245	Martine Lachance Céline Paré Mariéline Girard Nadine Hébert
2326	Lachenaie	0301-0785	Jessy Brisson
2334	Lévis	0301-0741 0301-0742 Alt/supp	Henri-Paul Thériault Sylvain Pichette Marcel Brouard
2385	Richmond	0301-0248 0301-0249	Chantal Denis Michel Jolin
2425	Mont-St-Hilaire	0301-0250	Sylvain Larose
2466	Jonquière	0301-0253	René Cloutier
2500	Ste-Foy	0301-0761 0301-0762 0301-0763 0301-0764 0301-0765	Luc Brouillette Mario Duclos Yvan Pépin Francine Girard Mélanie Alain

**LOCALS / SECTIONS LOCALES**
**QUÉBEC / QUÉBEC**

2541	Alma	0301-0260 0301-0261	Robin Côté Carl Dufour
2633	Baie-Comeau	0301-0267	Cindy Miller
2641	Baie-Comeau	0301-0258	Louise Ménard
2661	Trois-Rivières	0301-0272 0301-0273 0301-0274	Lucie Lorrain Lucie Pronovost Chantal Désilets
2667	Ste-Anne de Bellevue	0301-0790 0301-0791	Annie Rouleau Elyse Boivin
2718	Montréal	0301-0280 0301-0281 0301-0282	Michel Lavallée Patsy Sheehan George Gawel
2815	Montréal	0301-0745 0301-0746 0301-0747 0301-0748 0301-0749 0301-0751 0301-0752	Guy Gagné Véronique Bock Carole McDonald Yves Larose Lafèche Gilbert Nick Mingione Jacques Denommé
2825	Montréal	0301-0296	Martine Roy
2850	Montréal	0301-0297 0301-0298 0301-0299 0301-0300 Alt/supp	Mireille Caron Martin Gagnon André Chartrand Denis Gagnon Carole Denis
2886	Côte-St-Luc	0301-0307 Alt/supp	Janet Power Marjorie Parana
2915	Baie-Comeau	0301-0311	Sylvie Gaudreault
2923	Montréal	0301-0313 0301-0314 0301-0315 Alt/supp	Serge Genest André Bleau Denis Petitclerc Michèle Vézina
2957	Montréal	0301-0318 0301-0319	Mireille Lacharité Laurent Giraud
2960	Montréal	0301-0792 0301-0793 0301-0794 0301-0795	Karine Cabana Félix Béland Steve Marcotte Yanick Ducharme
2992	Québec	0301-0320 0301-0321	Phyllis Smith Sébastien Lafond

**LOCALS / SECTIONS LOCALES**
**QUÉBEC / QUÉBEC**

3005	Montréal	0301-0323 0301-0324	Nathalie Lemay Nathalie Tremblay
3124	Saguenay-Chicoutimi	0301-0327	Carl Ainsley
3187	Montréal	0301-0331 0301-0332 0301-0333	Daniel Rodrigue Patrick Blouin Marie-Ève Robitaille
3259	Beloeil	0301-0344 0301-0345 0301-0346 0301-0347	Richard Morisseau Gilles St-Pierre Jacques Létourneau Cynthia Côté
3300	Québec	0301-0353 0301-0354 0301-0355 0301-0356	Pierre Soucy Frédéric Brisson Annick Nelson Renée Dancause
3332	Longueuil	0301-0636 Alt/supp	Marc Rochon Danielle Gauron
3333	Longueuil	0301-0359	Jean-Guy Perreault
3350	Montréal	0301-0617 0301-0618 0301-0619 Alt/supp	Margaret Godbeer Martin Rassenti Chérie Thomas Paul Malizia
3535	Montréal	0301-0376 0301-0377 0301-0378 0301-0379	Daniel Dussault Robert Boulais Daniel Hébert Daniel Boucher
3617	Gatineau	0301-0386	Jean-Yves Bouchard
3624	Trois-Rivières	0301-0387 0301-0388 0301-0389 0301-0390	Marc Caron Marc Charron Alain Caron Éric Pinsonnault
3700	Montréal	0301-0639 0301-0640	Éric Bergeron Michel Arsenault
3758	Montréal	0301-0659 0301-0660	Suzanne Bergeron Linda Pelchat
3783	Montréal	0301-0397 0301-0398 0301-0399 0301-0400	Dominic Morin Pascal Bolduc Jean François Hardy Francis Jean
3812	Québec	0301-0405 0301-0406 0301-0407	Richard Duperron Michel Lebel Angelique Paquette

**LOCALS / SECTIONS LOCALES**
**QUÉBEC / QUÉBEC**

3939	Montréal	0301-0781 0301-0782 0301-0783 0301-0784	Benoit Trottier Frédéric Lalonde Louise-Phillippe Tremblay Jean Rock Lamoureux
3993	Hull	0301-0608 0301-0610	Francis Cantin Patrick Desjardins
4041	Montréal	1721-0009 1721-0010 1721-0011	Karene Benabou Veronique Bond Margarita Ioussoupova
4901	Montréal	1721-0016	Martin Bergeron
4238	Boisbriand	0301-0434 0301-0435	Stéphane Boucher Isabelle Lefebvre
4250	Montréal	0301-0436 0301-0437 0301-0438 0301-0439 0301-0440 0301-0441 0301-0442 0301-0443 0301-0444 0301-0445 0301-0446	Stéphane Bouchard Chantal Gaumont Catherine Bert Luc Foata Claude Gaudreault Robert Lafontaine Frédéric Lefebvre Stéphane Miville Eric Vaillancourt Eric Proulx Andre Poulin
4475	Sherbrooke	0301-0612	Suzanne Desloges
4476	Québec	0301-0480	Martin Maltais
4490	Montréal	0301-0484	Sylvie Gagné
4502	Laval	0301-0489	Anne Leclair
4534	Laval	0301-0496 0301-0497 0301-0498	Martin Gagnon Francis Desjardins Stéphane Lavoie
4582	Québec	0301-0505 0301-0506	Guyline Deschênes Manon Corbeil
4628	Rimouski	0301-0516 0301-0517	Marleine Guimond Richard Labelle
4688	Montréal	0301-0523	Hani Matta
4713	Montréal	0301-0528 0301-0529	Nathalie Brousseau Dominic Laforest
4755	Westmount	0301-0537 0301-0538	Maureen Daley Diane Béliveau

**LOCALS / SECTIONS LOCALES****QUÉBEC / QUÉBEC**

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4949	Mont-Tremblant	0301-0753 0301-0754	Henri-Noël Govinden Jean-François Gagné
4953	Québec	0301-0689 0301-0690 0301-0691	Daniel Poisson France Morin Francine Lamothe
5044	Rimouski	0301-0576 0301-0577 0301-0578	Diane Gagné Claude Poirier Tristan Gallant
5144	Rimouski	0301-0580 0301-0581 0301-0582 0301-0583	Jean-Paul Laviolette Alain Samson Brian Leclerc Isabelle Ouellet
5222	Sainte-Thérèse	0301-0584	Roger Bazinet
5425	Montréal	0301-0588 0301-0589	Brigitte Camirand Guy Jolicoeur
5436	Trois-Rivières	0301-0644 0301-0645 0201-0646	Manon Lupien Louis Huard Marise Bronsard

**LOCALS / SECTIONS LOCALES****ONTARIO**

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1	Toronto	0401-1464 0401-1465 0401-1466 0401-1467 0401-1468 Alt/supp	Michel Carriere John Camilleri Dawn Marie Voss Barry Macangus Robert Handley Carol Eno
2	Toronto	0401-1475 0401-1476 0401-1477	Mike McKee Dave Lamanna Gaetano Franco
3	Sault Ste. Marie	0401-1540 0401-1541 0401-1542	William Girardi Marc Harrington Anthony D'Ettorre
12	Chatham	0401-0001 0401-0002 0401-0003	Debra A. Cooper-Lightell Glenn Harding Joe Turner
32	Cambridge	0401-0016 0401-0017	Michael Gregorasz Raymond Burigana
53	Whitby	0401-0020 0401-0021 0401-0022 Alt/supp	Karen Wilson Mike Woodward Greg French Kevin Cochrane

**LOCALS / SECTIONS LOCALES**
**ONTARIO**

54	Ajax	0401-0023 0401-0024	Brandon Walker Steve Peters
57	Guelph	0401-1514 0401-1515	Christopher Samelli Donna Duquette
65	Fort Frances	0401-0025 0401-0026 0401-0027	Lori Caul Jane Hayes Christy Crans
66	Mississauga	0401-0029 0401-0030 Alt/supp	Sergio Filice Chris Schin Danny Rocca
67	Sault Ste. Marie	0401-0031 0401-0032 0401-0033	Susan Bursche Terri Desbiens Steven Koskinen
68	Kitchener	0401-0034 0401-0035 0401-0036 Alt/supp	Doug Kudoba Jason Carmount Bob Underwood Kevin Hilgartner
79	Toronto	0401-1227 0401-1228 0401-1229 0401-1230 0401-1231 0401-1232 0401-1233 0401-1234 0401-1235 0401-1236 0401-1237 0401-1238 0401-1239	Van Nguyen Avaline Miller Glenda McElwain Bevoria Martin-Clarke Ruth Comfort Yasmin Makani Ann Dembinski Wendy Johnston Beverley Pike Fred Taylor Doreen Tripp Virginia Ashberry Helen Kennedy
82	Windsor	0401-0040 0401-0041 0401-0042	Jim Wood Tom Lyons Mke Preston
87	Thunder Bay	0401-0043 0401-0044 0401-0045 0401-0046	Marie Dean Dave Sutton Suzanne Gustafson Jackie Andrew
101	London	0401-0047 0401-0049 0401-0050 0401-0051	Rhea Campbell Angela Smith Kimberly Burnard Michael Davis
107	London	0401-0052 0401-0053 0401-0054 0401-0055	Dennis Reed Alastair Bruff Jamie McBride Larry Coughlin

**LOCALS / SECTIONS LOCALES**
**ONTARIO**

109	Kingston	0401-0056 0401-0057 0401-0058 0401-0059	Lacricia Turner Julia Lynch Cliff Bridgen John Hale
126	Peterborough	0401-0065 0401-0066	Lynda Bolton Shirley Prosser
129	Pickering	0401-0069 0401-0070 0401-0071 Alt/supp	Richard Saunders Al Lillie Dave Whitehouse Horace Jordan
131	Peterborough	0401-0072 0401-0073	Andrea Legault Linda Curtin
132	Region of Durham	0401-1518 0401-1519 0401-1520 0401-1521 0401-1522 Alt/supp	Shirley Nacynski Jackie Campbell Brenda Alexander Jan Tutton Tracey Lake-Clark Raye Woodley
133	Niagara Falls	0401-0075 0401-0076 0401-0077	Cathy Slee Gloria Moore Lena Hantziagelis
145	Georgetown	0401-0078 0401-0079 0401-0080 0401-0081 0401-0082 Alt/supp	Pat Dmitruk Victoria Browne Ra y Walker Eric Witvoet Lester Croxen Christina Sellars
146	North Bay	0401-0083	Henri Giroux
148	Sudbury	0401-0088	Sylvie Moreau
150	St. Catharines	0401-0089 0401-0090 ALT/SUPP	Lou Felice Tom Greenhalgh Tom Davis
151	Thorold	0401-0091	Mike Williamson
157	St. Catharines	0401-0093 0401-0094	Rebecca Paprzycki Greg Hemphill
181	Durham	0401-0102 0401-0103 0401-0104 0401-0105 0401-0106 0401-0107 0401-0108 Alt/supp	Don Bryans Rod King Karen Ulrich Lori Cross Marion Moore Maureen MacInnis Pauline Morrison Bill Checkett

**LOCALS / SECTIONS LOCALES**
**ONTARIO**

229	Kingston	0401-1444 0401-1445 0401-1446 0401-1447 Alt/supp	Rick Byrom Derek Cole Pat Cummings Kevin Cuthbertson Jim Kemp
241	Guelph	0401-0111 0401-0112 0401-0113 Alt/supp	Ken Moser Brad Kellowoay Paul Clulow Misty Gagne
255	Hanover	0401-0120 0401-0121 Alt/supp	Carrie Schwippl Sherry Anstett Wayne Kaufman
256	Guelph	0401-1460 0401-1461 0401-1462	Dave Kerr Bill Foster Tino Comini
416	Toronto	0401-0124 0401-0125 0401-0126 0401-0127 0401-0128 0401-0129 0401-0130 0401-0131 0401-0132 0401-0133 0401-0134 0401-0135 0401-0137 0401-1573	Mark Ferguson Darin Jackson Peter Ouellette Jim Innes Colin MacDonald Peter Trajanovski Ben De Sousa Bozena Mathlin Pat Lenathen Dave Behan Alex Krebelj Paul Lepage Graham Marquette Domenico Maugeri
434	Timmins	0401-0138	Susanne Mavor
503	Ottawa	0401-0143 0401-0144 0401-0145 0401-0146 0401-0147 0401-0148 0401-0149 0401-0150 0401-0151 0401-0152 0401-0153 0401-0154 0401-0155	Wayne Chevrier Pierrette St-Louis Roger Guay Brian Madden Peter Cutter Joan Keith James Watson Wil Kelly Carrie Lynn Poole-Cotnam Brian Moloughney Tammy Stafford Barb Potvin Ana Bettencourt Da Silva
504	Peterborough	0401-0156 0401-0157	Patrick Crough Daryl Stevenson
543	Windsor	0401-1265 0401-1266	Jean Fox Giacinto Simonetti

**LOCALS / SECTIONS LOCALES**
**ONTARIO**

786	Hamilton	0401-0168 0401-0169 0401-0170 0401-0172	Jannean Jones Reid William Leonard Vanhoek Kevin Cook Domenic D. Pasquale
791	Kitchener	0401-0175 0401-0176 0401-0177 0401-0178	Johanna Ellis Terry Bezanson Maureen Manning Dale Hanke
793	Waterloo	0401-0179 0401-0180 0401-0181	Mike Greulich Greg Macedo John Quaiser
822	Kenora	0401-0188 0401-0189 Alt/supp	Debra Marcino Donna Wiebe Larry Somers
831	Brampton	0401-0190 0401-0191 0401-0192 0401-0193 Alt/supp	Fabio Gazzola Levi Bourgeois Marshall Garratt Ryan Smart Elisabeth Ferreira
841	St. Thomas	0401-0194 0401-0195	Dawna Halls Nancy Speirs
855	Lindsay	0401-0197 0401-0198 0401-0199	Roy Purdy Shelley Ferguson Michele Osborne
870	Ottawa	0401-0203 0401-0204 0401-0205 0401-0206	Bonnie Soucie Michael Hurley Janice Roe Ken Desroches
894	Sault Ste. Marie	0401-0208 0401-0209 0401-0210	Gayle Phillips Yvonne Kilby Tracey Wetzl
905	Toronto	0401-0217 0401-0218 0401-0219 0401-0220 0401-0221 0401-0222	Derek Bakshi Doug Sheppard Nikki Sheppard Guila Cukier Bev Blair Mark McDonnell
907	Belleville	0401-0229 0401-0230	Elizabeth Van Stone Doug Shortt
942	Ottawa	0401-0237 0401-0238 0401-0239 Alt/supp	Amir Sigarchi Brenda Hardy Tania Hoffman Leo Sammon

**LOCALS / SECTIONS LOCALES**
**ONTARIO**

966	Brampton	0401-0241	Shereen Rampersad
		0401-0242	Euarda Sousa-Dyken
		0401-0243	Hayley Thomas
		0401-0244	Michel Revelin
		0401-0245	Lola Silbourne
		0401-0246	Mary-Jo Falle
		0401-0247	Fausto Macri
		0401-0248	Attilah Williams
		0401-0249	Cam Richardson
967	Rexdale	Alt/supp	Bonnie Petrie
		0401-1507	Kelly Yaremko
		0401-1508	Doug Oldham
973	Guelph/Wellington	0401-1509	Todd Hamden
		0401-0250	David Peshnak
		0401-0251	Steve Walmsley
997	Haliburton	0401-0252	Sylvia Miller
		Alt/supp	Enza Commisso
		0401-0253	Lynn Raback
		0401-0254	Herb Pounder
1000	Toronto	0401-0255	Debbie Gillan
		0401-0256	Bill Campbell
		0042-0002	Bob Walker
		0042-0003	Larry Alderdice
		0042-0004	George Harrison
		0042-0005	Dan Farrell
		0042-0007	John Sprckett
1011	Burlington/Oakville	0042-0008	Dave Shier
		0042-0009	Katie Lack
		0401-0260	Tony Cunha
1019	St. Catharines	0401-0261	Dave Dickson
		0401-1370	Dave Matthews
		0401-1371	Jon Brunarski
		0401-1372	Basil Riolino
1022	Belleville	Alt/supp	James Simpson
		0401-0263	Donna Howes
		0401-0264	Lee-Ann Evans-West
		0401-0265	Mary Jean Derushie
		0401-0266	Matt Sinclair
1065	Burlington	Alt/supp	Pam Boomhower
		0401-0271	Korry Spehar
		0401-0272	Mara Lucas
		0401-0273	Lorena Ricci
1072	Kenora	Alt/supp	Brandy Fehr
		0401-0274	Dianne Wood
		Alt/supp	Laurie Kozlowski

**LOCALS / SECTIONS LOCALES****ONTARIO**

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1101	Sturgeon Falls	0401-0277 0401-0278	Micheline Guenette Gabrielle Gagné
1140	Timmins	0401-0285 0401-0286	Nancy Loyer Lynn Piquette
1146	Woodstock	0401-0291 0401-0292 0401-0293	Vera Struyk Mikael Beijbom Elizabeth William
1156	Toronto	0401-0294 0401-0295 0401-0296 0401-0297	Calvin Campbell Celia Bequibel Answilla Joseph Michael Smith
1182	Sudbury	0401-0306 0401-0307	Diana Garvin Louise Rafuse
1196	York	0401-1271 0401-1272 0401-1273 0401-1274 0401-1275 Alt/supp	Pedro Granados Vince Squillacioti Larry Emmanouil Chantelle Lauchlan Deborah Lannkin Alt/supp-Milan Aleksich
1230	Toronto	0401-0317 0401-0318 0401-0319	Wasył Sydorenko Alison Paul Lisette Henrich
1238	Chatham	0401-1373 0401-1374	Jodi McGill Sandy Smids
1247	Pembroke	0401-0320	Mike Watson
1263	Welland	0401-1276 0401-1277 0401-1278 0401-1279 0401-1280	Susan Schmidt Bonnie Robison Cathy Pirson Pam Smith Wendy Guignard
1280	Willowdale	0401-1552 0401-1553 0401-1554 0401-1555 Alt/supp	Julian Farinha George Ferlenda Ross Ferlendar David Gorringe Joseph Kole
1281	Toronto	0401-1549 0401-1550 0401-1551	Jennifer Stacey Denise Hammond Stephen Seaborn
1291	Sarnia	0401-1419	Karen Allen
1306	Peterborough	0401-0335	Christine Lang

**LOCALS / SECTIONS LOCALES****ONTARIO**

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1307	Ottawa	0401-0337 0401-0339	Beatrice Duah Kelly McDougall
1317	Welland	0401-0343 0401-0344 0401-0345 0401-0346	Anna Maxner Sylvia Nemcko Vicki Lehoux Darren Levere
1328	Toronto	0401-1293 0401-1294 0401-1295 0401-1296 0401-1297 0401-1298 0401-1299	Maureen Ryan Daniela Venturin Jose Duarte Lena Morra Patti Chapman Patricia Roche Lina Naccarato
1329	Oakville	0401-0349 0401-0350	Linda Barrett Eric Juengel
1334	Guelph	0401-0352 0401-0353 0401-0354 Alt/supp	Nancy Morley Janice Folk-Dawson Laura Solomon Darrin Chasty
1338	Ottawa	0401-0355 0401-0356 0401-0357 Alt/supp	Robert Campeau Ron Benger Ernie Dion Murray Grant
1339	Powassan	0401-0358 0401-0359	Amanda Farrow Ian McCharles
1348	Amherstburg	0401-0360 0401-0361 0401-0362	Cathy Barrett Dianne Serran Christine McLeod
1356	Toronto	0401-0363 0401-0364 0401-0365 0401-0366	Dharshini Sharvadaran David Hylton Calvin Traynor Karen Savage
1385	Stratford	0401-0374 0401-0375	Beth Walker Sherry Boyce
1393	Windsor	0401-0376 0401-0377 0401-0378	Mary Brownlie Chris Kolonelos Dean Roy
1394	Willowdale	0401-0379 0401-0380	Edna Takahashi Rubemelda Magill
1404	Dundas	0401-0382 0401-0384 0401-0385	Dario Dolan Judy Okacza Karen Shimoda

**LOCALS / SECTIONS LOCALES**
**ONTARIO**

1453	Peterborough	0401-0387 0401-0388 0401-0389 0401-0390	Terri Elliott Anne Cook Rita Collins Kathi Morck
1480	Kingston	0401-0395 0401-0396 0401-0397 0401-0398	Kathie Dillabough-Bos Joan MacGregor Mavis Hulley Donna Jackson
1483	Mississauga	0401-0399 0401-0400 0401-0401 0401-0402	Rosemary Darpino Claude Duchesneau Denny Lenz Cephas Hotei
1487	Scarborough	0401-0404 0401-0405 0401-0406 0401-0407 Alt/supp	Evelyn Lafreniere Brenda Pugh Eddie Dasilva Zoran Pivalica Doug Allen
1496	Cornwall	0401-0409 0401-0410 Alt/supp	Brenda Archambault Crystal Loney Tammy Wheeler
1502	Pembroke	0401-0411 0401-0412	Cindy Schulz Simone Burger
1521	Ottawa/Lanark	0401-0416 0401-0417 0401-0418 0401-0419 Alt/supp	Steve Sanderson Chitra Kanhere Gayle Murdie Erin Filion Nancy Lyon
1528	Sault Ste. Marie	0401-0420 Alt/supp	Rochella McGaughey Cheryl Palazzi
1544	Timmins	0401-0425 Alt/supp	Donald Guillemette Tim Laforce
1548	Renfrew	0401-0426 0401-0427	Debbie Howes LeeAnn Somerville
1565	Toronto	0401-0430 Alt/supp	Vivienne Loblack Marcia Williams
1571	Richmond Hill	0401-1556 0401-1557 0401-1558 Alt/supp	Andy Orfanakos Carmine Turco Peter Lucca Stephen Dignard
1582-01	Toronto	0401-1449	Nancy Friday

**LOCALS / SECTIONS LOCALES**
**ONTARIO**

1600	Toronto	0401-1300 0401-1301 0401-1302	Jennifer Martin David Farr Grant Ankenman
1623	Sudbury	0401-0442 0401-0443 0401-0444 0401-0445	Sharon Richer Roger Richer Lise Morrisette Dave Shelefontiuk
1628	Mississauga	0401-0447 0401-0448 0401-0449 0401-0450 Alt/supp	Carol Blackwell Evelyn Blackwell Linda Racicot Cynthia Garrick Penny Maltman
1656	Waterloo	0401-0452 0401-0453 0401-0454	Reiner Strenzke Mark Goodwin Harry Slupekis
1734	Newmarket	0401-0460 0401-0461 0401-0462 0401-0463 0401-0464 0401-0465 Alt/supp	Angie D'angelo Todd Canning Sarah Kahan Sylvia Hall Liz McDonald John Britnell Lori Canner
1750	Don Mills	0401-0468 0401-0471 0401-0472 0401-0473	Beth Harris Jim Braund Tony Dinardo Martim Gaspar
1764	Oshawa	0401-1340 0401-1341 0401-1342 0401-1343 0401-1344 0401-1455 Alt/supp	Pauline Hopley Spencer Jones Robert Taylor Victoria Micheaux Lynn Sutton Nancy Spafford Jon McPeake
1776	Brampton	0401-1547 0401-1548	Geraldine Slark Sean Hannaford
1781	Kenora	0401-0485 Alt/supp	Judy Bain Melanie Ogilvie
1785	Oshawa	0401-0486 0401-0487 0401-0488 Alt/supp	Dan McGregor Tom Sutherland Fred Collins Jim Elliott
1797	Hamilton	0401-0491 0401-0492	Susan Camara Patricia Hitchcock

**LOCALS / SECTIONS LOCALES**
**ONTARIO**

1813	Muskoka/Parry Sound	0401-0494 0401-0495 0401-0496	Wenda Orchard Lillian Fraser Nancy Price
1880	Sault Ste. Marie	0401-0500 0401-0501 0401-0502	Matt Cavaliere Andy Boucher Tammy Robinson
1882	Cambridge	0401-0504 0401-0505 Alt/supp	Margaret Pasher Devon Hogue Monique Garnett
1883	Kitchener/Waterloo	0401-0506 0401-0507 0401-0508	Jan Richards Valerie McGlynn Susan Matthews
1909	Lindsay	0401-0510 0401-0511 0401-0512 Alt/supp	Maggie Jewell Melissa Lotton Joanne Head Janet Sheehey
1997	Cornwall	0401-0530 Alt/supp	Diane Patenaude Suzanne Campbeau
1999	Oshawa	0401-0531 0401-0532 0401-0533 0401-0534 0401-0535 Alt/supp	Cathy Loyst Joanne Love Pam Parks Dona Fletcher Lori Bolle Marjorie Giroux
2026	Mississauga	0401-0537 0401-0539	Robin D'agostino Tina Divona
2040	Newmarket	0401-1346 0401-1347 0401-1348 Alt/supp	Kirsten Eade Betty Lou Morgan Sue Hurst Colleen Maschmann
2049	North Bay	0401-0545 0401-0546	Christine Allard Elaine Kendall
2067	Windsor	0401-0547	Michael Fish
2073	Toronto	0401-0548 0401-0549 0401-0550	Karen MacKenzie Rob Chamberland Neelu Adamji
2119	Smiths Falls	0401-0554 0401-0555 0401-0556	Rhonda Eaton Sandy Kulp Lilliane McClean
2175	Kingston	0401-0564	William (Bill) Parkinson

**LOCALS / SECTIONS LOCALES**
**ONTARIO**

2179	Thunder Bay	0401-0566 0401-0567 Alt/supp	Becky Jewett Allan McCormick Kory Pecchia
2190	Toronto	0401-0570 0401-0571 0401-0572 Alt/supp	Nancy Simone Audrey McCracken Yvette Wood Ana Ribeiro
2191	Toronto	0401-0573 0401-0574 0401-0575 0401-0576 Alt/supp	Teison Sammy Teresa Colangelo Elbert Joseph Daniela Greco Veriline Howe
2196	Timmins	0401-1569	Mike McMeekin
2197	Belleville	0401-0584 0401-0585	Kelly Stevenson Mark Zwart
2199	Orleans	0401-0586 0401-0587	Margaret Huot Joanne Waddell
2204	Ottawa	0401-0588 0401-0589 0401-0590 Alt/supp	Carla Tomlinson Rose Ann Cotter Shellie Bird Athina Basiliadis
2221	Toronto	0401-0593 0401-0594	Haroula Annis Mahmoud Saddo
2247	Campbellford	0401-0599	Wanda Tucker
2276-01	St. Catharines	0401-1559 0401-1560 0401-1561	Christine Broad Maxine Johnson Kristine Mod
2280	Peterborough	0401-0606 0401-0608	Cathy Webdale Luanne Roy
2286	Windsor	0401-1304 0401-1305 0401-1306	Cathy Matthe Debbie Nichol Michelle Harron
2289	Toronto	0401-0609 0401-0610	Christina Gilligan Gisella Perri
2290	Kingston	0401-1512 0401-1513	Marilyn Nadeau Margaret Gollogly
2316	Toronto	0401-0614 0401-0615 0401-0616 0401-0617	Aubrey Gonsalves Don Davis Mike Dineen Patricia Martino

**LOCALS / SECTIONS LOCALES**
**ONTARIO**

2328	Thorold	0401-0618 0401-0619 0401-0620 Alt/supp	Serge Ferruccio Tracy Nickel Kim Kane Nicole Robertson
2331	Aurora	0401-0621 0401-0622 0401-0623 0401-0624	Elena Dinardo Patricia Dignard Catherine Tremblay Karen Oldfield
2345	Windsor	0401-0629 0401-0630 0401-0631	Rosanne Lauzon Desiree Harris-Paseka Charlotte O'Neill
2357	Ottawa	0401-0633 0401-0634 0401-0635 0401-0636 Alt/supp	Sherry Bellefeuille Carla Janelle Allison McSheffrey Bonnie Kennedy Doug Besharah
2361	London	0401-1469 0401-1470 0401-1471	Darryl Stanley Steve Pepper Kathleen Brown
2381	Newmarket	0401-0643 Alt/supp	Lisa McConkey Rosemary Gibbs
2424	Ottawa	0401-0644 0401-0645 0401-0646 0401-0647	Wiz Long Kim Heuff Pam Griffin-Hody James Simpson
2481	Gravenhurst	0401-0655 0401-0656	Nancy Jewell Cindy Seaton
2484	Toronto	0401-1479 0401-1480 0401-1481 Alt/supp	Tammy Blair Janet Teibo Maria Wisniowska Marsha Duncan
2486	Thunder Bay	0401-1566 0401-1567 0401-1568	Rodney McGee Don Briand Barry Crawford
2544	Mississauga	0401-0660 0401-0661 0401-0662 0401-0663 0401-0664 Alt/supp	Peter Francella Junior Edwards Haroon Mohammed Tony Pereira Tim Thornton Jody Oneil
2557	Forest	0401-0669 0401-0670	Pat Riedel Lorrie Frayne

**LOCALS / SECTIONS LOCALES**
**ONTARIO**

2563	Toronto	0401-1451 0401-1452 0401-1453 Alt/supp	Jennifer Dantas Doreen Lalor Catherine Webb Ardys Mager
2564	Carleton Place	0401-0671 Alt/supp	Patricia Carey Mia Warwick
2599	Sudbury	0401-0675 0401-0676	Roland Quenville Shailagh Hart
2605	Ottawa	0401-0677 0401-0678	Webdt Bonneville Paul Schwemler
2620	Oakville	0401-0680 0401-0681	David Jewer Steve Thornton
2628	Cobourg	0401-0689 0401-0690 0401-0691	Peggy Smith Mary Anne Shaw Jamie West
2737	Cornwall	0401-0703	Maurice Piquette
2770	Ottawa	0401-0708 0401-0709 0401-0710	Tina MacDonald Debbie Lalonde Ronald Blais
2816	Toronto	0401-0712 0401-0713 0401-0714 Alt/supp	Mohammad Ali Shirani Sheila Dickson Leonora Foster Gervasio Rocha
2828	L'Orignal	0401-0716	Nathalie Pilon
2875	Ottawa	0401-0722 0401-0723 0401-0724	Gary Sprague Dawn Seguin Peter Anis
2888	Burlington	0401-0725 0401-0726	Pat Nastasi David Langdon
2892	Winchester	0401-0728 Alt/supp	Amy Jamieson Angie Hamilton
2926	Wyoming	0401-0730 0401-0731	Holly Lankin-Braun Mary Aikin
2936	Ajax	0401-0732 0401-0733 0401-0734 0401-0735	Patricia Lamoureux Matt Parr Darin Avery Kimberly Blanchard

**LOCALS / SECTIONS LOCALES**
**ONTARIO**

2974	Essex	0401-1488 0401-1489 0401-1490 Alt/supp	Ian Nash Richard Turton Sarah White Dustin Anderson
2998	Toronto	0401-0741 0401-0742 0401-0743	Nicole Kaysen Chantelle Flowers Audrey Chan
3000	Winchester	0401-0744 0401-0745	Myrna Doornwaard Bonnie Adams
3022	Almonte	0401-0751 0401-0752	Linda Melbrew Cathy Porteous
3045	Geraldton	0401-0755 0401-0756	Ginette Ledger Vickie Beckett
3101	Ottawa	0401-0763 Alt/supp	Stéphane Cyr Brigitte Jetté
3127	Timmins	0401-0767 0401-0768	Elizabeth Pablo Brenda Laronde
3137	Windsor	0401-0770 0401-0771 0401-0772 Alt/supp	Colette Brockman Sandi Whittaker Amanda O'Beid Linda Timpson-Renaud
3169	Ottawa	0401-0777	Véronique Ménard
3175	Kingston	0401-0779 0401-0780	Cathy Howard Shannon Parker
3189	Orleans	0401-0783 0401-0784 Alt/supp	Lise Voisine Hélène Lafleur Johanne Lamesse
3191-01	Toronto	0401-0786 Alt/supp	Ann-Marie George Patricia Barrientos
3192	Shelburne	0401-0787 0401-0788 Alt/supp	Heather Rideout Tammy Sale-Rosa Kara Purdie
3202	Toronto	0401-0789 Alt/supp	Robin Miller Peter Votsch
3224	Toronto	0401-0795 0401-0796	Wanda France Sritharan Sivagnanam
3236	Toronto	0401-0797	Nick Valente

**LOCALS / SECTIONS LOCALES**
**ONTARIO**

3252	Mississauga	0401-0800 0401-0801 0401-0802 Alt/supp	Joe Ricci Laird MacLeod Josephine Stewart Joe Manankil
3261	Toronto	0401-0804 0401-0805 0401-0806 0401-0807	Nik Kostaki Rob Eidukaitis Kelly-Anne Clements Ron Hoinkes
3268	Unionville	0401-0808 0401-0809 Alt/supp	Ruthlyn Wright Imogene Henry Murene Cassie
3302	Ottawa	0401-0811 0401-0812 0401-0813 Alt/supp	Charmaine Jerry Marcia Williams Grae Koscielniak John Peprah
3313	Peterborough	0401-0814 0401-0815	Monique Gendron Ann Valentini
3367	Thunder Bay	0401-0821 0401-0822	Beth Alken brack Karen Desgagne
3390	Alexandria	0401-0825 Alt/supp	Loraine Austin Connie Hurtubise
3393	Toronto	0401-1571	Ilian Burbano
3396	Hamilton	0401-0826 0401-0827 0401-0828	Linda Durkin Christine Bartnik Farina Templeton
3519	Toronto	0401-0840 0401-0841	Wilson Muise Robert Laurin
3572-02	Toronto	0401-0846 0401-0847 Alt/supp	Nicole Dunphy Lisa Thompson Ethel Burchill
3634	Kenora	0401-0863 Alt/supp	Lori Hoppe Karen Percy
3651	Markham	0401-0865 0401-0866	Joe Reddy Jim Tsoutsas
3690	Sarnia	0401-1499 0401-1500	Linda MacLellan Doug Downie
3691	Ottawa	0401-0873 Alt/supp	Eric St-Jean Madeline Hérissé

**LOCALS / SECTIONS LOCALES**
**ONTARIO**

3744	Markham	0401-1472 0401-1473 Alt/supp	Emily Downey Carl Tulloch Maria Bernadet Fernandes
3791	Toronto	0401-1574 0401-1575 Alt/supp	Isabel Alvir Ann-Marie Scarlet Miranda Toussaint
3798	Toronto	0401-1288 0401-1289	Darlene Gumbs Larry Giffin
3808	Rexdale	0401-0891 Alt/supp	Patricia Pitt-Anderson Raquel Bibby
3826	Ottawa	0401-0893 0401-0894	Marcel Walsh Amy Stewart
3851	Ottawa	0401-0896 Alt/supp	Zahra Alam Keri Lewis
3877	Etobicoke	0401-0900 Alt/supp	Munice Wright Jennifer Oliverrie
3902	Toronto	0401-1349 0401-1350 0401-1351 0401-1352 0401-1353	Wayne Dealy Anthony Julic Tadhg ó Muiris Kass Gibson Paul Gorczynski
3904	Toronto	0401-1379 0401-1380 0401-1381 0401-1382	Robert Coelho Donald Elder Sylvia O'Sullivan Joseph Zboralski
3906	Hamilton	0401-0912 0401-0913 0401-0916	Alex Weber Norm Pase Nick Longaphy
3907	Toronto	0401-1281 0401-1282 Alt/supp	Cristina Guerrero Yongfang Jia Safia Gahayr
3913	Guelph	0401-0921 0401-0922 0401-0923 0401-0925	Nino Scavello Mopelolade Ogunbowale Reza Esfahani Jaime Brenes Reyes
3943	Hamilton	0401-0930	Jim Beattie
4000	Ottawa	0401-1425 0401-1426 0401-1427 0401-1428 0401-1429 0401-1430	Lise Mainville Kim Monette Camille St-Georges Neil Hillier Maureen Dowling Steve Polk

**LOCALS / SECTIONS LOCALES**
**ONTARIO**

		0401-1431	John Ferguson
		0401-1432	Albert Dupuis
		0401-1433	Lou Burri
		Alt/supp	Bruce Waller
4040	Ottawa	1721-0002	Sandra Arbuckle
4047	Toronto	1721-0013	Martyn Smith
		1721-0014	Angela Montano
		1721-0015	Julianne Vondrejs
4092	Toronto	1721-0020	Michel Cournoyer
		1721-0021	John Reis
		1721-0022	Denis Montpetit
		1721-0023	Lesley Swann
		1721-0024	Marc Roumy
		1721-0025	Jeff Taylor
		1721-0049	Eric Johanssen
		1721-0051	Nick Bererridge
		1721-0052	Dea Pasini
4109	Orleans	0401-0938	Marie-Claire Mayer Leclair
		Alt/supp	Joseph Nicolas
4153	Hamilton	0401-0942	John Tompa
		0401-0943	Clive Copeland
		0401-0944	Arch Walker
4154	Cornwall	0401-1491	Rhonda Peterson
		0401-1492	Liz Harrison
		0401-1493	Jim Carroll
4155	Cornwall	0401-0946	Joanne Ravary
		0401-0947	Diane Gratton
		0401-0948	Jean Carrière
		Alt/supp	Dianne Larocque
4156	St. Catharines	0401-1414	Frank Ventresca
		0401-1415	Mark Luciani
		0401-1416	Joseph Thibodeau
		0401-1417	Linda Ivey
		0401-1418	Albert Lostracco
4168	Windsor	0401-0950	Suzanne Mills
		0401-0951	Thelma McNear
		0401-0952	Brian Kershaw
4175	Wingham	0401-0954	Joanne Robinson
4186	London	0401-0955	Moir Bell
		0401-0956	Patricia Kleber
		0401-0957	Jennie Gosso Martz
		0401-0958	Jan Sochacki

**LOCALS / SECTIONS LOCALES**
**ONTARIO**

4191	Mississauga	0401-0959 0401-0961	Hilary Brown Fernando Flores
4207	St. Catharines	0401-0964 0401-0965 0401-0966 0401-0967	Jeff Cornelissen Daniel Crow Dayn Gray Joan Dundas
4222	London	0401-0969 0401-0970	Sharon Mannering Dave Denouden
4248	Toronto	0401-0976 0401-0977 Alt/supp	Patricia Clark-Bayne Glenda London Narcisa Yape
4258	Ottawa	0401-0978 Alt/supp	Sylviane Charland Marie Pelletier
4293	Cochrane	0401-0985 Alt/supp	Paolo Merenda Robert Mills
4299	Tecumseh	0401-0989 0401-0990	Anthony Cutrone Steve Boisclair
4308	Toronto	0401-1308 0401-1309 0401-1310 Alt/supp	Kelly O'Sullivan Angela Connors Xolisiwe Ndlovu Irene Ryner
4325	Guelph	0401-0994 0401-0995	Cathy Thomas Liz Green
4365	Scarborough	0401-1004 0401-1005 0401-1006 0401-1007	Elizabeth Flood Barb Belcastro Brenda Fortey Brian Davis
4366	Milton	0401-1360	Alexander MacCutchan
4373	Sioux Lookout	0401-1012 0401-1013 0401-1014	Christina Tavares Kimberley Bridgwater Leslie Marshall
4400	Toronto	0401-1031 0401-1312 0401-1313 0401-1314 0401-1315 0401-1316 0401-1317 0401-1318 0401-1319 0401-1320 0401-1321 0401-1322	Reg Blanchard Giselle Burton Danny Casiello Colleen Costa Anne Cowan Darrell Day Andrew Duke Duane Kennedy Miguel Lima Don MacMillan Betty May John McDougall

**LOCALS / SECTIONS LOCALES**
**ONTARIO**

		0401-1323	Katie McGovern
		0401-1324	Terri Preston
		0401-1325	Steve Randall
		0401-1326	Sanjit Rehal
		0401-1327	Stefan Sommer
		0401-1328	Bill Young
		0401-1329	Hellen Yousufzai
		0401-1330	Yolanda McClean
		0401-1331	Anna Hutchinson
		0401-1333	Dave Smith
		Alt/supp	Mike Ciarabellini
4404	New Liskeard	0401-1021	Tisha Lacarte
4540	Ottawa	0401-1040	Brian Grant
		0401-1041	Frank Lamothe
		0401-1042	Norine Gagnon
		0401-1043	Deanna Gostick
		Alt/supp	Gilles Guathier
4557		0401-1562	Adiat Junaid
4559	Toronto	0401-1046	Martin Buchanan
		Alt/supp	Jonathan Venalainen
4850	Windsor	0401-1048	Babak Zamaklooy
		0401-1049	Koustav Dey
4599	Toronto	0401-1053	Marita Phillips Chase
		0401-1054	Cheryl Amedee
		0401-1055	Rocklyn Pearce-Best
4600	Ottawa	0401-1056	James Meades
		0401-1057	Benjamin Spencer
		0401-1058	Sam Ponting
		0401-1060	Priscillia Lefebvre
4605	Hamilton	0401-1063	Carol Gottlob
4660	Barrie	0401-1067	Nancy Ward
		0401-1068	Maureen Cronin
4681	Iroquois Falls	0401-1070	Gaston Romain
4685	Sault Ste. Marie	0401-1072	Andrew Rhodes
		0401-1073	Carrie Withers
4698	Renfrew	0401-1075	Chris Day
4705	Sudbury	0401-1077	Fred Posadowski
		0401-1078	Scott Chartrand

**LOCALS / SECTIONS LOCALES**
**ONTARIO**

4721	Ottawa	0401-1087 0401-1088 0401-1089 0401-1090	Kimberly Ann Gratton Myriam Giroux Marco Pepin Marc Lafrance
4724	Bowmanville	0401-1092	Sara Williamson-Bynoe
4727	Stratford	0401-1093 0401-1094 0401-1095 0401-1096 Alt/supp	Lori Stewart Kim Lincoln Carolyn Scott Jenny Fleischauer Deb Hutton
4751	Millbrook	0401-1102	Stella Griffin
4788	Oshawa	0401-1109 0401-1110 Alt/supp	Hailey Mathers Kevin Bates Lydia Alanguilan
4807	Fort Frances	0401-1113 0401-1114	Rick Bourre Stan Vlotaros
4891	Toronto	0401-1133	Margo Pasley
4914	Mississauga	0401-1137 0401-1129	Doug Trimble Rhonda Grigsby
4921	Brampton	0401-1140 0401-1141	Jannet Barnes Shawna May Gibson
4923	Hamilton	0401-1511	Barbara Howe
4948	Toronto	0401-1146 0401-1147 0401-1148 0401-1149 0401-1150 0401-1151 0401-1152	Brendan Haley Karen Smith Mary Bissell Bran Raymer Viveca Gretton Maureen O'Reilly Carmela DeGiorgio
5001	Toronto	0401-1494 0401-1495	Jeffery Cyril Rafael Olea
5060	Hamilton	0401-1576	Florence Osting
5100	Hamilton	0401-1162 0401-1163 0401-1164 0401-1165 Alt/supp	Jennifer Faulkner Debbie Johnson Nancy Hondula Judy Cartmel Elizabeth Armstrong
5167	Hamilton	0401-1166 0401-1167 0401-1168 0401-1169	Scott McEwan Gordon Farrow James Hunter Ann Stokes

**LOCALS / SECTIONS LOCALES**
**ONTARIO**


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		0401-1170	Carol Ellerker
		0401-1171	Rick Bryson
		0401-1172	Rose MacGowan
		0401-1173	Tracey St. Aubin
5200	Burlington	0401-1179	Tracey Newman
5500	Ottawa	0401-1183	Wayne Watts
		0401-1184	Luc Cyr
5555	Peterborough	0401-1185	Vern Andrus
		0401-1186	Don Postar
		0401-1187	Scott Carl
		0401-1188	Laurie Lucciola
		0401-1189	Sandy Jones
		Alt/supp	Stan Anzlin
5666		0401-1563	Kim Harper
		0401-1564	Martha Reters-Godin
5678	Cornwall	0401-1193	Darrin Cryderman
		0401-1194	Carole Airhart
		0401-1195	Elsie Day
		0401-1196	Laura Eaman
		0401-1197	Marilyn Beattie
		Alt/supp	Susan Hanson
7575	London	0401-1205	Cathy Micks
		0401-1206	Heather Skolly
7780	Hamilton	0401-1211	Alicia Elliston
		0401-1212	Joan Craftchick
		0401-1213	Sharon Hood
7800	Hamilton	0401-1214	Dave Murphy
		0401-1214	Bill Ferguson
		0401-1216	Cathie Weaver
		0401-1217	Jim Johnston
		0401-1218	Tammy Mullins
		0401-1219	Kathy MacKinnon
		0401-1220	Greg Dowdle
		0401-1221	Kevin Charron
		0401-1222	Bernie Scott
7811	Cornwall	0401-1335	Diane Morin
8888	Timmins	0401-1224	Chris Wilson
		0401-1225	Evelyn Smith

**LOCALS / SECTIONS LOCALES**
**MANITOBA**

69	Manitoba	0501-0001 0501-0002 0501-0003	Val McArthur Shelley Bradley Brian Simpson
110	Winnipeg	0501-0190 0501-0191 0501-0192 Alt/supp	Terry Egan Gerry Flood Nestor Conti Nelson Petrash
500	Winnipeg	0501-0167 0501-0168 0501-0169 0501-0170 0501-0171 0501-0172 0501-0173 0501-0174 0501-0176 0501-0177 0501-0178	Mike DSavidson Alex McClurg Karen Byzuk Bob Ripley Joan McMahon Philip Dembicki Michael Wakefield Brian Barron Cathy Williams-Stewart Elizabeth Blair Darrell Hutmacher
737	Brandon	0501-0006 0501-0007 0501-0008	Christine Rempel Barb Gribben Debra Arpin
998	Winnipeg	0501-0013 0501-0014 0501-0015 0501-0016 0501-0017	Mark Hadder Kelli Howell Darryl Forbes Arlene Macklem Michelle Balina
1475	Winnipeg	0501-0022 0501-0023 Alt/supp	Edith Friesen Valerie Beel Terri Coulson-Will
1522	Selkirk	0501-0025 0501-0026 0501-0027	Tamara Bagnall Tammie Burbella Cheryl Levin
1543-01	Winnipeg	0501-0028 Alt/supp	Lori Schroen Margaret Robichaud
1550	Winnipeg	0501-0029 0501-0030 0501-0031 0501-0032 0501-0033 0501-0034	Rose Streick Jodi Jowett Judy Lavallee Ivan Leclerc Patrick Zilkie Gerry Haufschild
1599	Winnipeg	0501-0038 0501-0039 0501-0040	Jack Sellers Amado Bae Debbie Boissonneault

**LOCALS / SECTIONS LOCALES**
**MANITOBA**

1618	Agassiz	0501-0041	Doreen Palidwor
1973	Winnipeg	0501-0055 0501-0056 0501-0057 Alt/supp	Chris Pullen Ric McAlpine Michael McKeever Trish Thiessen
2039	Winnipeg	0501-0058 0501-0059 Alt/supp	Eliece Pinnock-St. Denis Don Cheba Sean McCormick
2136	Brandon	0501-0064 Alt/supp	Lila Magee Maria Patterson
2153	Winnipeg	0501-0066 0501-0067 0501-0068 Alt/supp	Kevin Baldwin Evelyn Barkman Brad Thiessen Dian Federowich
2180	Winnipeg	0501-0069 0501-0070	Nenita J. Masesar Louise Lewis
2348	Winnipeg	0501-0194 0501-0195 0501-0196 0501-0197 Alt/supp	Melissa Shrvell Precious Moyo Roger Procyk Houda Braun Jose Chincilla
2509	Winnipeg	0501-0075 0501-0076 0501-0077 0501-0078 Alt/supp	Elizabeth Briere Danny J. Abarientos James Barasi Marian Sawyer Mario Arquero
2938	Winnipeg	0501-0193	Gale Morton
3206	Eriksdale	0501-0095 0501-0096	Elaine Coverdale Roberta Stocki
3473	Winnipeg	0501-0105 0501-0106 0501-0107 Alt/supp	Sharon Sapoznik Colleen Deegan Yvonne Vermette McCleer Judy Somers
3644	Winnipeg	0501-0108 0501-0109	Heather Dolenuck Sherry Burley
3729	Winnipeg	0501-0110 0501-0111 Alt/supp	Daniel Richards Patti Hartwell Shelly Friesen
3909	Winnipeg	0501-0179 0501-0180	Brian Latour Matthew McLean

**LOCALS / SECTIONS LOCALES****MANITOBA**

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4214	Brandon	0501-0123 0501-0124 0501-0125 0501-0126	Steve Kiss Cyndi Surcon Angie Eilers Laura Hupalo
4270	Portage La Prairie	0501-0128 0501-0129 0501-0130 0501-0131 0501-0132 Alt/supp	Gwen Mutch Candace Wright Pat Unger Pat McFarlane Darrin Cook Sandi Paul
4281	Winnipeg	0501-0187 0501-0188	Jasvinder Bagri Gemma Gomez
4572	Winnipeg	0501-0139 Alt/supp	Sandra Makwich Pamela Eagle
4588	Winnipeg	0501-0142 0501-0143	Ken Faulkner Brent Ingram
4593	Neepawa	0501-0144 0501-0145 0501-0146 0501-0147 0501-0148	Roxanne Naismith Tracy Woycheshin Ron Tippen Janet Husak Lillian Simmons
4642	Winnipeg	0501-0155 0501-0156 0501-0157 Alt/supp	Guy Laroche Lori Grapentine Ellis Sigurdson René Sauvlet
4701		0501-0159 0501-0160	Lorraine Futros Jocelyne Godin
4860	Winnipeg	0501-0162	Dawn Sabeski
8600	Flin Flon	0501-0164 0501-0166	Debby Lundgren Lyla Yaremchuk

**LOCALS / SECTIONS LOCALES****SASKATCHEWAN**

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7	Regina	0601-0001 0601-0002 0601-0003 Alt/supp	Lorne Chow Colleen Blight Sheree Gangl Mark Enright
21	Regina	0601-0004 0601-0005 0601-0006 0601-0007	Tim Anderson Cindy Jessop John Gangl Greg Moyer

**LOCALS / SECTIONS LOCALES**
**SASKATCHEWAN**

59	Saskatoon	0601-0008 0601-0009 0601-0010 0601-0011 0601-0012 Alt/supp	Dave McKee Romuald Lagace Brian Lutzer Gloria Kyowski Stan Macala Matt Baraniecki
287	North Battleford	0601-0018	Dan Suberlak
600-03	Moose Jaw	0601-0190 0601-0191	Jacalyn Luterback Joe Murrell
650	Regina	0601-0211 0601-0212	Pete Prosofsky Dale Riche
859	Saskatoon	0601-0166 0601-0167 0601-0168 Alt/supp	Cliff Reddekopp Mike Stefiuk Art Rachul Jose Juarez
974	Saskatoon	0601-0026 Alt/supp	Evelynn Morden Charlotte Prosser
1594	Regina	0601-0033 0601-0034	Debbie Mihial Gloria Quintin-Cuddington
1975	Saskatoon	0601-0043 0601-0044 0601-0045 0601-0046 0601-0047 0601-0048 0601-0049	Jeff Theis Wayne Foley Linda Reiber Bradley martin Jamie Mellor Helen Schellenberg Kristin Trondson
2268	Saskatoon	0601-0051 0601-0052	Brigitte Scott Doug Kinzel
2669	Saskatoon	0601-0055 0601-0556 0601-0057	Thom Knutson Dolores Douglas Jennifer Wilcox
3287	Saskatoon	0601-0066 0601-0067	Margaret Gail Osachoff Heather Wagg
3730	Saskatoon	0601-0077 0601-0078	Raymond Hickey Ron McLean
3766	Regina	0601-0081	Jackie Christianson
3963	Prince Albert	0601-0086 Alt/supp	Debbi Tichkoswky Tracy Thompson

## LOCALS / SECTIONS LOCALES

## SASKATCHEWAN

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3967	Regina	0601-0087	Scott McDonald
		0601-0088	Gloria Fingas
		0601-0089	Jim Carr
		0601-0090	Tracy Nakonechny
		0601-0091	Cindy Zorn
		0601-0092	Sharon Kerley
		0601-0093	Jean Kotylak
		0601-0094	Wandy Eberle
		0601-0095	Lucy Poelen-Coninx
		0601-0096	Judy Homenuk
		0601-0097	Pauline Yung
4195	Prince Albert	0601-0098	Lyle Theriault
		0601-0099	Tim Timleck
4254	Saskatoon	0601-0202	Dot Stewart
		0601-0203	Debbie Lorenzen
		0601-0204	Karla Kazsmiruk
		Alt/supp	Sharon Gosselin
4747	North Battleford	0601-0169	Grace Wudrick
		0601-0171	Monica Neale
4777	Prince Albert	0601-0115	Bernice Chasse
		0601-0116	Brenda Cubbon
		0601-0117	Darlene Roth
		Alt/supp	Melissa Ma
4784	Yorkton	0601-0121	Margaret Morgan
		0601-0122	Lorie Halvorson
		0601-0123	Verna Friesen
		0601-0124	Carol Sampson
4802	Yorkton	0601-0127	Kathryn Brunskill
4828	Regina	0601-0135	Jodi Slocombe
		0601-0137	Elaine Harding
4980	Yorkton	0601-0189	Donna Smith
5111	North Battleford	0601-0142	Sharon Salikin
		0601-0143	Linda Renkas
		0601-0144	Rhonda Oneschuk
		0601-0145	Donna Krawetz
		0601-0146	Pearl Blommaert
		0601-0147	Cyndy McGregor
5506	Moose Jaw	0601-0151	Linda Vancuren
		0601-0152	Donna Sarich
		0601-0153	Nancy Black
		0601-0177	Sharon Delfrari
5999	Weyburn	0601-0154	Penny Wallace
5999	Weyburn	0601-0157	Sandra Seitz
		0601-0158	Wanda Edwards

**LOCALS / SECTIONS LOCALES****SASKATCHEWAN**

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		0601-0159	Ellen Colbow
		0601-0160	Victor Frank
		0601-0161	Shelly Kapell
		Alt/supp	Janet Peacock
8443	Saskatoon	0601-0163	Candice MacLean
		0601-0164	Jasen Markwart
		0601-0165	Charlotte Sopatyk

**LOCALS / SECTIONS LOCALES****ALBERTA**

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8	Calgary	0701-0001	Irene Chevrefils
		0701-0002	Lisa Byard
		0701-0003	Colette Singh
30	Edmonton	0701-0006	Neil Ketler
		0701-0007	Glenn Hillinger
		0701-0008	Terry Jardine
37	Calgary	0701-0013	Kevin Galley
		0701-0014	Peter Kauffmann
		0701-0015	Elizabeth Tweedale
		0701-0016	Don Monroe
		0701-0017	Sam Basi
		0701-0018	Cyril Wilson
		0701-0019	John MacMillan
		0701-0020	Scott Cush
38	Calgary	0701-0169	Peter marsden
		0701-0170	Karen Brinklow
		0701-0171	Deborah Magson
		0701-0173	D'Arcy Lanovaz
		0701-0174	Kim Jaedicke
		0701-0175	Gary Orsten
		0701-0176	Sasha Wallis
40	Calgary	0701-0021	Robert Anderson
		0701-0022	Richard Scarfe
		0701-0023	Dave Manser
		0701-0024	Marvin Schultz
41	Edmonton	0701-0025	Lola Barrett
		0701-0026	Darleen Olinyk
		0701-0027	Hans Gronau
46	Medicine Hat	0701-0181	David Jones
		0701-0182	Morgan Ferrier
70	Lethbridge	0701-0029	Chris Ingold
		0701-0030	Ron Preddy
		0701-0031	Tim Jablonkay
		0701-0032	Merna Baker
		Alt/supp	Don Nishikawa

**LOCALS / SECTIONS LOCALES**
**ALBERTA**

135	Drumheller	0701-0033	Laura Christopherson
182	Calgary	0701-0034	Regina Vergara
417	Red Deer	0701-0035 0701-0036 0701-0037 0701-0038	Darleen Tracy Rose Siebeneich Derrek Seelinger Brian Davey
474	Edmonton	0701-0039 0701-0040 0701-0041	Terry Doherty Sonny Kalynchuk Felix De Los Santos
520	Calgary	0701-0043 0701-0045 0701-0046	Frank Mettimano Brian Nelson Felice Le Manne
709	Calgary	0701-0047 0701-0048 0701-0049 Alt/supp	David Malden Doug Shelley Robin Hunt Carol Edwards
784	Edmonton	0701-0051 0701-0052 0701-0053	Kevin Martin Mitch Peel Bruce Cutting
787	Grande Prairie	0701-0213 0701-0214	Randolph Wald Rick Hillier
829	Medicine Hat	0701-0208 0701-0209 0701-0210	Sharon Stolz Jake Braaten Lorna Sstatham
898	Peace River	0701-0055	Maureen Walty
941	St. Albert	0701-0223 0701-0224 0701-0225	David Graham Mark Mitchell Derek Benson
1012	Red Deer	0701-0057	Wendy Wright
1031	Edmonton	0701-0058 0701-0059	Violet Boni Norma Sears
1032	Brooks	0701-0060	Dan Knelsen
1099	St. Albert	0701-0064 0701-0065	Lee Ann Kalen Bob Starko
1158	Edmonton	0701-0067 0701-0068 0701-0069	Linda Joyce Nancy Furlong Thelma Martin

**LOCALS / SECTIONS LOCALES**
**ALBERTA**

1169	Calgary	0701-0070 0701-0071 0701-0072 0701-0073	Rh'Ena Oake Terrill Budd Kathleen Nickel Elsa Watson
1445	Red Deer	0701-0080 0701-0081	Chantal Marchand Catherine Lilly
1505	Fort McMurray	0701-0083 0701-0084 0701-0085 0701-0086 0701-0087 Alt/supp	Monty Hillier Della Kerfont Alice Lerchs Robert Peebles Kristan Troy Myra Ross
1661	Westlock	0701-0093	Janet Riopel
1825	Lethbridge	0701-0095 0701-0096	Joanne Fehr Bonnie Gruber
1846	Calgary	0701-0097	Kim Storebo
2111	Edmonton	0701-0218 0701-0219 0701-0220 0701-0221	Lorna Mark Patsy Lenz Leonie Ellis Leila Espiritu
2133	Claresholm	0701-0101 0701-0102	Bonnie Castellarin Billi Lowe
2157	Fort McMurray	0701-0186	Jana Allingham
2335	Vulcan	0701-0211 Alt/supp	Sandra Garland Kristine Horkoff
2545	Fort McMurray	0701-0107 0701-0108 0701-0109	Paula Senft Lorna Tollman Holly Masserey
2550	Morinville	0701-0110	Ruth Shymka
2559	Fort McMurray	0701-0226	Sarah MacKay
2838	Edson	0701-0115	Sarah MacKay
3421-03	Calgary	0701-0203	Randy S. Hyland
3484	Leduc	0701-0127 0701-0128 0701-0129	Theresa Busenius Jocelyne Lepage Tracy Leeder
3550	Edmonton	0701-0130 0701-0131 0701-0132 0701-0133	Carol Chapman Linda Harris Karen Parks Lynn Nelson

**LOCALS / SECTIONS LOCALES****ALBERTA**

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		0701-0134	Gloria Lepine
		0701-0135	Jody Carey
		Alt/supp	Rosemary Kostiuik
3911	Athabasca	0701-0139	Ernie Jacobson
		0701-0140	Ronnie Leah
		0701-0141	Glynnis Lieb
4095	Calgary	1721-0048	Ricardo Miranda
4318	Banff	0701-0144	Jason Pratt
		0701-0145	Melody Pilgrim
4731	Calgary	0701-0155	Brad Draper
		0701-0156	Aneen Albus
		0701-0157	Garry Lehmann
4733	Stettler	0701-0158	Kristine Coolen
		Alt/supp	Nora Charles
4791	Lethbridge	0701-0159	Robert Rodzinyak
		0701-0160	Karin Desrochers
4810	Red Deer	0701-0161	Hilary Penko
4822	Calgary	0701-0201	Lorie Stevenson
4839	Peace River	0701-0163	Marj Briscoe
		0701-0164	Gina Henderson
4946	Peace River	0701-0165	Shawna Stepaniuk

**LOCALS / SECTIONS LOCALES****BRITISH COLUMBIA / COLOMBIE-BRITANNIQUE**

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15	Vancouver	0801-0001	Paul Faoro
		0801-0002	Leanne Toderian
		0801-0003	Sally Bankiner
		0801-0004	Barbara Dickinson
		0801-0005	Douglas Elford
		0801-0006	Randi Gurholt-Seary
		0801-0007	Craig Hopkins
		0801-0008	Arthur Lum
		0801-0009	Betty McGee
		0801-0019	Joey Lau
		0801-0011	Miriam Pulsifer
		0801-0012	Matthew Quiring
		0801-0013	V. Kenny Brett
		0801-0014	Warren Williams
		0801-0015	Emma Somers
		0801-0016	Santino Scardillo
		0801-0017	Michele Alexander
		0801-0018	Karla Mairena
		0801-0019	Carol Brynjolfson

## LOCALS / SECTIONS LOCALES

## BRITISH COLUMBIA / COLOMBIE-BRITANNIQUE

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23	Burnaby	0801-0021	Rick Kotar
		0801-0022	Chris Patton
		0801-0023	Sarah Bjorknas
		0801-0024	John Neilson
		0801-0025	Jerry Caissie
		0801-0026	Janice Sameshima
50	Victoria	0801-0027	John Burrows
		0801-0028	Don Sutton
		0801-0029	Dan MacBeth
		0801-0030	Carolyn Bradey
		0801-0031	Carlos Rocha
105	Prince Rupert	0801-0032	Sandra York
116	Vancouver	0801-0036	Colleen Garbe
		0801-0037	David Lance
		0801-0038	Christopher Longford
		0801-0039	Roger De Pieri
		0801-0040	Dennis Magee
		0801-0041	Leah Murray
		0801-0042	Jim McKay
118	Port Alberni	Alt/supp	Lindsay Forsyth
		0801-0043	Stacy Watton
		0801-0044	Chad Eskola
		0801-0045	Christine Lowe
173	Kelowna	0801-0046	Steven Steeves
		0801-0047	Alf Trill
		Alt/supp	Linda Mann
333	Esquimalt	0801-0048	Tony Bendall
338	Kelowna	0801-0050	Brent Soroka
		0801-0051	Ken Figher
358	Duncan/N. Cowichan	0801-0462	Pat Taylor
		0801-0463	Bob Wright
		0801-0464	Ron Salvati
363	Revelstoke	0801-0055	Jesse Adam
374	Sidney	0801-0056	Trevor Davies
		0801-0061	Robert Boyle
379	Burnaby	0801-0062	Terry Allen
		0801-0063	Paul Simpson
		0801-0064	John Morton
		0801-0065	Alice Lee
		0801-0066	Ed Dizon

## LOCALS / SECTIONS LOCALES

## BRITISH COLUMBIA / COLOMBIE-BRITANNIQUE

382	Victoria	0801-0067 0801-0068	Gilles Larose Fred Schmidt
386	Coquitlam	0801-0070 0801-0071 0801-0072 0801-0073	Carol Corazza Ken Landgraff Michelle Malo Brett Hobkirk
387	New Westminster	0801-0074 0801-0075 0801-0076 0801-0077 Alt/supp	Sue Byron Debbie Wilson George Habib Hardeep Maghera Gord Robinson
389	North Vancouver	0801-0078 0801-0079 0801-0080 0801-0081 0801-0082 0801-0083	Cindy McQueen Kathy McMahon Clay White Carol Nordby Joyce Griffiths Dinesh Kapoor
391	Vancouver	0801-0372 0801-0373 0801-0374 0801-0375 Alt/supp	Lolly MacKenzie Samantha Lee Alexandra Youngberg Jane Curry Gary Jarvis
394	Richmond	0801-0085 0801-0086 0801-0087	Tom Knowles Ian Norton Ryan Boyce
399	Prince George	0801-0089	Al Armistead
401	Nanaimo	0801-0090 0801-0091 0801-0092 0801-0093 0801-0094 Alt/supp	Blaine Gurrie Daniel Graham Robert Palmer Laurence Amy Louise Scott Scott Baillie
402	Surrey	0801-0376 0801-0377 0801-0378 0801-0379 0801-0380 0801-0381 0801-0382	Laurie Larsen Elvira Janzen Virginia Malo Huguette Jacques Carlos Carvalho Sulvina Mah Teo Dobre
403	Langley	0801-0095 0801-0096 0801-0097 0801-0098	Cindy Birck Dustin Strandberg Mario Fruttarol Paul Albrecht
407	Vancouver	0801-0100	Brent Boyd

## LOCALS / SECTIONS LOCALES

## BRITISH COLUMBIA / COLOMBIE-BRITANNIQUE

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409	New Westminster	0801-0101 0801-0102 0801-0103	Marcel Marsolais Ralph Loxterkamp Mike Marsolais
410	Greater Victoria	0801-0104 0801-0105 0801-0106	Holman Louis Fatima Furreira Helen Hughes
411	Chilliwack	0801-0107 0801-0108 0801-0109	Rod Isaac Lynn MacLeod Richard Cook
439	Courtenay	0801-0454 0801-0455	Janice Wright Cathy Guimond
441	Saanich	0801-0111	Dean Coates
454	Delta	0801-0411 0801-0412 0801-0413 0801-0414	Tamara Laza Scott Kobus Kevin Lastoria Richard Carter
458	Chilliwack	0801-0114 0801-0115 0801-0116	Mark Rydell Cameron Temple Bryan Bickley
459	Victoria	0801-0117 0801-0118 0801-0119 0801-0120 Alt/supp	Cameron Gordon-Findlay Jan Peever Lynn Straiton Anne Bell Amber Leonard
476	Powell River	0801-0121 0801-0122	Darlene Cattanach Daphne Ross
498	Port Coquitlam	0801-0415 0801-0416 0801-0417 Alt/supp	Cheryl Rutledge Brenda Nadeau Margaret Haritonis Craig Cappelletti
523	Vernon	0801-0123 0801-0124 0801-0125 0801-0126 0801-0127	Heather Masson Gerry Beauregard James Fox Jean Frolek Colleen Wiens
556	Courtenay	0801-0128 0801-0130	Cindy Major Mike Murphy
561	Coquitlam	0801-0131 0801-0132 0801-0133 0801-0134 0801-0135	Bruce Richardson Stan Marshall Diane Pallos Jacquie Boons Dave Ginter

## LOCALS / SECTIONS LOCALES

## BRITISH COLUMBIA / COLOMBIE-BRITANNIQUE

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593	Mission	0801-0136 0801-0137 0801-0138	Janet Chalmers George Forsythe Alex Hadden
606	Nanaimo	0801-0139 0801-0140 0801-0141 0801-0142 0801-0143 Alt/supp	Ron Farino Jan Leroux Tricia Gilson Kelly Dunaway Tara Brooks Bryan Murphy
622	Maple Ridge	0801-0144 0801-0145	Val Silva Daryl Veasey
703	Maple Ridge	0801-0147 0801-0148 0801-0149 0801-0150	Tracey Dahlin Bill Franklin Jason Franklin Heather Ward
716	Richmond	0801-0468 0801-0469 0801-0470 0801-0471	Gord Friesen Tim Bakker Ross McLuskie June Kaiser
718	Richmond	0801-0151 0801-0152 0801-0153 0801-0154	Robert Gilchrist Dennis Stock Gord Frederickson Dal Benning
723	Campbell River	0801-0155	Christine Szaflik
727	Port Alberni	0801-0158	Laura Johnston
728	Surrey	0801-0161 0801-0162 0801-0163 0801-0164 0801-0165 0801-0166 0801-0167 0801-0168	Randy Fennell Anil Singh Lorna Bertrand Debra Merrier Gail Barron Susan Ahrens Edward Parsotam Janice Meehan
774	Abbotsford	0801-0172 0801-0173 0801-0174	Dragan (Doug) Zoric Joe Rodrigue Velma O'Connor
779	Squamish	0801-0175 0801-0176	Shannon Schaefer Peter Lewis
788	Ganges	0801-0177	Connie Moulton
798	Powell River	0801-0447 0801-0448 Alt/supp	Danielle Craigen Spencer Behan Jenn Bjornson

## LOCALS / SECTIONS LOCALES

## BRITISH COLUMBIA / COLOMBIE-BRITANNIQUE

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801	Gibsons	0801-0179 0801-0180 Alt/supp	Marnie Baba Carolyn Smith Ruth Emerson
825	Port Moody	0801-0182 0801-0475	William Blackwood Dave Wiles
847	Merritt	0801-0184	Vickie Marr
873	Burnaby	0801-0186 0801-0187 0801-0188 0801-0189 0801-0190 0801-0191 0801-0192 0801-0193 0801-0194	Dave Deines Sherman Hillier Cameron Eby John Strohmaier Carolyn MacDonald Shari Thomas B.J. àChute Bob Parkinson Bronwyn Barter
900	Kamloops	0801-0195 0801-0196 0801-0197 0801-0198	Noel Birch K.J. Klontz Mel Hale Jason Tomlin
917	Victoria	0801-0398 0801-0399 0801-0499	Rob Park Byron Spiers Ken Saunders
947	Victoria	0801-0199 0801-0200 0801-0201	Anne-Marie Basch Dave Malette Tina Williams
951	Victoria	0801-0203 0801-0204 0801-0205 0801-0206	Doug Sprenger Laurie Whyte Angela Thurston Cheryl Dewolfe
1004	Vancouver	0801-0383 0801-0384 0801-0385 0801-0386 0801-0387 0801-0388 0801-0389 0801-0390 0801-0391	Mike Jackson Frank Lee Sandy Ross Don Maurice Dave Van Dyke Gary Parker Steve Varty Michael McGahey Tricia Meneghello
1049	Prince George	0801-0207	Janet Bigelow
1050	Quesnel	0801-0210 0801-0211	Christi McKee-Poitras Lori McKee

## LOCALS / SECTIONS LOCALES

## BRITISH COLUMBIA / COLOMBIE-BRITANNIQUE

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1091	Delta	0801-0212 0801-0213 0801-0214 0801-0215	Colin Pawson Sarah Richman Ian Reade Eileen Penney
1123	Kelowna	0801-0216 0801-0217	Wendy Jewell Dusica Rose Jurkic
1260	Langley	0801-0219 0801-0220 0801-0221 0801-0222	Sharon Berg Debbie Waters Donna Mason Linda Cadieux
1622	Vancouver	0801-0229 0801-0230	Jacqueline Hall Melliss Bellingham
1767	Delta	0801-0237 0801-0238 0801-0239	David Robertson Kevin McPhail Keith Hampe
1816	Vancouver	0801-0242 0801-0243 0801-0244 0801-0245	Christine Colling Dianne Eustace Virginia Ginger Luman Roger Pearce
1851	Langley	0801-0457 0801-0458	Dale Trenaman Betty-Anne Yarych
1858	Nanaimo	0801-0459 0801-0460 0801-0461	Teresa Bennett Deborah Hopper Tara Mitchell
1908	Salmon Arm	0801-0465 0801-0466	Marcel Bedard Kevin Hansen
1936	Vancouver	0801-0433 0801-0434 0801-0435 0801-0436 Alt/supp	Michael Lanier Sheryl Burns Cindy Chisholm Linda Belanger Jim Miller
1978	Victoria	0801-0246 0801-0247 0801-0248 0801-0249 0801-0250	Randall Filan Tom Rains Shawn Davies Rick Illi Mauricio Navarrete
2010	Whistler	0801-0467	Peter Davidson
2011	Victoria	0801-0476 0801-0477	Shon Thandi Tarsam Basi
2045	Port Hardy	0801-0392	Jody Welch

**LOCALS / SECTIONS LOCALES**
**BRITISH COLUMBIA / COLOMBIE-BRITANNIQUE**

2052	Terrace	0801-0254 0801-0255 0801-0256	Monica Brady Wilma Maier Anjie Ghuman
2081	Camosun	0801-0258 0801-0259 0801-0260 0801-0261	Jerry Oetting Tony Nelson Keith Todd Karen Weiss
2087	Trail	0801-0263 0801-0264	Jean Poole Andrew Chernoff
2090	Cranbrook	0801-0265 0801-0266	Remi Leclerc Lorne Wright
2098	Grand Forks	0801-0268	Susan Blair
2269	Squamish	0801-0274 0801-0275	Eliot Wayne Chadwick Andrew Dawson
2278	Vancouver	0801-0277	Jennifer Glougie
2298	New Aiyansh	0801-0474	Flora Jean Bright
2396	Vancouver	0801-0283	Ian Boyko
2403	Dawson Creek	0801-0472 0801-0473	Ron Regnier Bea Rutledge
2769	Gold River	0801-0288 Alt/supp	Maureen Larsen Alison Pringle
2950	Vancouver	0801-0291 0801-0292 0801-0293 0801-0294 0801-0295 0801-0296	Nancy Forhan Susanne Lester Karen Ranalletta Kia Brus Megan Coyle Shehnaz Motani
4448	Vancouver	0801-0422 0801-0423 0801-0424	John Bannister Sylvia Richardson Derek Vance Steel
3376	Nanaimo	0801-0302	Sherry Eisel
3399	Gold River	0801-0303	Ken Pringle
3404	Port Alberni	0801-0304	Tina Nesbitt
3479	Courtenay	0801-0306 0801-0307	Michelle Waite Doris Funk
3495	Vancouver	0801-0308	Terry Howard

## LOCALS / SECTIONS LOCALES

## BRITISH COLUMBIA / COLOMBIE-BRITANNIQUE

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3500	Kamloops	0801-0309 0801-0310 0801-0311 0801-0312	John Hall Larry Bancroft Brent B. Johnson Nicole Edmondson
3523	Kelowna	0801-0313 0801-0314 0801-0315 0801-0316	Bill Zeman Wendy Johnson Leanne Louie Deb Roseleine
3532	Vancouver	0801-0317 Alt/supp	Jodi Sullivan Tanaz Nadirshaw
3570	Qualicum	0801-0318 0801-0319 0801-0320 Alt/supp	Troy Forster Brian Thorpe Patrice McFarlane Pat Connelly
3742	Prince George	0801-0322 0801-0323 0801-0324	Lorraine Prouse Margaret Karlson Karen Wong
3799	Prince George	0801-0327 0801-0328 0801-0329	Caroline Sewell Dale Laluk Sherri Reed
3886	Victoria	0801-0438	Paul Allison
3941	Maple Ridge	0801-0331	Charlene Linden
3966	Richmond	0801-0332 0801-0333	Barbara Wilson Theresa De Sousa
4078	Vancouver	1721-0004 1721-0005 1721-0006 Alt/supp	Kimberly Fraser Tanya Paterson Julie Roberts Pamela Lloyd
4088	Vancouver	1721-0050	Andrew Mak
4094	Vancouver	1721-0029 1721-0030 1721-0031 1721-0032 1721-0033	Pamela Sarkissian Carolyn Bugnon Lorna Holmes Cynthia Rautio David Pacheco
4163	Victoria	0801-0450 0801-0451	David Huxtable Karen Potts
4165	Kootenay	0801-0334 0801-0335 0801-0336	Heather Mitchell Susan Krause Irene Bischler

**LOCALS / SECTIONS LOCALES**
**BRITISH COLUMBIA / COLOMBIE-BRITANNIQUE**

4177	Vanderhoof	0801-0337 0801-0338 0801-0339	Paula Cox Florence Robertson Elizabeth (Liz) Wagner
4227	Richmond	0801-0341 0801-0342	Francine Brisson Huguette Zuehlke
4627	Vancouver	0801-0349 0801-0350 0801-0351 Alt/supp	Jo Hansen Lorna Brown Darko Bubica Chris Joyce
4653	Fort St. John	0801-0394 0801-0395 0801-0396	Wallace Miedema Maureen Hummel Brad Kent
4816	Burnaby	0801-0354 0801-0355	Frank de Waard Jill Stromnes
4879	Kamloops	0801-0404 0801-0405	Lois Rugg Karla Leclerc
4951	Prince George	0801-0356 0801-0357 0801-0358	Lily Bachand Rusty Watson Lance Odiorne
4990	Quesnel	0801-0360 0801-0361	Dane Mortensen Denice Bardua
4991	Prince George	0801-0363	Brian Trotter
5523	Vernon	0801-0364 0801-0365 0801-0366	Alethea Newton Rosemarie Samoleski Mark Olsen
6001	Vancouver	0043-0089 0043-0095	Maria Infante Mark Crawford
6002	Chilliwack	0043-0015 0043-0030	Lynnette Kingston Donna Hanley
6005	Port Alberni	0043-0092	Wendy Kerr
6007	Powell River	0043-0011	John Fraser
6009	Victoria	0043-0006 0043-0063	Darlene Bown Mary Ann Desjardins
6012	Vernon	0043-0076	Bill Ross
6014	Kamloops	0043-0008	Donisa Bernardo
6015	Kelowna	0043-0004 0043-0035	Carol Kenzie Ken Robinson

## LOCALS / SECTIONS LOCALES

## BRITISH COLUMBIA / COLOMBIE-BRITANNIQUE

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6016	Vancouver	0043-0001 0043-0012	Beverly Trynchy Kelly Knox
6017	Penticton	0043-0072	Delores Willoughby
6020	Prince George	0043-0013	Lois Doran
6022	Cranbrook	0043-0016 0043-0074	Margaret Anderson Anita Mucha
6023	Oliver	0043-0018	Rhonda Bruce
6027	Trail	0043-0079	Brandi Gademans
6031	Abbotsford	0043-0069	Heather Wiens
6038	Surrey	0043-0020 0043-0031	Winston Clarke Elaine May
6042	Kitimat	0043-0087	Tracy Struck
6047	Sechelt	0043-0090	Marilyn Green
6049	Golden	0043-0028	Heather Greig
6061	Armstrong	0043-0075	Lynn Serhan
6064	Merritt	0043-0078	Sharon Williams
6070	Victoria	0043-0021 0043-0066	Trudy Spiller Barbara Riggs
6071	Kaslo	0043-0009	Jacqueline Zilkie
6073	Fort Nelson	0043-0085	Jenifer Dawson
6078	Chetwynd	0043-0083 0043-0084	Leona Clark Margaret Redekopp
6079	100 Mile House	0043-0007	Debera Willis
6085	Vancouver	0043-0034	Jacquie De Aguayo
6089	Fraser Region	0043-0071	Marva Vidal
6090	Vancouver	0043-0024	Raken McVeigh
6095	Maple Ridge	0043-0070	Sheila Godfrey
6101	Surrey	0043-0005	Carolyn Unsworth
6115	Fraser Region	0043-0032	Lakhbir Kalvan
6116	Montrose	0043-0025 0043-0073	Ami Dosanj Shelley Bridge

**LOCALS / SECTIONS LOCALES**
**BRITISH COLUMBIA / COLOMBIE-BRITANNIQUE**

6145	Prince Rupert	0043-0082	Kim Horbach
6164	Vancouver	0043-0022	Martin McKenzie
6190	Fraser Region	0043-0067	Estrelita Urquhart
6225	Courtenay	0043-0091	Sherwood Layton
6238	Surrey	0043-0014	Louella Vincent
6240	Duncan	0043-0096	Melanie Rellin
6241	Fraser Region	0043-0033	Gaylene Bourque
6275	Fleetwood	0043-0010	Joanne Foote
6289	Skidegate	0043-0086	Jennifer Jabs
6314	Parksville	0043-0065	Leonora Calingasan
6379	Victoria	0043-0062 0043-0094	Elizabeth Wood Lucie Jackson
6393	Vancouver	0043-0019 0043-0027	Victor Elkins Lynne Taylor
6417	Vancouver Island	0043-0064	Darcy Leeworthy
6418	North Vancouver	0043-0100	Paula Mann
6424	Powell River	0043-0097	Irene Smith
6426	Vancouver Coastal	0043-0088	Cora Mojica
6437	Salmon Arm	0043-0077	Norman Reifferschied
6443	Penticton	0043-0080	Cheryl Wright
6500	Cranbrook	0043-0081	Jeanie Soutar
6527	Fraser Region	0043-0029	Jason Hilts
6528	Duncan	0043-0093	Pat Shaw
6532	Vancouver Island	0043-0003	Carol Bunch
6535	Burnaby	0043-0068	Teresita Dechavez
7000	Burnaby	0801-0367 0801-0368 0801-0369 0801-0370 Alt/supp	Gerry Cunningham Bill Magri Kevin Halowski Annaliese Hunt Rhonda Pisko

**LOCALS / SECTIONS LOCALES****NORTHWEST TERRITORIES / TERRITOIRES DU NORD-OUEST**

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4021

Yellowknife

1721-0047  
Alt/suppAaron Black  
Ken Smith

**DELEGATES REGISTERED AS AT NOVEMBER 5, 2011  
PERSONNES DÉLÉGUÉES INSCRITES AU 5 NOVEMBRE 2011**

**Number of delegates**

**Nombre de personnes déléguées**

2	National Officers / Dirigeants nationaux	2
5	General Vice-Presidents / Vice-présidences générales	5
10	District Councils / Conseils régionaux	16
10	Provincial Councils of Unions / Conseils provinciaux de syndicats	10
10	Provincial Divisions / Divisions provinciales	10
2	Service Divisions / Divisions de service	2
2	Airline Division Components / Composantes de la Division aérienne	2
2	Service Contracts / Contrats de service	2
791	Local Unions / Sections locales	2,080

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TOTAL OF DELEGATES / TOTAL DES PERSONNES DÉLÉGUÉES	2,131
TOTAL OF ALTERNATES / TOTAL DES PERSONNES DÉLÉGUÉES SUPPLÉANTES	171

## **25<sup>TH</sup> NATIONAL CONVENTION COMMITTEE MEMBERS**

### **CONSTITUTION COMMITTEE**

Catherine Bert	Local 4250	Québec	Co-chair
D'Arcy Lanovaz	Local 38	Alberta	Co-chair
Victor Elkins	HEU	British Columbia	Member
Thom Knutson	Local 2669	Saskatchewan	Member
Marilyn MacCormack	Local 2745	New Brunswick	Member
Arlene Macklem	Local 998	Manitoba	Member
Todd McPherson	Local 5050	Nova Scotia	Member
Mike Murphy	Local 1615	Newfoundland & Labrador	Member
Karyn Noble	Local 3260	Prince Edward Island	Member
Colin Pawson	Local 1091	British Columbia	Member
Joanne Webb	Local 7800	Ontario	Member
Tom Graham	NEB	Saskatchewan	NEB Liaison

### **CREDENTIALS COMMITTEE**

Patti Chapman	Local 1328	Ontario	Co-chair
Michael Reed	Local 4078	British Columbia (Airline Division)	Co-chair
Sylvain Allard	Local 1294	Québec	Member
Gail Brinston	Local 3017	Newfoundland and Labrador	Member
Leonard Gallant	Local 1779	Prince Edward Island	Member
Gloria Fingas	Local 3967	Saskatchewan	Member
Dianne Frittenburg	Local 1933	Nova Scotia	Member
Gloria Lepine	Local 3550	Alberta	Member
Louise Oetting	VIDC	British Columbia	Member
Minerva Porelle	Local 3392	New Brunswick	Member
Darlene Shkawritko	Local 4214	Manitoba	Member
Marle Roberts	NEB	Alberta	NEB Liaison

### **RESOLUTIONS COMMITTEE**

Manon Lupien	Local 5436	Québec	Co-chair
Laurie Whyte	Local 951	British Columbia	Co-chair
Leo Cheverie	Local 1870	Prince Edward Island	Member
Gerry Flood	Local 110	Manitoba	Member
Delalene Harris Foran	NBSBU	New Brunswick	Member
Carrie Lynn Poole-Cotnam	Local 503	Ontario	Member
Louise Riley	Local 1259	Nova Scotia	Member
William Sheppard	Local 569	Newfoundland and Labrador	Member
Donna Smith	Local 4828	Saskatchewan	Member
Elizabeth Tweedale	Local 37	Alberta	Member
Louella Vincent	HEU	British Columbia	Member
Daniel Légère	NEB	New Brunswick	NEB Liaison

### **SPECIAL NEB COMMITTEE ON STRATEGIC DIRECTIONS**

Charles Fleury	NEB	Québec	Member
Tom Graham	NEB	Saskatchewan	Member
Mark Hancock	NEB	British Columbia	Member
Daniel Légère	NEB	New Brunswick	Member
Yolanda McClean	NEB	Ontario	Member
Candace Rennick	NEB	Ontario	Member
Stan Marshall	CUPE	National Office	Staff person

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