

PRESIDENTS EMERITUS

JUDY DARCY

Immediate Past President
1991 – 2003

JEFF ROSE

1982 – 1991

GUESTS

BARB BYERS

Vice-President
Canadian Labour Congress

MARY LOU CHERWATY

President
Northern Territories Federation of Labour

TERRY DOWNEY

Executive Vice-President
Ontario Federation of Labour

STEVE FAULKNER

International Officer
SAMWU

MARIANO JOSE GUERRA DIAZ

President of the Antioquia Section
Columbian Trade Union Federation of Public Sector Workers

GERRY GALLAGHER

UNISON

NOMVULA HADI

Deputy President
SAMWU

IRENE HARRIS

Secretary-Treasurer
Ontario Federation of Labour

SAYE KWEH

Human Rights Activist
Peace Way Foundation, Burma

JEAN-CLAUDE LANIEL

Former CUPE National Secretary-Treasurer
1985-1989

GAÉTAN MÉNARD

National Secretary-Treasurer
Communications, Energy and Paperworkers' Union

FRED MUZIN

Past CUPE National Executive Board Member

NANCY RICHE

Former Secretary-Treasurer and Vice-President
Canadian Labour Congress and CUPE Chief Electoral Officer

JAMES RYAN

President
Ontario English Catholic Teachers' Association

NICK SEGLER

Head, International Relations
UNISON

MARY-CLARKE WALKER

Executive Vice-President
Canadian Labour Congress

BOB WHITE

Past President
Canadian Auto Workers and
President Emeritus
Canadian Labour Congress

HASSAN YUSSUF

Secretary-Treasurer
Canadian Labour Congress

GUEST SPEAKERS

SYLVIE BERNARD

Malecite
Grand Wabanaki Nation

BERENICE CELEYTA

Human Rights Activist and Educator
Columbia

MICHEL DUCHARME

President
Labour Council, Montréal

KYRA SHAUGHNESSY

Poet and song writer

KEN LEWENZA

National President
Canadian Auto Workers

MICHÈLE ROULEAU

Human Rights Activist for Aboriginal People

KEN GEORGETTI

President
Canadian Labour Congress

JACK LAYTON

Leader
New Democratic Party

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MONDAY, OCTOBER 5, 2009

MORNING SESSION

□

The 2009 CUPE National Convention was called to order at 10:00 a.m. with Sister Lucie Levasseur, President of CUPE Québec, in the chair.

LUCIE LEVASSEUR (President, CUPE-Québec): Welcome to CUPE's 24th National Convention. This national convention promises to be among the largest, in terms of the number of delegates, in our entire history. It is a huge pleasure for me to welcome you to Montréal.

Montréal is the second largest French city after Paris, an agglomeration of almost 3 million people. It is an island and there are traffic jams on bridges – day and night. It is composed of 150 communities of various origins and 75% of Québec immigrants live in Montréal; 50% of its population is bilingual and 30% is trilingual. So it is Europe, America and Québec all at once.

Montréal is also the place where our union history began. It was in 1818 when the very first union *la Société amicale des charpentiers et menuisiers de Montréal* (carpenters' union) was born. For 200 years, the successors of this very first workers' union have built a true labour movement – a movement that has contributed greatly to the development of our society and to democracy.

That's what I hope we keep in mind during our discussions over the coming days, whatever our differences of opinion. We should remember that we are here together because fundamentally we want to improve our fellow workers' conditions.

I don't want to make a long speech on each issue that keeps us busy in Québec. There are many and we'll have a chance to talk about them. Above all, I want to take this opportunity to thank you on two matters.

During the convention in Toronto, the presidents of the three Journal de Québec local unions, who had been locked out, addressed the delegates after touring all of the division conventions. I'm very happy to inform you that the struggle ended after 16 months and that the ratification vote meeting ended in a standing ovation – something that is not seen very often. Today, I want to share this victory with all CUPE divisions. This was an exceptional fight but the support that all of CUPE gave to these three groups was also exceptional. Union solidarity has once again done its job and has shown us that without it we don't get through these fights. It also reminded us of its power for an organization like ours.

The other issue I'd like to raise is P3s. Sometimes, in Québec, we get the impression of being ahead of the game like having day care at \$7.00 a day and when 40% of our workforce is unionized – compared to 30% of all of Canada. However, when it comes to P3s, we were behind. Before Charest got elected, the word P3 was unknown in Québec. But, in other provinces, you had been fighting against P3 for years.

Until 2003, Québec delegates came to conventions and heard you condemning P3s – loud and clear. We heard you, but in reality, we didn't know what it was. Then, P3s arrived here and we suddenly understood! We finally understood why so many, in the rest of Canada, were howling. It suddenly hit us like a ton of bricks. We had to act and like you, we fought P3s.

In Québec, the news is somewhat better. It's primarily the labour movement that led the battle – in particular us in CUPE. And, it's largely thanks to the knowledge and expertise developed by CUPE across Canada.

How many times have we used examples of what has happened in your provinces to warn and alert Québeckers? Thanks to the constant vigilance of the officers affected by this scourge and the available resources of CUPE, the wind has been taken out of P3s sails.

There have been several victories in Québec. In the past year, a number of P3 projects have been abandoned. There are no longer many who believe in their magic touch. The battle is not over—far from it – but we are winning the war.

This is basically the message I wanted to tell you. We have a convention beginning, things to talk about and, as we say, "we have a lot on our plate". I wish us good discussions. Thank you and have a great convention.

INTRODUCTION OF GUEST SPEAKER

LUCIE LEVASSEUR (President, CUPE-Québec): I have the great pleasure of introducing Sylvie Bernard, a Malecite from the Grand Wabanaki Nation, who currently lives in the community of Wôlinak. She was born in Trois-Rivières.

As an artist, Sylvie has travelled extensively. It was her songs and her unforgettable voice that made her famous. Since she won the Grand Prize at the Granby Song Festival in 1986, as well as a number of nominations at the ADISQ gala, she has directed many performances and has produced a great number of albums.

Sylvie is a member of the Union des artistes. She has received an award for excellence in the arts, for her talent

in beadwork and haute couture, which allows her to share with everyone her commitment to Aboriginal arts and culture, especially the Abénakis culture. Her creations are for sale at the Plumes et pacotilles boutique, in Wôlinak, which is part of the *Conseil du développement culturel du Centre du Québec* whose mandate is to stimulate and support regional culture. She is currently nominated for theatre arts.

Today, we ask Sister Sylvie to extend her greetings and we thank the First Nations for allowing us to hold our convention on their traditional lands.

Following Sister Sylvie Bernard's address, Sister Lucie Levasseur thanked her and presented her with a gift.

*"Bread and Roses"
"Solidarity Forever"*

Sister Lucie Levasseur presented the gavel to Brother Paul Moist, National President.

CHAIRPERSON PAUL MOIST (National President): It is a tremendous privilege for me to chair my third national convention in the beautiful City of Montreal. I promise to be fair and to listen to you and to respect you on all matters relating to our debates in our decisions this week.

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

It gives me great privilege to introduce to you CUPE former National President from 1983 to 1991, President Emeritus Jeff Rose; former National President from 1991 to 2003, President Emeritus Judy Darcy; and former National Secretary-Treasurer from 1985 to 1989, Jean-Claude Laniel.

Ken Georgetti, President of the Canadian Labour Congress; Bob White, retired President of the Canadian Auto Workers and President Emeritus of the Canadian Labour Congress; Nancy Riche, former Secretary-Treasurer and Vice-President of the CLC, who for the fourth convention in a row, will serve as our Chief Electoral Officer; Hassan Yussuff, Secretary-Treasurer of the CLC; Mary Clarke-Walker, Executive Vice-President of the CLC; Barb Byers, Vice-President of the CLC; Irene Harris, Secretary-Treasurer and Terry Downey, Executive Vice-President, of the Ontario Federation of Labour; James Ryan, President of the Ontario English Catholic Teachers' Association; Mary Lou Cherwaty, President of the Northern Territories Federation of Labour;

Gaétan Ménard, National Secretary-Treasurer of the Communications, Energy and Paperworkers' Union; and Fred Muzin, past National Executive Board member.

Nomvula Hadi, Deputy President and Steve Faulkner, International Officer, from SAMWU, our sister union in South Africa; Saye Kweh, human rights activist, from Peace Way Foundation, Burma; Berenice Celeyta, human rights activist in Columbia; Mariano Jose Guerra Diaz, President of the Antioquia section of the Columbian Trade Union Federation of Public Sector Workers; Nick Sigler, Head of International Relations, and Gerry Gallagher, from UNISON, our sister union in the United Kingdom.

INTRODUCTION OF THE NATIONAL EXECUTIVE BOARD

The members of the National Executive Board are: Claude Généreux, National Secretary-Treasurer; and our five general vice-presidents: Daniel Légère, Atlantic and Maritimes; Lucie Levasseur, Québec; Sid Ryan, Ontario; Kevin Rebeck, Saskatchewan and Manitoba; and Brother Barry O'Neill, Alberta and British Columbia.

Our two diversity vice-presidents are: Yolanda McClean and Brian Barron; and our regional vice-presidents are: Danny Cavanagh, Nova Scotia; Wayne Lucas, Newfoundland and Labrador; Milo Murray, Prince Edward Island; Sandy Harding, New Brunswick; Nathalie Stringer and Charles Fleury, Québec; Candace Rennick, Michael Hurley and Wyman MacKinnon, Ontario; Tracey Beastall, Manitoba; Tom Graham, Saskatchewan; Dennis Mol, 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 behaviour 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."

CHAIRPERSON PAUL MOIST: 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 that we take on today.

"moment of silence"

INTRODUCTION OF GUEST SPEAKER

LUCIE LEVASSEUR (President, CUPE-Québec): It gives me great privilege to introduce someone that I have known for a long time – 34 years to be exact. Michel Ducharme is an activist and a real one!

Michel is known for his legendary interventions at the microphone. He's from Local 1244 and was its president for a number of years. We fought together in improving workers' conditions in the university sector. He is now the President of the Labour Council in Montreal.

Following Brother Michel Ducharme's address, Brother Paul Moist thanked him and presented him with a gift.

RULES OF ORDER

CHAIRPERSON PAUL MOIST: We will now move to the Rules of Order for this convention. They are CUPE's continuing Rules of Order and they are 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 three very wise and learned constitutional advisors: Bill Sumerlus, Cora-Lee Skanes and Dawn Learning.

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.

I also want to make reference to a couple of Rules of Order in particular. The first one is Rule A.4 that states that speeches are limited to three minutes. This rule is a 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.

The second rule is rule A.17. This is a rule that makes CUPE's rules a little different from what you might be familiar with. This is the rule that says that when a recommendation from one of our convention committees is defeated, the delegates can, by a majority vote, refer it back to the committee for reconsideration.

In drawing your attention to this rule, I also want to tell you that in past conventions, a number of people have complained that rule A.17 is used too often to keep issues alive that the convention has already spoken on. So I am appealing to all delegates to show restraint and good judgment in using this rule because we all want to get through as many resolutions as possible before the end of the week.

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 of order 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 microphones 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 or reports so we can do the business of our convention.

CREDENTIALS COMMITTEE REPORT

The committee members are: Dawn Lahey, co-chair, Local 2329, Newfoundland and Labrador; Susan Schmidt, co-chair, Local 1263, Ontario; Aneen Albus, Local 4731, Alberta; Claude Dubuc, Local 1965, Québec, Rick McAlpine, Local 1973, Manitoba; Aimee Martin, Local 1975-01, Saskatchewan; Louise Oetting, Local 2081, British Columbia; Minerva Porelle, Local 3392, New Brunswick; Maciej Zawadzki, Local 1870, Prince Edward Island; Milo Murray, NEB liaison; Maxine Copeland, Ian McLean and Vicky Smith, staff advisors.

DAWN LAHEY (Co-chair): We would like to congratulate and acknowledge the implementation of recommendations from past credentials committees and from the staff at the National Office. These changes have streamlined the registration process and made our jobs a lot easier. Thank you everyone for those changes.

This is the first report of the committee.

From Newfoundland and Labrador: 30 delegates representing 15 local unions, 1 delegate representing 1 provincial division; for a total of 31 delegates and 5 alternate delegates.

From Nova Scotia: 55 delegates representing 29 local unions, 1 delegate representing 1 provincial division; for a total of 56 delegates and 3 alternate delegates.

From Prince Edward Island: 22 delegates representing 10 local unions, 1 delegate representing 1 provincial division; for a total of 23 delegates and 1 alternate delegate.

From New Brunswick: 75 delegates representing 36 local unions, 3 delegates representing 3 councils of unions, 1 delegate representing 1 provincial division; for a total of 79 delegates and 3 alternate delegates.

From Québec: 96 delegates representing 44 local unions, 2 delegates representing 2 councils of unions, for a total of 98 delegates and 4 alternate delegates.

From Ontario: 433 delegates representing 160 local union, 1 delegate representing 1 council of union, 11 delegates representing 11 district councils, 1 delegate representing 1 service division, 1 delegate representing 1 provincial division; for the total of 447 delegates and 42 alternate delegates.

From Manitoba: 66 delegates representing 21 local unions for a total of 66 delegates and 5 alternate delegates.

From Saskatchewan: 61 delegates representing 18 local unions, 1 delegate representing 1 council of union,

1 delegate representing 1 provincial division; for a total of 63 delegates and 3 alternate delegates.

From Alberta and the Northwest Territories: 88 delegates representing 38 local unions, 1 delegate representing 1 provincial division; for a total of 89 delegates and 5 alternate delegates.

From British Columbia: 242 delegates representing 108 local unions, 6 delegates representing 6 district councils, 1 delegate representing 1 provincial division; for a total of 249 delegates and 8 alternate delegates.

At this time, we have a total of 1,208 delegates and 79 alternate delegates representing 479 local unions, 7 councils of unions, 17 district councils, 1 service division, 8 provincial divisions, 2 national officers, 5 general vice-presidents, and 2 diversity 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 D. Lahey, S. Schmidt – Carried)

There are 8 local unions that have been chartered after the end of the previous fiscal year. They are locals 4885, 4923, 4934, 4935, 4936, 4937, 4938 and 4939. The members representing these local unions are registered as observers in the hope that the convention will allow them delegate status. The National Executive Board has passed a motion recommending to the Credentials Committee that these delegates be seated.

The committee's recommendation is one of concurrence, and I so move.

(M/S D. Lahey, S. Schmidt – Carried)

CONVENTION CALL

CLAUDE GÉNÉREUX (National Secretary-Treasurer): In April, an advanced notice of the CUPE National Convention 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 July 7, 2009, 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 24th Biennial National Convention was issued on July 7, 2009 to all local unions and chartered organizations, which 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 that 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)

ACTING CHAIRPERSON LUCIE LEVASSEUR: It is my pleasure to present to you a short video that reflects the energy and activism across the country of CUPE members.

“video presentation”

NATIONAL PRESIDENT’S REPORT

PAUL MOIST (National President): It is my great privilege to welcome you to the beautiful City of Montreal for our 24th Biennial Convention.

Today, as we begin our national convention, we are the first union in Canada to exceed 600,000 members from coast to coast. I see more than 2,500 faces – CUPE’s diversity: first-time delegates, long-time activists and leaders, staff members, delegates for whom this might be their last convention, special guests from Canada and also from over the world, and I thank each and every one of you for your activism and for your dedication. You are CUPE – you are the face of CUPE.

We gather this week to close ranks, to discuss what we face, to develop plans to confront a recession. A recession caused by global corporations and endless demand for profits by irresponsible banks – by lending money they had no business lending and by expecting us to pay off their bad debts – by speculation trumping sound economics, and regulators who didn’t regulate, pushing the world’s economy into a recession.

How and why did this happen? Twenty-five years of deregulation, of privatization and free trade. The rich got richer and free market fundamentalism has caused our world’s economy to spiral downwards. It wasn’t caused by workers, but workers throughout the world are paying the price: fictitious auto workers earning \$70.00 an hour; the collapse of the manufacturing industries; the decimation of our forestry industry and entire communities in Canada; and open attacks on CUPE municipal workers in a couple of major cities.

To the banks, the speculators and to the corporations, we say: “You have ruined the world’s economy and you expect workers to bail you out!” Hear us clearly: “We are not going to march backwards; we do not accept your vision of

the world. We will fight to defend public services, our right to free collective bargaining, and our right to fair wages and benefits for all workers.” We must collectively decide that we will not march backwards. We do not accept that agenda. And we do not accept it for workers throughout the world.

We could talk about what is happening to workers in any number of countries. For this morning, I’ll mention only one: Columbia. A country I was privileged to visit 15 months ago, as part of a delegation of four public sector leaders from Canada, to continue our projects and our work with the people of Columbia. Since 1986, 2,720 Colombian trade unionists have been killed and murdered. No one was brought to justice and no investigations were held for 95% of these murders. There are no human rights and no labour rights in Columbia.

We met Afro-Colombians and indigenous Colombians forced off the land they have lived on for 300 years. By whom? By multinational corporations, including Canadian mining companies.

And our federal government – in our name – has the audacity to enter into a so called free trade agreement between Canada and Columbia.

On behalf of the 600,000 CUPE members, I say to Prime Minister Harper: “You can’t have trading rights with countries where there is no labour rights and no human rights. Do not sign that trade agreement with Columbia. We demand labour rights and human rights for the people of Columbia.” Because, we know we do not enjoy free trade union rights in Canada if there are workers – anywhere in the world – that do not have those labour and human rights.

So we’re going to chart a direction for the next two years and we’re going to focus on a number of things this week. Let me now focus on three: collective bargaining, pensions and anti-privatization.

On the collective bargaining front, we have relationships with 3,350 employers resulting in 3,350 collective agreements for the members we are privileged to represent.

We had a taste of what we might expect in Canada’s version of the recession in just the last number of months. There’s a place about an hour from Ottawa called Leonard County where 100 of our members – 98% sisters, members of Local 1521 – provide needed services to some of the most vulnerable citizens living in the community, needing 24/7 care, in a group home. Workers with 20, 25, 26 years of service have no pension plan and an employer that does even access government Ontario money.

So they struck for their own dignity and for a pension plan and they walked the picket line with a very vicious employer. After a number of weeks on the picket line, we achieved some more fairness. We did not get everything those sisters and the brothers deserved, but the executive director is out of a job – he has been fired by the Board of Directors – and our members struck a blow for decent fair wages for all social service workers.

In Windsor this spring we saw a mayor, on behalf of the majority of city council, openly attack two civic locals trying to roll the clock back to 1950. Our members spent 101 days on the picket line, battling a right-wing mayor council and a very right-wing media in Windsor.

This summer, in Toronto, two of our largest local unions in Canada were on strike for 39 days. They battled 101 pages of concessions on seniority rights, benefits and other rights.

It took \$12 million from our Defence Fund and our Strike Fund, but those workers, in both communities, did not just stand up for themselves, they stood up for all of us and they did a hell of a job! They did CUPE proud.

Not two weeks after our 2007 convention ended, government changed in Saskatchewan. Two weeks into their governance, the government of Brad Wall introduced legislation severely compromising the right to strike for public employees, including health-care workers, half of our members. Eighteen months without a collective agreement.

In New Brunswick, retroactive legislation to impose zeros on doctors and government intrusion into a tentative agreement we had for nursing home workers occurred.

In smaller communities like Grand Forks in British Columbia, five library workers were locked out by their employer, seeking to roll back the clock on wages and on benefits. When I phoned the president of the Grand Forks library workers on their first day of the strike, he said that he felt a little bit alone and a little bit worried. Well, by the end of that strike – which we won – he said he felt the warmth of over 600,000 CUPE members, from coast to coast.

British Columbia paramedics have been on strike since April 1st and are not allowed to strike as 97% is designated essential services. An employer that will not come to the bargaining table and bargain; an emergency response system that is dependent on overtime, that is grossly understaffed, and that is in great disrepair; a no third party option to settle the collective agreement. I say to the government of British Columbia and to the B.C. paramedic services: "You cannot take away B.C. paramedics' rights to free collective bargaining. You are in for the fight of your life with B.C. paramedics."

At our last convention, we met three local unions that represented 252 members at the Journal de Québec who had been locked out by Pierre Karl Péladeau – fifteen months locked out. During those months, the employer never budged from a list of 10 demands. And then, on July 1, 2008, after 12 million issues of our own union newspaper had been distributed in Québec City, Quebecor Media, withdrew every single concession.

Governments are going to say that we are the problem – that the wages of public employees are the problem. They say auto workers' wages caused the collapse of the big three auto-makers and that Toronto city workers cannot and should not make \$25.00 an hour. Well they are wrong! They want us to march backwards. They want us to give up what those who built our union built. And we need to say to them we won't do it – we will fight to expand our rights at the workplace. We are going to fight to resist any and all concessions and we are going to give one message to all 3,350 employers that we deal with that we would love to have great labour relations, we value that, but if you take on one of us, you take on all 600,000 of us from coast to coast.

Throughout our 46 years of history, we have fought for good pension plans. We have made progress; however, 30% of our members still don't have a pension plan. This is a question of dignity. We believe that all workers should, after 30 or 35 years of service, have the right to retire with dignity by having a decent pension plan.

What do we want? We want pensions for all CUPE members by 2013. And for the 60% plus of Canadian workers without a workplace pension plan, we want a doubling of the Canada and Québec pension plan benefits. We want a pension guarantee fund – funded by speculators and employers – to ensure that no worker has to worry about not collecting on their pension because of the reckless behaviour of their companies. And we want an immediate increase for the most vulnerable in society – seniors in Canada collecting Old Age Security and Guaranteed Income Supplement.

Throughout our history, pensions have been bargaining issues and will remain so. Pensions are a political action issue and need to remain so, and pensions are a labour solidarity issue.

Public services built by our parents' generation are a great equalizer in Canadian society. They are the wealth that workers own – the hospital down the street, the library, the public hockey arena, the public park, the public school.

There has been, and there will continue to be, relentless pressure to privatize. Why? Because of the enormous profit potential in public services.

The latest form of contracting out in privatization called public-private partnerships hands over the financing, the ownership and the operation of hospitals and schools to the private sector. If there is any upside to this terrible recession, it is that it exposes the myth of P3.

Two weeks ago in Montreal, the mayor, a proponent of P3s and fraught with scandal and cost overruns, announced the ending of the largest water P3 in Canadian history – \$650 million. And water, in Montreal, remains under public control, with public employees.

In British Columbia, a government that is P3 crazy, stepped in and stopped a P3 project in the Lower Mainland – a bridge that has spiralled out of control. We never had an issue with the private sector building bridges and building hospitals – and doing this for a profit so their workers can be paid a fair wage. But we have a big problem if that hospital or that school is going to be owned and operated and financed inefficiently by the private sector.

In Ontario, our health care workers spent thousands of dollars and demonstrated hundreds of time to expose the Brampton Hospital. They kept the information from us. We sued them and went to Court and got the information. They sent the information to us in boxes – over 2,500 sheets of paper that we had to hire accountants to decipher. What was the story of Brampton Hospital? Hundreds of millions of dollars have been spent, going into the hand of a private corporation, less operating rooms, less beds – a complete and utter boondoggle that the Auditor General in Ontario says is a mistake that never should have happened.

The global recession has been terrible for workers, but it has driven home the point that privatization is not the answer.

For 46 years, this union has fought privatization and we need to recommit this week anywhere and everywhere in Canada where they seek to privatize. We will be in their face to stop the privatization of public services.

How do we get there? How do we defend free collective bargaining? How do we expand pension coverage? And how do we fight privatization?

One way is through sound stewardship of our union, through our treating with respect your hard earned dues dollars and your per capita. We need the resources of the members of CUPE and we need to treat them with respect if we are going to win these battles.

As public employees, we have endured past recessions. We have faced legislative attacks throughout our history. And those that led our union previously not only weathered

these storms but they emerged stronger from past recessions.

We too can meet the challenges that we face and we can become a stronger union. And how do we do this? Well, one way is by working together.

I've been a member of our union since 1975 – my entire working life. I've had the great privilege of serving in a number of offices and roles within our great union: president of my local, president of a great labour council in my home city; officer of the Federation of Labour for two decades in Manitoba; executive officer of the Canadian Labour Congress; member of CUPE's National Executive Board; and for the past six years, the highest office in our union – national president.

They are unbelievable jobs and an unbelievable honour. But they are not the most important jobs I had in CUPE. The most important job I had was my first job – one I still hold as a shop steward in our union.

Members here at convention hold some office or another. You are all stewards of the largest union in Canada. You are the bedrock of our union. As stewards, you are closest to the members. We need and we have great resources, great research, great tools to do the job, but all of this means nothing without a link to the workplace, to you and to all the leaders that are at work today, that cannot be here at our convention.

In the strategic directions paper we will present to you, we are calling 2010, the Year of the Steward – to shine a light on the bedrock of our union, to reinvest in shop stewards, to build the capacity to defend our union in every workplace in Canada.

I want to thank each and every one of you. CUPE is a very large and complex organization. If I had one piece of advice, it would be to urge you to get engaged, to be active, and to help strengthen the unity and the solidarity within our ranks and with other trade unions and coalition partners, and to build pride within our union.

And when you leave this Friday, when you are next at local union meetings, health and safety meetings, grievance meetings, labour management meetings, bargaining sessions, be proud of our union. Look the employer in the eye and let them know that we are a strong and united union, because your solidarity, your unity is the ultimate strength of the Canadian Union of Public Employees.

We truly stand on the shoulders of thousands of sisters and brothers who built us into what we are: Canada's biggest and best union. Those who built our union would be proud of what we've become. They would be proud of our size,

our resources, our accomplishments, and they would tell us to keep up the fight, to be proud CUPE members. In our time as leaders of this great union, they would urge us to invite new members, new young members, into our union, to prepare them to be next leaders of our union at the local, provincial and national level. They would ask us to keep building CUPE on behalf of the members of CUPE.

In my six years as national president, I have travelled to every corner of Canada multiple times. What I have seen everywhere on every single trip are committed activists and staff, sisters and brothers doing an unbelievable job.

When we are united, our solidarity shines through and we are an unstoppable force for good, for our members, and for all Canadians. So this is a message to each and every one of you that you are the heart and soul of this great trust that 600,000 have placed in our hands.

All we have got, not withstanding all our resources and our size and our money, is you; your commitment to your co-workers, your commitment to CUPE and your commitment to a brother trade union movement. It is the only strength we have. Everything else comes second. You are the most important part of the Canadian Union of Public Employees.

So look at the screens, because you are going to see yourselves and, as I declare open for the transaction of business this 24th constitutional convention of the Canadian Union of Public Employees, I say to those that want to attack what we stand for: "You better be ready for the fight of your life." And I say to you, thank you for your commitment to CUPE.

We need a great convention this week and we need to built CUPE on behalf of the sisters and brothers who brought us this far. Let's have a great convention here in Montreal.

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

MONDAY, OCTOBER 5, 2009

AFTERNOON SESSION

□

CHAIRPERSON PAUL MOIST: At the last national convention, CUPE made a commitment to reduce its carbon footprint. Two years later, I'm pleased to announce that we fulfilled this promise. This is a much greener convention.

CUPE has taken steps towards more sustainable and less environmentally harmful organizational practices. Our

National Environment Committee has been telling us we need to be greener as an organization and as a way to show leadership on climate change in particular.

Here are a few improvements made for this year's convention.

CUPE cut back on the delegate kit contents and on the number of delegate kits produced. This has resulted in eliminating four tons of CO₂ equivalent gases and saving 25 trees.

We've made the convention gallery virtually paperless. This has saved thousands of sheets of paper and drastically cut back on waste and less shipping. The information normally provided on paper is now formatted on a computer USB key.

We have improved the recycling content of paper from 30% to 100% for all documents printed on site at the convention. This will save about 1,000 kilograms of CO₂ equivalent gases and 18 trees.

Wherever possible, we have chosen local suppliers within a minimum distance to this convention centre to cut back on transportation. On the convention floor, only documents dealing with the business of convention will be distributed. No announcements known as post cards or extra documents shall be distributed. Announcements will be made from the podium and we encourage you to post them on bulletin boards which have been made available.

I thank everyone responsible for making the greenest convention in our history.

NATIONAL DISABILITY RIGHTS ACTIVISM AWARD

CHAIRPERSON PAUL MOIST: At the 2007 National Convention, we established an award to recognize the achievements and activism of a CUPE member with a disability or a chartered organization who has advanced disability rights within our union.

The selection committee had the task of receiving the nominations and had to consider whether their actions had:

- 1) improved working conditions;
- 2) improved conditions for involvement in the union;
- 3) achieved important victories;
- 4) established precedents for rights, for policies and practices;
- 5) helped to eliminate barriers; and
- 6) educated CUPE members about disability related issues.

This year, the committee received three nominations: Russell Braeten and Catherine Peters, from the Hospital Employees Union, in British Columbia; and Raymond Smith, Local 1750, in Ontario. Congratulations to all three nominees!

The selection committee had a very tough task, and at the end of their deliberations, Sister Catherine Peters, emerged as the choice of the committee.

Cathy is a long-time activist with the Hospital Employees' Union, working as a licenced practical nurse and as a unit clerk. In the union, she held many positions including chairperson at the Children's Hospital where she worked. She worked to implement graduated return to work programs and push for better long-term disability benefits which made working conditions so much better for her members and co-workers with disabilities and injuries.

Her creativity came to the forefront with her work on the HEU team that created the Blue Puppy button campaign – to recognize members injured or killed at work. Her many accomplishments and contributions were summed up eloquently in the words of a staff member who has worked with Cathy for 20 years, and had this to say about her: "Cathy could disarm people with her gentle grandmotherly ways but had a will of steel when it came to doing the right thing for workers."

Congratulations to Catherine Peters.

INTRODUCTION OF GUEST SPEAKER

CHAIRPERSON PAUL MOIST: Often in CUPE, we try and encourage artists who, in various ways, either with their songs or their art, depict workers rights and social values. CUPE has been an avid supporter of labour artists, and whenever possible, we want to offer some exposure to these artists so they may earn a decent wage and continue their work. All of us benefit from their talent and the message of workers' rights and human rights and also enjoy their music and their art.

Kyra Shaughnessy is a young poet and song writer. Her love for the written word started around the age of three. She first stepped on to a stage to perform in 2002, where she found herself competing with peer poets who had been performing longer than she had been alive.

Kyra was introduced to CUPE at our National Women's Bargaining Conference, when she was invited to sit in and listen to our deliberations. Taking from what she heard, she wrote two poems and is here today to share one of these poems – one that most certainly touches women's issues but goes even beyond and speaks of poverty and the impacts of globalization.

Her poetry evolves through different emotions. It is first charged with anger, then energy, then hope, then action. Her words are empowering and inspire confidence that we can create real and lasting change.

"Women of the World"

Following Sister Kyra Shaughnessy's address, Brother Paul thanked her and presented her with a gift.

RECOGNIZING CANJET FLIGHT 918 CREW

CHAIRPERSON PAUL MOIST: In many sectors of our union, CUPE members work in dangerous situations. Often their health and safety is threatened by a variety of causes, among them: chemical exposures, dangerous physical environments and dealing with the general public. We honour our members on April 28th and continue to fight hard to protect our members' health and safety. Sometimes though, it is not possible to prevent horrific circumstances.

On April 19th, 23 year old Steven Fray walked pass security at Sangster International Airport in Montego Bay, Jamaica. He boarded CanJet flight 918, which had stopped in Montego Bay on its way to Cuba. He was carrying a loaded 38 calibre revolver.

The hijacker proceeded to terrorize the passengers and the crew at gun point. He held the gun to the head of flight attendant Carolina Santizo-Arriolla and threatened to kill her if she did not cooperate. In a totally selfless act, Carolina convinced him that he did not need the passengers as hostages. She convinced him that he should let the passengers give him their money and then let them leave the aircraft.

The hijacker agreed and the crew immediately rushed to get the passengers out of danger. The crew of flight 918 was then left alone with an armed hijacker. Negotiations continued throughout the night. The next morning, after negotiations had broken down, a Jamaican anti-terrorist unit boarded the plane. At this point, the hijacker had his gun pointed at flight attendant, Nicole Rogers.

When he was momentarily distracted, she grabbed the gun from him and threw it to her fellow flight attendant, Caroline Santizo-Arriolla. This single act probably saved the hijacker from being shot as well as anyone else being hurt. The crew of CanJet flight 918 protected the lives of the passengers in their charge. Then they took care of each other.

They are heroic public employees. They are true examples of solidarity at work. They have been honoured in our parliament and will be honoured in the United Kingdom

next month. At this moment, we honour our sisters and brothers: in-charge flight attendant Heidi Tofflemire; flight attendants Carolina Santizo-Ariolla, Tony Bettencourt, Anu Goswami and Nicole Rogers.

REPORT OF THE NATIONAL SECRETARY-TREASURER

CLAUDE GÉNÉREUX (National Secretary-Treasurer): Welcome to Montréal! I'm so excited to be here and to be with so many CUPE members here from all across Canada. This is the largest national convention we have had ever – over 2,500 people. That's truly amazing!

Is it Montréal? It is, after all, a beautiful city. That may be part of it, but I think the reason so many of you are here is because there is so much for us to do. After all we are activists. So in the face of this global recession, we are ready to roll up our sleeves, get to work and renew our commitment to one another and collectively determine our future.

We are going to talk a lot about the economy this week, because it is such a current topic and for a good reason. It is affecting all of us in one way or another. And, while economists are predicting recovery in the coming months, that is not going to make much of a difference for working people; because, the economists predicting recovery are talking only about stock markets. It is all they talk about any more. The financial meltdown of August 2008 was about financial markets. Up until then the markets were doing well. But that's not the whole story is it?

In May 2008, just months before our current economic crisis took hold, Statistics Canada reported that for the 25 years between 1980 and 2005, incomes of the wealthiest had increased by over 16%. They also reported that incomes for those in the middle stayed exactly the same. But perhaps most importantly, for the poorest Canadians, incomes dropped by over 20%. So while Canada experienced 25 years of economic growth, the gap between rich and poor got bigger.

Then the financial crisis – a crisis caused by the wealthy playing in financial markets. In other words, a crisis caused by greed. For the poorest among us, the recession has just made things that much worse. For working people, it has meant job loss, growing uncertainty, particularly for retirement incomes. It has produced huge limitations for real wage gains and beating back concessions at the bargaining table, to say nothing of renewed threats of contracting-out and privatization.

But, we are CUPE – and that means we will stand up for what is ours, we will fight for what we deserve – fair and decent working conditions.

Over this past year, many CUPE members have been forced to strike votes. Many have taken job action to force the employer to bargain fairly. For example, Local 301, after two years of negotiations, is fighting for public services here in Montréal. They're just not fighting for their working conditions but for the public services they provide to the citizens. And that's not all. They are fighting against corruption and bribery and for their jobs. We need to support them, not just with our money – but with our feet. So we will all join them on their picket line Wednesday for their second day of a rotating strike. We will be there in solidarity!

Another example is Local 873 in British Columbia, where 3,500 paramedics across the province, who in spite of being denied their right to strike, have picket lines up since April 1st and who have been staging public events and rallies across the province to draw attention to the crisis in paramedic service. A crisis caused by underfunding, low wages and poor working conditions, resulting in workers leaving their job or their profession.

We have steadfastly refused to accept concessions. As a result, just since January, over 30,000 CUPE members have made the ultimate sacrifice by withdrawing their services and living on strike pay. And they did it to stand up for what is theirs, to stand up for public services and to stand up for us.

So, I say thank you to all of the members of: Local 3903, York University, Ontario; Local 3372, Aramark Canada, Ontario; Local 2254, Grand Forks Library, British Columbia; Local 2096, Brandon Medical Clinic, Manitoba; Locals 82 and Local 543, City of Windsor, Ontario; Local 1000, Power Workers in Ingersoll, Ontario; Locals 416 and 79, City of Toronto, Ontario; Local 1521, Lanark Association for Community Living, Ontario; and as of last week, Local 719, Town of Woodstock, New Brunswick, who members have been locked out. Thank you for your courage and your determination and your sacrifice. You fought for what is right on behalf of all working people!

We are confronted by one of the toughest bargaining climates we have faced in many years – from one end of the country to the other.

In New Brunswick, Premier Graham declared the outcome of public sector bargaining through his fiscal policy. The edict? No wage increase for two years – zero and zero.

In British Columbia, Premier Campbell has gone even further – four years of zeroes. I don't know whether Graham had any influence or whether it is due to the five Olympic rings coming to Whistler, but we will not play the Olympics of poor quality. That's nothing less than suspending our fundamental right to bargaining. And, this

kind of assault against workers will continue even though stock markets have begun to rise again.

The recovery ahead may help the wealthy get back to increasing their incomes. But will it fix the cracks in public pensions? Will it reduce the gap between rich and poor? Will it ensure that public services are secure? No. Rising stock prices will not ensure any of that. It won't – unless we get to work.

By “we”, I mean CUPE. CUPE doing what we do best. That is members and staff working collectively to increase wages, achieve pension security, build public services, fight privatization, work for real equality and for environmental sustainability.

This is not a report about doom and gloom. It is a tough road ahead to be sure. But, I want to focus my report to you today on activism, because the really good news is that we are strong in all three funds; we have secured the resources we need for the tough road ahead. And, I am going to start my presentation by telling all of you activists one important thing: “Money talks.”

I haven't forgotten that this is accountability day. It is the day when I must report to you on our financial operations over the past two years. And as I have a bit of a reputation for taking some time to present my reports to you – you could say money talks a lot. But seriously, it is important to provide as much information and transparency on our financial operations to you as I possibly can.

The report and the audited statements provided to you are much more than numbers on a page. This report is a real picture of our solidarity, our union strength, our values and it is a glimpse into our future. It tells a story. It tells the world how strong we are. And, how strong are we? For 2008, CUPE's total revenues adding all three funds – the General Fund, the National Strike Fund and the National Defence Fund – amounted to over \$166 million. In 2007, total revenues added up to over \$158 million, demonstrating close to \$8 million in growth from 2007 to 2008.

The growth in our resource base speaks too. It tells the world how effective we are because our finances have grown a lot. For example, since 2001 we have increased our revenue by 30%. The largest factor to create our increased revenue is wage gains. We are effective at the bargaining table. And today we stand at 600,000 members strong. We have come a long way since our founding convention in 1963 when there were just 70,000 CUPE members. Since the seventies, we have added roughly 100,000 members per decade. By 1980 we reached 250,000; by 1990, 400,000; by 2000, 500,000; and now in 2009, 600,000 members. Steady growth!

But how we spend our money is ultimately the loudest in telling our story. Our spending tells the world who we are and what we are all about. CUPE has always been a social union, meaning that we take our work for progressive social change as seriously as we take our work at the bargaining table. In fact, they are one and the same.

With the growth in membership, we have had to focus our resources on building our servicing capacity, and the administrative and operating dollars it takes to keep up. Up until now, we have not had the capacity to fund members' activism in any real significant way. For example, in 1963, the only full-time activists in CUPE were the staff. There were no full-time local presidents. That has changed gradually over 46 years. Today, we are much different. We are bigger and more complex. We need and want to keep up the activism.

Let me review with you the changes we have made in our operations over the past two years to address in a meaningful way that other dimension of CUPE member activism.

Traditionally, we have paid for our activism, our campaigns and our political action through our National Defence Fund. However, over the past two years we have made some structural changes that recognize much of this work in our ongoing everyday work. It is not special, it is not crisis driven. It is our core work.

We have moved some significant portions of activist funding to the General Fund – our operating fund. Like political action, we know that being active in politics, at election time and in between, is completely crucial to achieving better public policy whether that be in labour legislation, the provision of public services, economic justice, human rights or equality.

Over the past two years, we have budgeted \$1.15 million for election spending in our General Fund. Similarly, we have budgeted \$2.5 million per year in our General Fund for anti-privatization campaigns. At the last national convention, we announced \$5 million over two years to fight privatization and contracting-out. We put this money into the General Fund recognizing that fighting privatization is always going to be with us. We fight it in every province, we fight it every year; whether it is stopping public-private partnerships or fighting contracting-out. This will always be a core operation of CUPE. So we are accounting for it in our day-to-day operations, just like we do for our staffing and our property costs.

We have also increased the amount that goes to our provincial divisions for their operations. We began providing funding to our provincial divisions in the 90s as a

measure to ensure our political arm in the regions had the necessary resources for their essential work.

In 1998, the total amount for all ten divisions was \$150,000 and over the last ten years, we increased this significantly – the largest increases in the last two years. In 2007, provincial divisions received close to \$700,000 and in 2008, close to \$800,000. Today, the total budget for this expense is \$942,059, more than six times the 1998 allocation. Then, only two of the ten provincial divisions had full-time, booked off presidents. Now there are nine divisions that have a full-time officer. I believe this increase in funding is crucial because it means increased effectiveness for our political action.

In 2008, we accumulated a \$4.74 million surplus. Given the challenges we could see ahead as a result of increasing attacks on bargaining rights and collective agreements, the National Executive Board voted to create a special fightback fund of \$2.5 million dollars. The fightback fund is to be used when CUPE members face threats to their fundamental bargaining rights through government action or legislation – just like what is happening right now in New Brunswick. I want to be clear about this: this is not about “tough bargaining” as we have other funding for that. This is about getting us to bargaining tables when public employers try to deny this fundamental right. We did not have any specific funding for this before. Now, we have \$2.5 million in the General Fund – permanently.

These changes have also served to strengthen the Defence Fund, because the demand for resources from the National Defence Fund continues to grow. In 2007, the Defence Fund revenue was \$6.904 million and \$7.265 million in 2008. In both years, spending went over budget, by slightly over \$25,000 in 2007 and by close to \$117,000 in 2008.

There are only four expenditure categories in the National Defence Fund: cost-shared programs, major organizing initiatives, national strategic priorities and regional strategic priorities. Yet, these four categories account for a wide variety of political work, organizing initiatives, member activism and community and international support.

For example, 179 CUPE chartered organizations put their resources toward many successful campaigns funded through our cost-shared program over the last two years. Each dollar spent by a CUPE chartered organization is matched by our cost-shared program. In 2007, the cost-shared budget was set at \$1.7 million and \$1.95 million was spent on campaigns throughout the year. In 2008, the cost-shared budget was increased to \$2 million and \$2.4 million was spent on campaigns. Needless to say, it was money well spent.

Through our cost-shared program, we have successfully fought contracting-out in municipalities, stopped development of P3 hospitals and P3 schools, saved a child care centre from closing – to name but a few real examples – and we have launched many successful public campaigns to support bargaining in our different sectors and provinces. For 2009, we have increased the amount budgeted for cost-shares to \$2.3 million.

Regional strategic priority funding is money that goes directly to the larger provincial divisions, providing 100% funding for their priority initiatives. For example, in British Columbia, this money supports the Strong Communities campaign and HEU’s fight against contracting-out. In Ontario, the funding has been used to undertake a variety of campaigns such as the P3 mobile exhibit, the campaign against health care privatization, and equality and health and safety campaigns. And, here in Québec, this money has fought the privatization and anti-union agenda of the Charest government. In both 2007 and 2008, we spent around \$1.3 million on this funding.

National strategic priorities accounts for approximately \$1.4 million each year of the last two years – a large part of which pays for implementation of our Strategic Directions policy adopted at the last national convention.

Spending in the Defence Fund has changed significantly over the last six years. We have restructured the funding into four clear categories with certainty of funding for more transparency, greater planning and improved implementation of the direction set by you at our national conventions.

So, when the money in the Defence Fund is talking – it is talking to politicians, employers and to the public. It says invest in public services, in communities, in equality and in social justice here in Canada and around the world. It is also saying we put a priority on activism. Money talks!

And speaking of talking, our National Strike Fund did a lot of talking this past year. My convention report to you is accountability for the last two years. But, I know everyone in the room wants to know the impact of the long and large strikes we have experienced so far this year. Simply put, our Strike Fund remains strong standing at over \$20 million after supporting over 30,000 members just this year – really, its 48,000 members since last convention.

In March, the Strike Fund was inching its way to \$40 million. Then in June, it dipped to \$35 million and now stands at \$21 million. All of this is a cautionary tale for those who would like to see some of this money freed up for other uses legitimately, particularly in our current bargaining climate. The last six months tell us that it

doesn't take long to drop by half. Again, it is money well spent. Money spent to support members who were striking for me and for you.

At the same time, we have built up the National Strike Fund strong enough to withstand these cycles – all of which speaks very loudly of our collective strength and our determination to say no to concessions. Yes, money talk and it can change the world – and I mean the whole world.

In addition to our three funds supporting our work, the National Executive Board administers our Global Justice Fund. Our Global Justice Fund supports workers around the world – like workers in Columbia and in the Philippines who are fighting privatization. In those countries, it's a matter of life and death, literally.

When Paul went to Columbia with other trade unionists, we learned that in ten years, 1,200 activists, trade unionists, peasants died. It is a very sinister number. If we, who are meeting here today, would have been in Columbia, we would be dead. We would have to find a new generation with no transition, nothing to keep the world going. This is why this fund is so important.

Right now, in Ontario and in Labrador, steelworkers are on strike against Vale-Inco. This employer is importing scabs to try and deny these workers their power and importing lower labour standards. Pushing back has to happen here and around the world at the same time.

Last year, only 1% of CUPE locals donated to the Global Justice Fund. That represents two dozen locals, and more than half of them are from east of here – east of Québec. That is the "Eastern Block" as we say affectionately in CUPE. I want to thank the four Eastern provinces! We need to improve this and I want to urge all CUPE locals to give our Global Justice Fund their support.

The strength of our beliefs, the drive behind our activism and the desire to make a better and more just world comes from our hearts and our souls. And we need a base – a strong base – to support us. A base that is consistent with all that we are trying to achieve. So, I believe it is crucial to live our beliefs in very concrete ways. Beliefs such as preserving our environment.

Over the last two years, we have made some progress at both lightening our impact on the environment and developing achievable goals for the future. For example, we have made changes to our automobile fleet. Beginning in 2008, we made sure that the choices provided to staff included a hybrid model for conserving energy and reducing our emissions.

Also, this past year we have moved ahead with initiatives to reduce our impact by spending money on technology so

that more of our organizational needs for meetings can be accomplished through teleconferencing.

For this convention, we hired a consultant, a CUPE member from Local 2626, Ottawa University, Ontario, to assist us in "greening our convention". As a result, there is less paper and the paper we used is 100% recycled. Your convention bags are made of hemp, have no dyes and are fully biodegradable.

We have also bought carbon offsets for all staff who have traveled here by air and by train. It's a start, and we've moving forward.

At the same time, we are moving forward on our employment equity program, working with our staff unions to increase the equity representation amongst our staff. This work represents our values as progressive trade unionists in representing the diversity of our membership at the same time respecting the rights of staff in working together to meet our equity targets. Recently, we conducted a new survey amongst staff and we are working together to establish new short and long term goals.

These measures strengthen our base just as significantly as building our balance sheet. And, we have made significant moves on our balance sheet as well. All of our funds, the General Fund, the Defence Fund and the Strike Fund, are our foundation.

As your National Secretary-Treasurer, it has been my priority to strengthen the foundation. We have embarked on an investment program so that now we have a second stream of revenue – that from earnings on investments. It is also why we made significant moves towards funding our liability for staff benefits. Of course, the recession has limited our investment income, and we have fallen slightly behind in our goal for meeting the unfunded liability. This issue is identified in your National Trustees report. But it is a problem we intend to address with the 2010 budget.

It is also why we have embarked on a program of buying rather than leasing our office space. In 2002, we continued to purchase rather than lease our office space. I am proud to report that we now own many of our office buildings – the home for our staff and activists – in eight provinces. I reported to you in 2005 that we purchased five buildings. In 2007, I announced three more and the construction of our national office. And, in the last two years we have embarked on four new building projects and purchased three more. Since 2002, we have entered into five leases to own arrangements in Québec. These 21 initiatives represent a lot more than our offices. They establish us firmly in the community. With the four previously owned, today we have a stock of 25 CUPE properties across Canada.

Owning rather than renting saves us money. And, more than our CUPE homes, they also represent capital assets – assets we can take to the bank if it ever gets to the point where we need to borrow money. But for now we can sleep peacefully knowing we have \$60 million in combined assets. A dozen years ago we didn't have a red cent; we even owed money.

Because of the strength in our asset base, no CUPE member needs to worry about strike pay again, about the ability of their union to fight back against privatization, or to fight for social justice.

While we put money away in the National Strike Fund and in the National Defence Fund for these purposes, the increasing financial strength in our operations has also increased flexibility for our activism. Our investment is not just in capital assets, we have begun to truly invest in ourselves.

As I have outlined, over the past number of years we have been gradually but substantially increasing the amount of money we spend in regions and on campaigns, activism and political action. In fact, when we combine all we have financially committed, we have increased our support to activism close to \$8 million, or more than four times what is used to be seven years ago in 2001. This even though our membership has grown 15% or our revenue by 30% in the same period.

Our activism works. In Beloeil, Québec, Sister Johanne Gauthier, president of CUPE Local 4750, was suspended after speaking out against plans for a P3 project. But quick work on CUPE's part got Sister Gauthier reinstated the next day and now the P3 plans are "on ice".

A P3 plan to rebuild a major highway interchange in Montréal has been deep-sixed because the government says the savings are no longer possible. Well the savings were never there. And the P3 agency set up by the Charest government has disintegrated, spelling the end for a P3 hospital project in Québec City. Why? Because CUPE members and our coalition partners have been fighting back.

We do have a tough road ahead of us. Take a look at our proposed strategic directions paper. This week we will debate it, improve upon it because it will ultimately determine our plan of action for the next two years.

As we move into the next two years, we know we can increase our political muscle. We can start to truly invest in ourselves. We are not just about bricks and mortar. But the bricks and mortar serve a very important symbol of how we, with our collective money will ultimately feed our activist souls.

I would like to thank our National Executive Board for their support, the staff at National Office who support my work and the staff across the country who support all of us – all CUPE chartered organizations. I would particularly like to thank our National President, Paul Moist, for his support, friendship and advice over the last two years. Thank you Paul.

In conclusion, more than 20 years ago, two leaders – Jeff Rose and Jean-Claude Laniel – pushed us. They led us into changing the financial base of CUPE, moving from flat base into a percentage base. And this was the foundation. It took long to blossom – more than 20 years – to get the right rate and get it together. Thank you Jeff and Jean-Claude.

And I would like to thank all of you. Thank you for your dedication to CUPE and for your hard work moving us forward day in and day out. I look forward to the next two years with vigor and confidence as we meet the many challenges ahead.

I am going to close my remarks with a graphic presentation of the strength of our foundation. They say that a picture speaks a thousand words, so after some 4,000 words, here are 20,000 words, the CUPE homes across the country that each and every one of us owns, but I will say it in a different way "roll the camera please".

Yup, money talks! Thank you – now let's get down to business!

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

REPORT OF THE NATIONAL TRUSTEES

The national trustees are Maria Wahl, Mark Goodwin and Ronald Dagenais.

Report for the period January 1, 2008 to December 31, 2008

The national trustees' meeting began on May 11, 2009 in Ottawa, at the CUPE National Office. The trustees reviewed the following documents: National Executive Committee and National Executive Board minutes; quarterly financial statements; the 2008 audited statements for the General Fund, the Strike Fund, the Defence Fund; cost-shared files; expense files; arrears files; and the actuarial valuation of post-retirement and post-employment benefits from January 1 to December 31, 2008.

At the time of this report, CUPE's per capita revenue for 2008 was \$159,477,197. This amount of revenue has made

it necessary for CUPE to retain professionals with respect to a number of areas to ensure best practices are being adhered to with respect to the organization's revenue. With the growth of CUPE and the reliance on actuaries, auditors, and money managers to handle investment strategies, the trustees felt that a review of their role under the constitution was necessary.

While the duties of the trustees at the national level are significantly more complex than trustees at the local level, the national constitution does not reflect this. Given this, it is imperative for CUPE trustees to receive the training they require to effectively fulfill their responsibilities.

General Fund, arrears and per capita receivables

The General Fund had assets of \$102,101,153. The per capita arrears as at December 31, 2008 were \$24,273,551. The area of arrears continues to be problematic and we urge locals to pay their per capita in a timely fashion.

National Defence Fund

The National Defence Fund had revenues totaling \$7,265,880 and expenses of \$7,382,765. Although the spending exceeded the revenues this year, the fund remains in good financial order with a year-end balance of \$741,419. The trustees reviewed entries made to the Defence Fund and found them to be in compliance with the National Defence Fund Regulations.

National Strike Fund

The National Strike Fund had revenue of \$12,032,694. CUPE provided strike benefits of \$8,560,074, and strike averting campaigns of \$466,063 and legal and arbitration fees of \$216,122 for a total of \$9,242,259 in expenses. The balance of the fund as at December 2008 was \$34,078,595.

Accrued benefit liability

The trustees reviewed in detail the report completed by Buck Consultants in regards to the accrued benefit liability. The obligation as of December 31, 2008 was \$135,915,000. Brother Généreux has attempted to address this deficit by dedicating investment income directly to the debt. With the financial meltdown and the cost of providing extended health benefits projected to rise to \$258,071,000 by 2016, it is clear that a more comprehensive plan is needed.

The trustees feel that by understating the accrued benefit liability on the balance sheet, the members do not necessarily understand the magnitude of the problem. The trustees are of the opinion that if liabilities are allowed to continue to grow unchecked, the financial health of CUPE may be severely impacted in the future.

The national trustees recommend that the NEB develop a new strategy to fully fund the accrued benefit obligations by the year 2029.

Expenses

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

Approximately two-thirds of CUPE's cellular phones have been converted into a new singular phone plan. Where possible, the remaining phones will be converted over by 2010.

When reviewing the automobile expenses, it was noted that the issue of mileage documentation brought forward in our 2007 report has not been addressed.

When paying hotel bills by personal credit card, personal expenses should be paid separately at the time of check-out. This would streamline the reimbursement process.

Vacations

The trustees met with Brother Jim Costescu in regards to the issue of staff utilizing their vacation entitlement. A policy has been implemented effective January 1, 2009, which will require CSU staff to take a minimum of 4 weeks vacation, or be paid out. The amount of required vacation time to be taken each year will increase in increments of one week in future years. Trustees are pleased to see the implementation of this policy as it will help to reduce the unfunded liability for vacations.

Pension plan

The national trustees met in June of 2008 to review the CUPE pension plan. The plan actuary provided us with an overview of how the plan is funded, the status of the plan, and who owns the surplus. While the pension plan is not audited by the national trustees, the contributions and investment income earned on designated investments are shown in the financial statements.

Cost-shared campaigns

The trustees reviewed the cost-shared campaign files and found all supporting documentation was included in the files and conformed to the regulations set out in the National Defence Fund.

Concluding remarks

The trustees found the books to be in excellent order. We commended Brother Généreux for his efforts in regards to

the benefit obligations. We would like to thank our interpreter Richard Campion and his colleagues. A huge thank you to Sister Monique Bélair for her assistance and her ever present smile.

Report for the period January 1, 2007 to December 31, 2007

The national trustees were elected at the 2007 National Convention in October. National trustees' terms are staggered to allow for continuity in the positions. Without the benefit of an experienced trustee to lead us through the audit process, we faced a significant learning curve. We would like to thank all of our predecessors for leaving us with an excellent framework to follow.

An orientation session was held on April 2, 2008 with the National President, the National Secretary-Treasurer and representatives from Deloitte & Touche. This session provided trustees with an overview of the audit process. The national officers walked us through the operations of CUPE. This session was very valuable as it allowed us to have our preliminary questions answered, thus saving us time in May.

The 2007 audit was held at the new CUPE office beginning on May 12, 2008. Trustees spent the morning of May 12th developing a work plan for the week.

The trustees reviewed the following documents: National Executive Committee and National Executive Board minutes, quarterly financial statements for the General Fund, the Strike Fund and the Defence Fund, expense files, arrears files, investment policy, the actuarial valuation report on non-pension post-retirement benefit expense, and the administrative and the NEB governance policy manuals. Trustees also reviewed the audited statements prepared by Deloitte & Touche. At the time of this report, these statements had yet to be approved by the NEB.

The trustees met with Phyllis Bourque to discuss the processes of collecting outstanding per capita and Carole Lefebvre in regards to vehicle leasing, fuel costs, and vehicle maintenance.

General Fund, arrears and per capita receivables

The General Fund per capita arrears was \$24 million as of December 31, 2007. The review of the arrears files showed a number of locals to be 12 months in arrears. The trustees reviewed the process for collecting outstanding per capita. This process is cumbersome – as many as 15 notices per local can be sent in a year. This takes considerable staff resources. The trustees reviewed the Constitution in

regards to the Secretary-Treasurer's ability to take more aggressive measures to collect the outstanding per capita.

The national trustees recommend that the National Executive Board work with the regional directors and servicing representatives to aggressively pursue collecting outstanding per capita.

National Defence Fund

The National Defence Fund had assets totaling \$6,506,795 and liabilities of \$5,664,854 for a balance of \$841,941 as of December 31, 2007. Trustees reviewed the various entries made to the Defence Fund and found them to be in compliance with the National Defence Fund Regulations.

National Strike Fund

The National Strike Fund had assets of \$31,605,492, with liabilities of \$638,730. CUPE provided strike benefits of \$16,572,613, strike averting campaigns of \$484,708 and legal and arbitration fees of \$131,577, totaling \$17,188,898. For 2007, the fund revenue was \$11,394,612, and the fund expenses were \$17,188,898. The balance of the Fund as of December 2007 was \$30,966,762.

Expenses

The trustees examined expense files of the National Executive Board, executive assistants, and CUPE national and regional staff. We are pleased with the details provided on the expense reports.

The trustees reviewed the automobile policy; it was noted that, where a monthly allowance is paid, there is no documentation of actual kilometers driven in relation to fuel purchased. Expenses that are billed directly to CUPE should be provided to trustees at the annual audit.

CUPE has recently instituted a single provider for cellular phones; this should result in potential savings.

When paying a hotel bill by personal credit card, if possible, trustees would like to see personal expenses invoiced separately.

The national trustees recommend that all kilometers be documented monthly.

Accrued benefit liability

The trustees commend the National Executive Board for addressing the issue of future employee benefits. The challenge of funding future group benefits is not unique to

CUPE. Rising drug costs, government delisting of drugs and an aging population are the major cost drivers in these plans.

The trustees were pleased to see the separation of payment of retiree health benefits from pension contributions, as this change allows for more transparency for CUPE members.

The trustees have significant concerns in regards to the growing liability of future benefits. They believe this unfunded liability could impact the financial health of CUPE in the future.

The national trustees recommend that the National Executive Board continue to assess and develop new strategies to fund future employee benefits.

Vacations

The trustees noted that staff are not utilizing their full entitlement of vacation time. When vacation time is taken, it is paid at the current rate of pay set out in the collective agreements, not at the rate of pay at which it was earned. This future cost of unused vacation is not fully reflected in the financial statements, and directly increases our future employee liabilities.

The national trustees recommend that the national officers, in conjunction with the various staff unions, develop a policy so that vacation time is taken or paid at the rate it is earned.

Pension plan

The trustees will be meeting with the plan actuary and the plan administrative officer in September. Trustees will conduct a review in respect to CUPE'S obligations to the plan members and will report their findings to convention in 2009.

Cost-shared campaigns

The trustees reviewed the cost-shared campaign files and found all supporting documentation was included in the files and conformed to the regulations set out in the National Defence Fund.

Concluding remarks

The trustees would like to thank all the staff at CUPE National for making us feel welcome. Thanks to our interpreters Richard Campion and Michel Carrière. The trustees particularly extend a huge thank you to Monique Bélair for her assistance before and during our week in Ottawa.

The trustees found the books to be in good order.

On behalf of the national trustees, I moved that our reports be received.

(M/S M. Wahl, D. Dagenais – Carried)

CONSTITUTION COMMITTEE REPORT

The committee members are: Dianne Frittenburg, co-chair, Local 1933, Nova Scotia; Doug Sprenger, co-chair, Local 951, British Columbia; Leonard Crawford, Local 1779, Prince Edward Island; David Gaudreau, Local 500, Manitoba; Rick Kean, Local 706, Newfoundland and Labrador; Carol Kenzie, Hospital Employees' Union, British Columbia; Tammy Nadeau, Local 1603, New Brunswick; Mike Parker, Local 3197, Alberta; Denis Petitclerc, Local 2929, Québec; Sandra Seitz, Local 5999, Saskatchewan; Joanne Webb, Local 4800, Ontario; Tom Graham, NEB liaison; Nancy Rosenberg, François Bellemare, Susan Barton and Aina Kagis as 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, members have attempted to look at issues from the perspective of what's 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.

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

Resolution C3 submitted by the National Executive Board:

CUPE NATIONAL WILL:

Amend Article 2.2 to read:

"The objectives of the Union are to be accomplished through the following methods:

f) Cooperating with the Public Services International and the International Trade Union Confederation in their work."

The committee's recommendation is one of concurrence, and I so move.

(M/S T. Nadeau, D. Sprenger – Carried)

Resolution C23 submitted by the National Executive Board:

CUPE NATIONAL WILL:

1. Delete Article 14.1(g):

“The charter fee to establish a new Local Union shall be \$20.00 which will cover the cost of charter, books and supplies, and also the fee on the membership of the first 20 members. On all additional members a fee of \$1.00 shall be forwarded for each member.”; and

2. Renumber Article 14.1(h); and

3. Amend Article B.1.1 to read:

“Eligible persons meeting the requirements of Article 3.1 may establish a Local Union upon official application to the National Secretary-Treasurer of the Canadian Union of Public Employees. Following approval, the charter shall be issued under the seal of the Canadian Union of Public Employees and installed by a duly authorized representative.”; and

4. Amend Article B.3.8 by deleting:

“(except for those named on the list forwarded with the application for a charter)”.

The committee's recommendation is one of concurrence, and I so move.

(M/S J. Webb, R. Kean – Carried)

Resolution C1 submitted by the Metropolitan Vancouver District Council, British Columbia:

CUPE NATIONAL WILL:

1. Add a new article to the Constitution named Executive Council; and
2. The Executive Council shall be made up of 12 members, representing district councils and service divisions as elected at convention; and
3. The Executive Council shall meet two times per year with the Executive Board.

The committee's recommendation is one of non-concurrence, and I so move.

(M/S D. Petitclerc, D. Gaudreau – Carried)

TUESDAY, OCTOBER 6, 2009

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MORNING SESSION

NATIONAL LITERACY AWARD PRESENTATION

CHAIRPERSON PAUL MOIST: To quote Nelson Mandela, education is the most powerful tool we have to change the world. And within the world of union education, the most powerful tool we have to make life better for our members is workplace literacy.

A few years ago, we established the National Literacy Award to recognize a literacy champion within our membership. I'm honoured to present this year's award to a true champion of literacy, Sister Pauline Merrigan, a proud and active member of Local 4400, Toronto District School Board.

Sister Pauline is truly a champion of literacy in the workplace. She first followed her own learning goals and then spread her wings to her workplace and her community in Toronto. As a caretaker, Pauline was in a perfect position to understand the importance of clear language as she works with chemicals everyday in her workplace. She was a catalyst for the workplace literacy program from its beginning with the Toronto School Board. And she was able to connect literacy to occupational health and safety work which is another incredibly important part of our union's work.

She has revised the health and safety quick facts sheets into clear language and she has helped to make her workplace safer. From working to make health and safety understandable, she expanded her influence to other parts of her workplace and she has encouraged many co-workers to join the literacy program.

Pauline is a model of determination, hard work and activism. She uses her new found skills to motivate her co-workers, challenge supervisors and to build the union. Truly an inspiration, Pauline recently won an award from the Metro Toronto Movement for Literacy "Bread and Roses" women's writing contest for her poem "You, Your Health". In this poem, she thanks those who have helped her.

On your behalf and on behalf of the hundreds of workers that she has helped, I thank her for her amazing contributions to literacy and I am proud to present this award to Sister Pauline Merrigan.

SPECIAL NEB COMMITTEE
ON STRATEGIC DIRECTIONS REPORT

The committee members are: Tom Graham, general vice-president, Saskatchewan; Mark Hancock, regional vice-president, British Columbia; Daniel Légère, general vice-president, Atlantic and Maritimes; Lucie Levasseur, general vice-president, Québec; Yolanda McLean, diversity vice-president representing workers of colour; Candace Rennick, regional vice-president, Ontario; Stan Marshall and Toby Sanger, staff advisors.

This morning, our task is twofold. First, we draw your attention to the report distributed at registration, titled "Reporting Back, CUPE's Strategic Directions 2007-2009". The report describes the successes achieved in carrying out the priorities established in the 2007 Strategic Directions Program.

The committee is also here to introduce the Strategic Directions Program for the next two years. This document is called "Strategic Directions Program for CUPE 2009-2011, Taking Action" and was distributed at the registration office.

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 it to reflect the points rose 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, 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.

Here is the report on what action was taken to implement the strategic plan adopted at the 2009 National Convention.

REPORTING BACK
CUPE'S STRATEGIC DIRECTIONS
2007-2009

Introduction

In 2003, delegates to CUPE's National Convention adopted a major strategic directions policy paper which set the policy direction for CUPE for 2003-2005. In that paper, delegates adopted a plan set out over three major priority areas:

- ◆ Strengthen our bargaining power to win better collective agreements
- ◆ Increase our day-to-day effectiveness to better represent members in the workplace
- ◆ Intensify our campaign to stop contracting-out and privatization of public services

In 2005, CUPE delegates adopted a second major strategic directions document for 2005-2007. It was called *Gaining Ground* and set priorities in a number of areas:

- ◆ Strengthening our sectors
- ◆ Establishing measurable bargaining objectives
- ◆ Organizing the unorganized
- ◆ Increased participation of women
- ◆ Communicating directly with our members
- ◆ Strengthening alliances with other unions
- ◆ Resisting privatization and contracting-out

In 2007, delegates to CUPE's National Convention adopted a third program to direct our union's priorities for 2007-2009. In the document *Securing the Future*, the strategic directions were outlined under three key priorities:

- ◆ CUPE Fightback Campaign
- ◆ Strengthening Bargaining Power and Achieving Equality
- ◆ Meeting Global Green Targets and Building Global Solidarity

Over the past two years, we have seriously endeavored to meet our commitment to the CUPE membership, to follow through on the priorities as established at our convention in Toronto in 2007.

The work has been tremendous and this is now an opportunity for us to reflect back on our successes and challenges and to provide a sense of possibilities for the future. This brief document, *Reporting Back*, is an attempt to capture strategic events and activities that our union has undertaken to meet the commitments of the 2007-2009 *Securing the Future* Strategic Program. Here you will find examples of key initiatives rather than an exhaustive list to illustrate our efforts.

We are Canada's largest public sector union with nearly 600,000 members in 2,300 locals across the country. No document could possibly do justice to our solidarity, our strength and our successful work. This brief snapshot is no exception.

STRATEGIC DIRECTION 1:
CUPE FIGHTBACK CAMPAIGN

Fighting back against privatization

CUPE launched a major fight back against all forms of privatization at the last national convention in Toronto. In

the past two years, over 50 campaigns and initiatives were underway or completed by every provincial division, as well as national initiatives. Major resistance against privatization and support for public services is taking place in every sector of our union. See Appendix “A”, on page 30 for a summary of campaigns and actions.

- ♦ CUPE National has undertaken a major national polling and focus groups initiative to explore attitudes toward privatization, to fine-tune our messages opposing privatization and most importantly, our positive messages of support for public services.
- ♦ A database is in development to track and evaluate our successes and challenges, and will provide us with useful case studies. A map of threats and campaign strategies by sector is helping us to connect campaigns to our priorities.
- ♦ CUPE is compiling resources that make the case for public services. Some examples include the following and can be found on division websites and on the CUPE website:
 - In Alberta, locals can draw on a package of information that makes the case for publicly financed infrastructure;
 - CUPE Nova Scotia is supporting its campaign against privatization with a website that encourages visitors to get the facts on privatization, including several Canadian P3s gone wrong;
 - SCFP-Québec’s campaign website encourages Québec taxpayers not to fall into the P3 trap and includes short video and radio ads;
 - CUPE’s two-minute “The Domino Effect” video on the power of collective action against P3s and other privatization is available to all locals and progressive organizations.
- ♦ Union Development revised the weeklong course on privatization and has delivered numerous sessions.
- ♦ *Our Best Line of Defence: Taking on Privatization at the Bargaining Table* is now available as resource for CUPE staff and members.
- ♦ More than 200 people gathered in Saint John, New Brunswick at a conference on public-private partnerships, organized by CUPE New Brunswick.
- ♦ A major research project is underway as part of an anti-privatization campaign to fight back big-box store and privatized child care.

- ♦ CUPE’s Hydro-Québec locals held a two-day conference on wind energy and underlined their support for public wind energy development.
- ♦ CUPE Ontario with the Council of Canadians held a province-wide tour to encourage bans on bottled water in municipal and provincial facilities. CUPE continues to defend public water and to connect water activists; plans are well underway for a November *Blue Summit* to celebrate the 10th anniversary of *Water Watch*.
- ♦ A national tour across Canada to highlight the importance of in-house cleaners in reducing the incidence of health care associated infections was held in May 2009.

Fighting back against bad trade deals

Together with community groups, national organizations and private sector unions, CUPE continues to resist a number of trade deals that threaten our national resources, good paying jobs and public services in our communities.

- ♦ CUPE commissioned and released legal opinions on the constitutionality of the Trade, Investment and Labour Mobility Agreement (TILMA) in B.C. and Alberta.
- ♦ CUPE commissioned an analysis of Canadian trade agreements found in the report *State of Play: Canada’s Internal Free Trade Agenda*.
- ♦ CUPE sent representation to Washington D.C. to participate with labour activists, legislators and academics from all over North America to organize against the National American Free Trade Agreement (NAFTA) and the Security and Prosperity Partnership (SPP).
- ♦ CUPE formed part of two North American delegations with energy sector unions and civil society organizations, first in New Orleans and again in Mexico City, to develop a common vision of energy security in North America and to confront SPP.
- ♦ CUPE took a strong stance against the Premiers’ decision to use NAFTA-like dispute mechanisms in the Agreement on Internal Trade (AIT).
- ♦ CUPE New Brunswick, CUPE Nova Scotia and the Council of Canadians joined forces to oppose a deal between the provinces of Nova Scotia and New Brunswick on the Partnership on Regulation and Economy.
- ♦ Concerted lobbying efforts by CUPE, the Canadian Labour Congress and other organizations have resulted

in the delay of the passage of the Canada-Colombia Free Trade Agreement.

- ◆ At the Federation of Canadian Municipalities, CUPE lobbied with the CLC to advance a “Buy Canadian” resolution with progressive municipal leaders, and to support local procurement policies for municipal and provincial governments.
- ◆ An ad-hoc trade working group has been monitoring and analyzing several developments including: NAFTA, SPP, Canada-EU trade, TILMA, AIT, and we have commissioned a backgrounder on the Canada-EU negotiations to be made available later this year.

Building strong communities by promoting public services

CUPE from coast to coast has actively campaigned to demonstrate that public services are an essential component of strong and vibrant communities.

- ◆ CUPE continued its lobby of municipal politicians on anti-privatization and infrastructure funding with a major presence at the Federation of Canadian Municipalities (FCM) meetings in Québec City and Whistler.
- ◆ CUPE conducted a national poll that clearly showed that a majority of Canadians trust the municipal government and municipal workers more than private corporations to deliver public services.
- ◆ CUPE joined members of Oxfam International and Educational International to mark Public Service Day (June 23) with a call for action on quality public services.
- ◆ CUPE Ontario conducted its “Rock for Public Services” tour throughout Ontario with performances by well-known musicians and comedians.

Influencing public policy through political action

Over the past two years, we have built our capacity to take decisive action and deliver strong messages to every level of government with a focus on three key areas.

Electoral politics

- ◆ Canadians found themselves at the polls in October 2008 for yet another federal election. CUPE’s labour issues campaign had anti-privatization as a top priority. Our members were provided with daily web coverage, analysis of important election issues and resources to help better understand key issues in areas such as health care and the environment.

- ◆ This year CUPE joined the CLC, other unions and civil society organizations to support a Liberal-NDP coalition government supported by the Bloc Québécois. This decision was necessary in the face of the worst global economic crises in decades and the Conservative government choosing to present an empty fiscal update that does nothing to stimulate investment and prevent unemployment.
- ◆ Nova Scotians went to the polls October 18 in municipal and school board elections. Eleven CUPE members and retirees ran successfully.
- ◆ CUPE B.C.’s Political Action Committee and CUPE members worked diligently to ensure that progressive candidates ran and were elected in their civic elections. 180 CUPE-endorsed candidates were elected and more than 30 CUPE members ran for office.
- ◆ CUPE Nova Scotia, the Nova Scotia Federation of Labour, the CLC and their affiliates pulled out all the stops to ensure a majority NDP victory in the provincial election.
- ◆ CUPE B.C. ran a valiant member-to-member phone campaign for the NDP during the provincial elections. Although no further seats were picked up, Kathy Corrigan, CUPE anti-privatization coordinator unseated the incumbent Liberal MLA in Burnaby-Deer Lake.

Extra-parliamentary actions

- ◆ In March 2008, the National Executive Board established a fightback fund to support members who face extraordinary attacks on their rights by governments and employers.
- ◆ CUPE Saskatchewan and CUPE health care members fought back against the government and employers to establish essential services in health care that would include nearly every job classification.
- ◆ CUPE Saskatchewan resisted the Saskatchewan Party’s attempt to remove the right to strike for public sector workers and to strip unions of organizing and bargaining power.
- ◆ CUPE’s advocacy efforts regarding literacy and essential skills have focused on the federal government. Union Development developed materials to support advocacy programs that meet members’ needs and outline a role for labour.
- ◆ CUPE joined other unions representing more than 475,000 public and para-public sector workers, in an historic common front in Québec for public sector

bargaining. The first proposal fast-tracked the bargaining process with Québec's treasury board.

- ◆ CUPE 500 launched a campaign "Positively Public – the Winnipeg Way" to fight back against privatization of the city's public services.
- ◆ Pressure from CUPE Ontario, CUPE 4800, other unions and the Ontario Health Coalition led to the Ontario government's decision to halt competitive bidding for home care contracts.
- ◆ CUPE and the CLC are actively generating support of unemployment insurance reform with the federal government to improve benefits and access for all workers across Canada.

Health and safety

- ◆ A record number of occupational health and safety activists from across Canada gathered in St. John's, Newfoundland for the 10th National Health and Safety Conference.
- ◆ CUPE members and staff coordinated a cross-Canada tour on health care associated infections with featured speaker Steve Davies, highlighting that the Canadian governments are going down the wrong path with more overcrowding, under-staffing, and contracting-out of cleaning services.
- ◆ CUPE is revising the 30-hour health and safety course to make it available by the end of the year.
- ◆ The outbreak of the Human Swine Influenza A (H1N1) prompted the development of a comprehensive guidance material for CUPE members. Health and safety staff continues to monitor the outbreak and assist locals and staff to protect their health and rights.
- ◆ CUPE participated in the 3rd International Commission on Occupational Health's Conference on psychosocial risk factors at work, held in Québec City.
- ◆ CUPE continues to work closely with the CLC's Health, Safety and Environment Committee work on legislative and standard setting initiatives.
- ◆ Health and safety staff participated in two CLC/Canadian Standards Association working groups to develop standards on ergonomics and hazard assessments. Legislative initiatives included ongoing participation on the federal Workplace Violence Regulation under Part II of the *Canada Labour Code*.

STRATEGIC DIRECTION 2: **STRENGTHENING BARGAINING POWER** **AND ACHIEVING EQUALITY**

Strengthening bargaining power

CUPE's bargaining strength has never been more important. The economic crisis hit hard as stock markets fell sharply, banks collapsed, and investments evaporated. The impact of the recession is felt acutely as workers' wages stagnate, unionized jobs disappear and as we find steep declines in the value of pensions and investments. Workers have fought back at the bargaining table and successfully negotiated good collective agreements with no concessions. Many stood up on the picket lines and some continue the struggle. CUPE will recommit to strengthening our bargaining power with research, resources and tools to fight these important campaigns.

- ◆ CUPE held a National Bargaining Women's Equality Conference, *Setting the Table for Bargaining Women's Equality*, in Montréal in response to one of the key recommendations of the National Women's Task Force.
- ◆ 270 CUPE school workers joined in Regina for their first national school boards meeting, *Power UP!*
- ◆ CUPE pension trustees met in Ottawa and featured P3 and pension expert, Professor Éric Pineault from the Université du Québec à Montréal (UQAM).
- ◆ Union Development launched CUPE's e-learning program, delivering the first "live" course on the impact of volatile financial markets on the funding of pension plans.
- ◆ In a milestone achievement, more than 50,000 Ontario school board workers in 105 bargaining units ratified a coordinated bargaining agreement with increased wages and benefits plans, and improved working hours and staffing.
- ◆ CUPE Ontario ACL workers continue their bargaining struggles.
- ◆ Several hundred CUPE members attended the 2009 CUPE B.C. Bargaining Conference.
- ◆ Research and Union Development developed a weeklong training program for CUPE staff representatives. A tool is now available to help locals analyze and compare their benefit plans.
- ◆ With the end of mandatory retirement, CUPE in Ontario has negotiated language to ensure the continuation of benefits for some of its workers over the age of 65.

- ◆ Job Evaluation staff continues to conduct one-day orientation workshops for locals. Two new courses on JE and pay equity have already been delivered to several CUPE regional schools and locals in Newfoundland, Alberta and Ontario and more are scheduled.
- ◆ The Collective Agreement Information System (CAIS) staff has successfully completed coding all collective agreements. They will continue to provide wage and provisions reports for bargaining and sector conferences.
- ◆ CUPE staff continues to support bargaining efforts with important information, analysis and resources, including regular publications of the *Economic Climate for Bargaining* and *Tabletalk*, available on the CUPE website.
- ◆ A landmark four-year negotiated agreement was reached between the Ontario Council of Hospital Unions/CUPE and the Ontario Hospital Association with improvements in job security, including the groundbreaking right of a worker transferred in healthcare restructuring, privatization or a sale or partial sale of business to post back into their hospital carrying back full seniority plus wage and benefit improvements.

Achieving equality

CUPE made real gains on equality issues at the bargaining table as we negotiated pensions, benefits, wages and pay equity. We continue to stand for equality in our workplaces, communities, and within our union. We continue to lobby government on human rights, labour rights, land claims and the environment. We developed tools to help us eliminate discrimination, increase accessibility and expanded our education programs. Work plans are well underway and important equality initiatives will continue.

- ◆ CUPE held the National Bargaining Women's Equality Conference, *Setting the Table for Bargaining Women's Equality*, in Montréal, a key recommendation of the National Women's Task Force. Numerous recommendations came out of this first conference including the development communications tools that will support women in CUPE to share ideas, information and findings that advance women's equality.
- ◆ CUPE Nova Scotia Women's Committee held their first women's conference.
- ◆ CUPE sisters joined 208 union sisters from Canada and the U.S. for the Western Regional Summer Institute for Union Women, *Women Behaving Politically: Organizing for Change*.
- ◆ CUPE participated in the CLC campaign against wage discrimination for women, *Equality Once and For All*. We

also participated with other unions and women's organizations at the United Nations Commission on the Status of Women.

- ◆ Pay equity gains were advanced for library workers in Victoria and Toronto, and for education workers at the University of Montréal and *le Conseil scolaire de district des écoles françaises* in Eastern Ontario. CUPE 966, Regional Municipality of Peel, made significant strides on a major pay equity settlement for workers in long-term care. These adjustments cover thousands of members and placed over two million dollars in their hands.
- ◆ CUPE Ontario will hold its Human Rights Conference in November and will highlight employment equity and the creation of inclusive spaces.
- ◆ CUPE was part of an eleven-member CLC delegation to Geneva to attend the UN Durban Review Conference to assess the progress member nations of the UN are making to eliminate racism.
- ◆ CUPE B.C. held a successful first workers of colour conference.
- ◆ CUPE members were part of the Assembly of First Nations National Day of Action at events across Canada and issued a statement supporting the AFN's seven-point plan to address Aboriginal poverty.
- ◆ CUPE's Union Development Department and Equality Branch developed Aboriginal awareness courses and members of the National Aboriginal Council served as a reference group for the project.
- ◆ CUPE sent a delegation to the 24th World Conference of the International Lesbian, Gay, Bisexual, Trans and Intersex Association in Vienna as well as to the 2nd International Conference on LGBT Human Rights in Copenhagen.
- ◆ CUPE held a two-day strategic planning meeting on HIV and AIDS with members, staff and organizations to consider recommendations for an action plan for our union. A delegation from the National Pink Triangle Committee also attended the 17th International AIDS Conference in Mexico.
- ◆ CUPE P.E.I. held their first human rights conference.
- ◆ CUPE is developing a new guide: *Disability rights in the workplace: Understanding duty to accommodate* to help locals to advocate on behalf of members with disabilities and ensure inclusive workplaces.
- ◆ CUPE created a new poster to raise awareness of disability issues in the workplace: *Sometimes the biggest barrier we face is your attitude*.

STRATEGIC DIRECTION 3:
MEETING GLOBAL GREEN TARGETS
AND BUILDING GLOBAL SOLIDARITY

Meeting global green targets

CUPE has taken some important strides and shown leadership on climate change as we lobbied the federal government to commit to the goals of the Kyoto accord. Green jobs and just transition to these jobs are critical as we move forward with the CUPE green agenda. Strategies and tools have been developed to support staff and members to implement green measures in their locals, workplaces and communities.

- ◆ CUPE's national building has achieved LEED Gold Certification.
- ◆ CUPE national convention planning has included an environment committee to support a greener event for the 2009 Montréal convention, with resource allocated to audit our practices and to evaluate and bring forward recommendations for improvements.
- ◆ CUPE's National Environment Committee and staff advisor actively support our environment goals and initiatives. The committee has gone paperless by maximizing their use of technology.
- ◆ The National Environment Committee supports Earth Day initiatives with an annual CUPE Earth Day poster contest for kids.
- ◆ CUPE staff and the National Environment Committee kicked off a series of videos leading up to Clean Air Day, June 3. The video clips posted on the CUPE website feature environmental activists and leaders discussing the steps they are taking to reduce their environmental footprint.
- ◆ *Green Bargaining for CUPE Locals* is a document that gives examples of green language and shows key areas to consider for bargaining environmental provisions into collective agreements; see the CUPE website.
- ◆ CUPE 3012, Saskatchewan Council for International Cooperation, successfully negotiated a Green Policy for their workplace.
- ◆ An *Eco-Audit* tool is available on the CUPE website to perform environmental audits of workplaces and to make recommendations to improve environmental performance.
- ◆ The CUPE workplace environmental guide was published and is available on the CUPE website. *Healthy, Clean & GREEN: A Workers' Action Guide to a Greener Workplace* shows workers what steps they can take to make their workplaces environmentally sustainable.

- ◆ CUPE's course on the environment was piloted in B.C. All background information is provided on a participant CD or can be downloaded from the CUPE website.
- ◆ *The Enviro Action* newsletter, a regular publication, is available online on the CUPE website.
- ◆ CUPE's senior economist has contributed to several papers and publications on the environment, carbon taxation, climate change and green jobs. He co-authored, for example, a chapter for CCPA book on *the Harper Record, The Harper Government and Climate Change: Lost at Sea?*, and the CCPA-B.C. research paper, *Is B.C.'s Carbon Tax Fair?*
- ◆ A CUPE member participated in the *Good Jobs, Green Jobs* Conference held in Washington, D.C.
- ◆ Across Canada and around the world, CUPE members worked with the Council of Canadians, Oxfam Canada, and the Polaris Institute to mark World Water Day. Preparations are well underway for the 10th anniversary of *Water Watch: Watch Out!* in November.
- ◆ CUPE's national school boards meeting in Regina made some important strides in greening their first national meeting and helped to reduce the environmental impact of the event.
- ◆ CUPE participated in the FCM's Sustainable Communities Conference.
- ◆ Initial planning for CUPE participation at COP15, the UN Climate Change Conference in Copenhagen in December 2009, is underway.

Building global solidarity

The last two years has seen a major expansion of our international work. CUPE's commitment to promote public services provides the foundation for our global justice program. We have seen an increase in members' support for global efforts to assist trade unionists fighting repression around the world.

- ◆ Contributions to the Global Justice Fund are growing. There are now Global Justice committees in almost every province and division of CUPE that are seeking creative ways to increase the capacity of the fund.
- ◆ Two new major international projects are underway that speak out on human rights abuse and support workers in their struggle against the privatization of public services:
 - Burmese refugees working to defend human rights in Burmese communities along the Thai-Burma border;

- A worker-to-worker exchange with two public sector unions in the Philippines. CUPE members also participated enthusiastically in the tour of Brothers Gaité and Tinio from the Philippines.
- ◆ CUPE’s commitment to public services can be seen in our support and solidarity for public water and wastewater services globally, and we have connected with water justice activists around the world.
- ◆ CUPE delegated members and staff to join public sector workers, water activists and Turkish allies in the protest of the corporate agenda at the 5th World Water Forum in Istanbul. Members and staff also joined the People’s Water Forum to support the global movement for justice and the right to water.
- ◆ Over the past two years a significant part of CUPE’s work has been in solidarity with our sisters and brothers in Colombia, a country with the worst human rights violations in the Americas. We have made a long-term commitment to Colombian trade unionists and community activists who take great risks in their struggle for justice. CUPE’s support included:
 - the global justice project to support human rights training;
 - the Frontlines Leaders tour to Colombia in 2008 and;
 - the major effort to halt the Canada-Colombia Free Trade Agreement. So far, we have managed to stop its implementation. CUPE along with the CLC and affiliates and partners in civil society, will continue the struggle.
- ◆ Sister Bolanos, a Columbian union leader, activist and mentor, met with CUPE members in Ontario, Nova

Scotia, New Brunswick and British Columbia to talk about her bold fight against privatization.

- ◆ Relations with our South African partner, the municipal workers union, SAMWU, continue. An ongoing project to organize and provide service to women workers is funded by the Canadian International Development Agency and CUPE.
- ◆ CUPE and the Communications, Energy and Paperworkers Union of Canada delegated Canadian lawyer Steven Shrybman to take part in a series of public events in Mexico, opposing the privatization of PEMEX, a Mexican state-owned petroleum company.

Conclusion

In 2007, delegates to the CUPE Convention in Toronto endorsed a clear strategic direction for CUPE for the two years to follow. *Securing the Future* provided for a vigorous program, laying out clear objectives to develop a strong CUPE fightback campaign: to strengthen our bargaining power, to achieve equality, to meet global green targets and to build global solidarity. Together we met the task head on and our success to date is in large part due to our strength, solidarity and commitment. At the core of this momentum are CUPE members, locals, councils, divisions, staff and leadership. There is much to be done as the political, economic and social climate turns against our members, our jobs and our communities. We will continue to fight back and set in motion the direction for the next two years at this 2009 CUPE National Convention. The challenges are big and so is the spirit of CUPE. Once again we will celebrate our successes together in two years time – in solidarity!

APPENDIX “A”

Anti-privatization – Sector strategies

The following chart gives a summary of the strategic challenges, key threats, opportunities and successes as well as some of the campaign activities. This is not an exhaustive listing of all campaigns but a cross section of many of the campaigns that are being waged across the country.

CHILD CARE		
Strategic challenge		Promote the public delivery of child care and stop the threat of foreign “big-box” corporate interests
Key threats		◆ Big-box child care providers
Opportunities/Successes		◆ Strong coalition partners ◆ Lessons from Australia
Campaigns and proposals		◆ Research and national tour with Martha Friendly and Susan Prentice fall 2009
	Ont.	◆ Children’s concerts to improve public access to childcare and against big-box child care delivery

ELECTRICITY		
Strategic challenge		Convince environmentalists and those adversely impacted by rising power prices that only a public system can meet their objectives
Key threats		<ul style="list-style-type: none"> ◆ Private generation models favoured by provincial governments for newer green electricity generation
	B.C.	<ul style="list-style-type: none"> ◆ Private companies setting up in rivers
Opportunities/Successes		<ul style="list-style-type: none"> ◆ Clear public alternatives in Québec and Manitoba
Campaigns and proposals	Ont.	<ul style="list-style-type: none"> ◆ Community coalition work in Mississauga – regarding sell-off of distribution note: IBEW local-community coalition ◆ Toronto Telecom sell-off CUPE Local One legal challenge/ campaign
	B.C.	<ul style="list-style-type: none"> ◆ Support for B.C. guardians instructional DVD project

HEALTH CARE		
Strategic challenge		<ul style="list-style-type: none"> ◆ Turn around view that privatization is the solution for a health care system that is stretched for resources ◆ Make the case against contracting-out based on direct experience ◆ Need to broaden support for public <u>delivery</u> as well as public insurance
Key threats	N.S.	<ul style="list-style-type: none"> ◆ Contracting-out over 10,000 jobs and ◆ Privatization of long-term care ◆ P3's – 38 P3 hospitals in four provinces ◆ Competitive bidding in for delivery of home care services ◆ Private clinics ◆ Activity-based (fee for service) funding for hospitals ◆ Long-term residential care is not currently on the federal government radar ◆ Corpus Sanchez report calling for health care centralization and partnering with private sector for laboratory services
	Sask.	<ul style="list-style-type: none"> ◆ Patient first review poll 48% in favour of privatizing health support services.
Opportunities/Successes		<ul style="list-style-type: none"> ◆ Revitalized health coalitions in several provinces ◆ Five provinces (B.C., ON., Que., N.S. and N.B.) with coalitions to document P3 impact then tour with results and lobby ◆ Document LTC privatization and strategic planning session for pan-Canadian strategy for reversing privatization and achieving legislated standards ◆ Campaign on Medicare rights and private clinics ◆ Re-establish support services as integral to health appeal by professionals to abandon P3
	P.E.I.	<ul style="list-style-type: none"> ◆ Win – seven manors (LTC facilities) in P.E.I. to be built without P3
Campaigns and proposals		<ul style="list-style-type: none"> ◆ National Health Care Associated Infections Tour with Steve Davies, May 2009 ◆ LTC speakers tour planned for October and November 2009 ◆ Campaigns against private clinics in many provinces ◆ Campaigns on LTC in all provinces
	N.S.	<ul style="list-style-type: none"> ◆ P3 fightback campaign
	N.B.	<ul style="list-style-type: none"> ◆ P3 hospital
	Que.	<ul style="list-style-type: none"> ◆ CHUQ P3 in Québec City
	Ont.	<ul style="list-style-type: none"> ◆ Campaign “Rock for public services” end competitive bidding – home care video, LHINS and P3s
	Sask.	<ul style="list-style-type: none"> ◆ Campaign regarding government’s privatization agenda under the ‘Patient First Review’ ◆ Hospital P3 campaign
	Alta.	<ul style="list-style-type: none"> ◆ Hospital P3 campaign
	B.C.	<ul style="list-style-type: none"> ◆ Living wage campaign – settlements with the “Big Three”

JK-12 – SCHOOL BOARDS		
Strategic challenge		Advance alternatives to P3 for school board infrastructure renewal and expansion and contracting-out
Key threats		<ul style="list-style-type: none"> ◆ P3s in Alberta, British Columbia and Nova Scotia ◆ Contracting-out support services, turnkey maintenance contracts, private companies for special needs students services
	N.S.	◆ Vouchers (tuition support agreements)
	Sask.	◆ P3 schools threatened
Opportunities/Successes	Sask.	<ul style="list-style-type: none"> ◆ Solidarity conference and school board locals meeting ◆ National school boards meeting March 2009, challenged contracting-out and P3 schools
	Alta.	<ul style="list-style-type: none"> ◆ Plans for four new P3 high schools will now be built with government funds ◆ Education international report opposing P3s in education infrastructure
Campaigns and proposals	N.S.	◆ P3 fightback campaign
	N.B.	◆ P3 campaign
	Ont.	<ul style="list-style-type: none"> ◆ Education and survey membership on privatization and contracting-out, lobby for contracting-in of services ◆ CUPE 1011 and 2888 in Halton contracting-out campaign
	Sask.	◆ Lobbying against P3 schools
	Alta.	◆ P3 schools campaign

MUNICIPAL		
Strategic challenge		To increase public sector options and maintain a strong democratic public system
Key threats		<ul style="list-style-type: none"> ◆ P3s for new facilities and infrastructure ◆ Water and wastewater P3s ◆ Trade, Investment and Labour Mobility Agreement ◆ Downloading ◆ Utilities sell-off ◆ P3 Community near Fort McMurray ◆ Ontario/Québec Agreement
Opportunities/Successes		<ul style="list-style-type: none"> ◆ “New Deal for Cities” ◆ Community coalitions ◆ Expose impacts of privatization
	N.L.	◆ St. John’s contracted back in hydrant flushing and maintenance
	B.C.	<ul style="list-style-type: none"> ◆ Port Moody contracting-in solid waste ◆ Federation of Canadian Municipalities – potential allies in progressive councillors ◆ Skeena Queen Charlotte Regional District voted to keep solid waste public ◆ Municipal election
	Sask.	◆ Public campaign to keep Regina rinks open. City shelved consultants report to close pools and rinks
Campaigns and proposals	N.S.	◆ Recreation P3s campaign
	Alta.	◆ P3 campaigns in Medicine Hat, Calgary and Fort McMurray
	Ont.	<ul style="list-style-type: none"> ◆ As part of multi-sector campaign OMECC P3 member education workshops around the province ◆ Durham Region Energy-from-waste incineration campaign ◆ Brockville contracting-out campaign

	Man.	♦ Positively public campaign in Winnipeg and proposed P3 for new water treatment plant utility
	Sask.	♦ CUPE 21 campaigning regarding contracting-out prior to collective bargaining and municipal election
	Que.	♦ Proliferation of non-profits and P3s in the municipal sector and urban transport sector campaign to resist private bus lines in Montréal
	N.L.	♦ Public delivery solid waste and recycling management
	B.C.	♦ CUPE 4728 in Grand Forks, campaign to bring solid waste collection and recycling back in house

POST SECONDARY EDUCATION		
Strategic challenge		To develop a national campaign to focus on privatization, reliance on funding through user fees (tuition fees), and corporate influence
Key threats		<ul style="list-style-type: none"> ♦ Increasing user/individual fees (e.g. tuition) not government funding to finance universities ♦ P3s for expansion ♦ Corporate sponsorship and control ♦ Shift toward private sector governance
Opportunities/Successes		<ul style="list-style-type: none"> ♦ Detailed case studies of threats at a representative group of universities (e.g. Université du Québec à Montréal, UBC) ♦ Coalition work with CFS ♦ Education International report opposing P3s in education infrastructure
Campaigns and proposals	Que.	<ul style="list-style-type: none"> ♦ P3 failure at the Université du Québec à Montréal ♦ Symposium in April 2009 addressing impact of P3s in the university sector
	Ont.	♦ Achieving anti-privatization language is part of a coordinated bargaining campaign for 2010 for 25 bargaining units

SOCIAL SERVICES		
Strategic challenge		To stop the channelling of public dollars into for-profit providers of social services
Key threats		<ul style="list-style-type: none"> ♦ P3 delivery of social assistance Employment Programs ♦ Competitive bidding ♦ Regulation of social service ♦ Downloading of services to non-profit sector
	N.B.	♦ Privatization of workers compensation services
	Ont.	♦ Direct or Individualized funding (Bill 77)
Opportunities/Successes		♦ Evaluations of <i>Jobs Now</i> in Ontario and <i>Job Wave</i> in B.C.
Campaigns and proposals		♦ See child care
	N.B.	♦ Campaign regarding privatization of Workers Compensation Rehab Centre
	Ont.	♦ Bill 77 campaign regarding individualized funding for <i>Persons with Disabilities Act</i>

General cross-sector issues

EQUALITY		
Strategic challenge		To engage equality seeking groups with CUPE to participate in anti-privatization campaigns
Key threats		<ul style="list-style-type: none"> ◆ Contracting-out disproportionately adversely affects women and immigrant workers ◆ Workers with disabilities ◆ Aboriginal communities encouraged to use P3s to deal with water problems and other infrastructure
Opportunities/Successes		<ul style="list-style-type: none"> ◆ Public-private partnerships with aboriginal communities and municipalities – Tony Penikett report to CUPE regarding A First Nation Water Strategy for CUPE
Campaigns and proposals		<ul style="list-style-type: none"> ◆ Research on impacts of privatization on workers with disabilities with a view to producing resources for workers with disabilities ◆ Proposed tour of Aboriginal communities in B.C. to explore attitudes toward privatization, P3s and public-private partnerships with a view to promoting positive public examples

INFRASTRUCTURE		
Strategic challenge		How to develop effective, clear and straightforward public campaigns in a multifaceted and multi jurisdictional threat where it is necessary to work with other unions, coalitions, community groups, allies, and experts
Key threats		<ul style="list-style-type: none"> ◆ Federal push to use P3s through Building Canada and PPP Canada Inc. ◆ B.C. and Alberta governments pushing P3s ◆ P3 hospitals, schools, LTC's ◆ Water and wastewater P3s
	N.S.	<ul style="list-style-type: none"> ◆ Using Partnerships B.C. to promote P3s
	N.B.	<ul style="list-style-type: none"> ◆ Highway P3
Opportunities/Successes		<ul style="list-style-type: none"> ◆ Complaints regarding P3s from construction industry ◆ Hugh McKenzie's <i>Bad Before, Worse Now</i> report regarding the financial and the increased cost of P3 deals
	B.C.	<ul style="list-style-type: none"> ◆ Municipal and provincial elections ◆ Ron Parks "Evaluation of P3s" report in B.C. about P3 problems
Campaigns and proposals		<ul style="list-style-type: none"> ◆ P3 summit in October 2008 ◆ Federal P3 strategy including a P3 conference early in 2010
	N.B.	<ul style="list-style-type: none"> ◆ Highway Project P3

TRADE		
Strategic challenge		To understand, expose and resist trade deals that are vehicles for privatization
Key threats		<ul style="list-style-type: none"> ◆ NAFTA (North American Free Trade Agreement) ◆ Canada-EU ◆ SPP (Security and Prosperity Partnership) ◆ TILMA (Trade Investment and Labour Mobility Agreement)/AIT (Agreement on Internal Trade) ◆ MAI (Multi-Lateral Agreement on Investment) ◆ OQEPA (ON/QC Economic Partnership Agreement)

Opportunities/Successes		<ul style="list-style-type: none"> ◆ Federation of Canadian Municipalities (FCM) ◆ “Buy Canadian” NEB Resolution supporting local procurement policies for municipal and provincial governments and rejecting any proposals for a new sub-national trade agreement that would limit the democratic right of provinces and municipalities to set their own local purchasing policies
Campaigns and proposals		<ul style="list-style-type: none"> ◆ Formation of working group for trade research ◆ Research and legal opinions ◆ Scott Sinclair on the Canada-EU agreement ◆ Steven Shrybman on trade issues

WATER		
Strategic challenge		Advance public alternatives to privatization and as a green solution
Key threats		<ul style="list-style-type: none"> ◆ Underfunding of infrastructure needs and the Federal P3 push (building Canada) ◆ First Nations water systems in dire shape ◆ Trade Deals (SPP and NAFTA) ◆ Environmental factors (e.g. pollution and scarcity bottled water) ◆ Corporate Initiatives on Campus: a 2008 Snapshot about dwindling access to drinking water on university campuses – Polaris, CCPA and CUPE report
	Ont.	◆ Downloading water and wastewater responsibilities to municipalities without money
Opportunities/Successes		<ul style="list-style-type: none"> ◆ Low public support for water privatization or public-private partnerships ◆ Coalitions (e.g. Council of Canadians and NDP) ◆ Federation of Canadian Municipalities (FCM) ◆ Liberal caucus ◆ Water Privatization a federal election issue ◆ Tony Penikett report to CUPE regarding A First Nation Water Strategy for CUPE
	Ont.	◆ Prince Edward County abandoned privatizing new wastewater treatment plant
	B.C.	◆ Williams Lake
Campaigns and proposals		◆ Water Symposium in November 2009 with the Council of Canadians
	N.B.	◆ Sackville, campaign against P3 for water treatment
	Que.	◆ CUPE 301 in Montréal challenging “hidden” water privatization
	Ont.	<ul style="list-style-type: none"> ◆ Picton W-WWTP ◆ <i>Unbottle It</i> Ontario campaign tour with Maude Barlow and Sid Ryan
	Man.	◆ CUPE 500 campaign challenging privatization of municipal services
	Alta.	◆ Town of Taber SD campaign
	B.C.	◆ Campaign against the P3 for Victoria’s wastewater (Capital Regional District)

Following this report, discussions took place on sections titled “Introduction and History”, “Strategic Priority 1: The Economic Crisis: A worker’s Agenda”, including the sections “Political Action”, “An Alternative Economic Approach” and “Unemployment Insurance” took place.

(M/S C. Rennick, T. Graham –
Referred back to the committee)

INTRODUCTION OF GUEST SPEAKER

CHAIRPERSON PAUL MOIST: It is a great privilege for me to introduce an activist, a leader, a supporter and friend of CUPE, my friend, colleague and brother, Ken Lewenza, the National President of the Canadian Auto Workers. Dduring a special convention of the Auto Workers held in September 2008, Brother Ken Lewenza was acclaimed as president and was re-elected for a three-year term in August 2009.

Ken was born and raised in the great City of Windsor and has been a member of CAW Local 444 since the age of 18 when he began working for Chrysler Canada. In 1994, he became president of his local and served for 10 years as an executive board member on the CAW Council prior to his election as national president.

Ken has a strong connection with his community: the Motor City Credit Union, the Hôtel-Dieu Hospital Board, the AIDS Committee of Windsor and the United Way of Windsor Essex County.

Ken Lewenza is a man and a brother of deep principles. He came into his presidency at one of the most turbulent times in the history of auto workers in Canada. Bargaining is tough at the best of times for all of us but bargaining publicly with the media and so many others stacked against you is a hard task.

In this climate, Brother Ken said that what he was going through with auto workers this past spring touched the heart and soul of what the union stands for: protecting its members. He also said something regarding CAW bargaining that I believe hits at the heart of what is essential for us in CUPE as well: "At a time when the community needed to be together, there was division. We have a lot more work to do. People need to understand the connection between our jobs and the community." I could not have put that better myself.

In August, I had the great privilege of attending the CAW convention in Québec City and of greeting the delegates on behalf of our union. I also had the privilege to walk on the picket line in Windsor on many occasions including with Brother Ken Lewenza who took on the mayor and the media and stood rock solid with our members in the City of Windsor.

Following Brother Ken Lewenza's address, Brother Paul Moist thanked him and made a donation, on behalf of CUPE, to the Hospice in Windsor and Essex County.

LOCALS ON STRIKE

CHAIRPERSON PAUL MOIST: During the 1999 convention, Local 302, Verdun municipal workers, were invited on our convention floor after being on the picket line for one year. They made a passionate presentation. That struggle went on for a few more months after our convention.

But what touched the emotions of each delegate in the hall was the spontaneous eruption at the microphones, with members from locals throughout Canada, pledging their personal, moral, physical and financial support to over 100 blue collar workers who had been on the picket line for

twelve months. Since that convention, we have had similar expressions, to varying degrees, at each national convention.

Today, there are four such disputes going on. One involves a unit of CUPE Local 301, Beaconsfield municipal workers, who have been on strike as of September 18th. The issue is the significant loss of jobs to contracting out. Ten years ago, we had 50 CUPE full-time members in Beaconsfield.

Today, there are 23 members left in that bargaining unit. Their struggle is to keep services public in Beaconsfield and to stop the contracting-out of our members' jobs.

The second involves 27 members of CUPE Local 719, Woodstock municipal workers in New Brunswick who have been locked out on October 1st. Mediation has broken off with the employer and there are extensive demands for concessions still on the table. The mayor and council, quite surprisingly, locked the workers out, because they would not agree to these outrageous demands. We have a picket line set up, a strike headquarters in place, a public relations campaign in place, and one of our representatives who was supposed to be here this week – true to his duties stayed back – and we are running a strike in Woodstock.

The third involves CUPE Local 873, the Ambulance Paramedics of B.C., forced to act on their strike mandate on April 1st. Their ability to actually hit the picket lines is severely restricted by provincial legislation declaring pretty much all of them essential. In most provinces where paramedics do not have the right to strike, they have the right to a neutral third party system to set wages and working conditions.

And last but not least, a unit of CUPE Local 1000, Ontario Energy Workers. On June 21st, 51 members at Erie Thames Power, began strike action. The central issue in the dispute is the employer's demand to increase the work week from 40 to 45 hours with no pay increase. Erie Thames Power is owned by seven municipalities and provides energy services to eleven municipalities in South Western Ontario.

In past conventions, floor collections have yielded substantial amounts of donations. But sometimes, we need other expressions from the membership of CUPE to show support for our locals. Every so often, we need you to physically support locals on strike and we're going to do that tomorrow and we need to do that in these four communities across Canada. Sometimes we need you to act on our national policy of putting on an appeal to every local in Canada, when strikes hit the three month mark and that appeal is coming to you for Local 1000 members.

Today, we are not going to suggest a massive floor collection because we want to drive home two points:

- 1) We want every local to recommit themselves to solidarity pacts when any CUPE local or any local of any union is on strike in your community. Your cheques are very important, but just is your physical presence on picket lines.
- 2) Apart from a national convention and the moments that we have for groups that happen to be on strike, we want your locals to react to all strike appeals that are sent to you by your provincial divisions and by CUPE National.

The strikes that are happening right now are incredibly important so are the strikes that will start two weeks from now. Our national union supports each of these disputes with strike pay, advertising money and strike averting money.

We have spoken to these locals and what they want from you is an indication of your massive support for their actions in the communities and your support for tomorrow and when we put the call out to you. As for the locals that are not here, please respond to those appeals for any CUPE member and any CUPE local on strike.

TUESDAY, OCTOBER 6, 2009

AFTERNOON SESSION

□

COMMUNICATIONS AWARDS PRESENTATION

CHAIRPERSON PAUL MOST: It is now time to pay tribute to CUPE locals, divisions and members who do excellent work reaching out to the membership. The CUPE Communications Awards recognize excellence in union newsletters, websites and photography.

Our union publications include everything from small local newsletters produced on a shoe string budget by volunteers to full-colour magazines put together by full-time staff in some of our larger divisions. Our websites are both for small and large locals as well as provincial divisions who are embracing technology to better communicate with the membership. These websites carry our CUPE news around the country and around the globe. This year's winners come from across CUPE sectors and from all over Canada.

For English-language newsletter by membership size

For locals between 300 and 1,000 members: Local 1615, Memorial University, St. John's, Newfoundland

For locals between 1,000 members to 3,000 members: Local 4222, Thames Valley District School Board, Ontario

For locals with more than 3,000 members: CUPE British Columbia

There was no winner in the under 300 membership category

For French-language newsletter by membership size

For locals having less than 300 members: Local 4227, Francophone Education Authority School District, British Columbia

For locals between 300 and 1,000 members: Local 4628, Montreal Youth Centre, Québec

For locals between 1,000 and 3,000 members: Local 2815, Vidéotron, Québec

For locals with more than 3,000 members: Local 429, Montreal Inside Workers, Québec

Website award winner

Local 3913, University of Guelph, Ontario

CREDENTIALS COMMITTEE REPORT

This is the second report of the Credentials Committee.

From Newfoundland and Labrador: 44 delegates representing 25 local unions; 1 delegate representing 1 provincial division; for a total of 45 delegates and 6 alternates.

From Nova Scotia: 74 delegates representing 35 local unions; 1 delegate representing 1 provincial division; for a total of 75 delegates and 4 alternates.

From Prince Edward Island: 26 delegates representing 11 local unions; 1 delegate representing 1 provincial division; for a total of 27 delegates and one 1 alternate.

From New Brunswick: 80 delegates representing 39 local unions; 3 delegates representing 3 councils of unions; 1 delegate representing 1 provincial division; for a total of 84 delegates and 3 alternates.

From Québec: 354 delegates representing 135 local unions; 5 delegates representing 5 councils of union; 5 delegates representing 2 contracts of service; for a total of 364 delegates and 18 alternates.

From Ontario: 778 delegates representing 270 local unions; 1 delegate representing 1 council of unions; 14 delegates representing 14 district councils, 1 delegate representing 1 service division, 1 delegate representing 1 provincial division; for a total of 795 delegates and 79 alternates.

From Manitoba: 83 delegates representing 28 local unions; for a total of 83 delegates and 8 alternates.

From Saskatchewan: 84 delegates representing 28 local unions, 1 delegate representing 1 council of unions, 1 delegate representing 1 provincial division; for a total of 86 delegates and 4 alternates.

From Alberta and the Northwest Territories: 120 delegates representing 48 local unions, 1 delegate representing 1 provincial division; for a total of 121 delegates and 6 alternates.

From British Columbia: 338 delegates representing 131 local unions, 6 delegates representing 6 district councils, 1 delegate representing 1 provincial division; for a total of 345 delegates and 13 alternates.

At this time, there are 2,032 delegates and 142 alternates representing 750 local unions; 10 councils of unions; 20 district councils; 1 service division; 2 service contracts; 8 provincial divisions; 2 national officers; 5 general vice-presidents and two diversity vice-presidents.

We also have 6 equity seeking group delegates with voice but no vote as per article 6.4 of the National Constitution.

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

(M/S D. Lahey, S. Schmidt – Carried)

REPORT OF THE NATIONAL LITERACY WORKING GROUP

The members of the working group are: Tom Ciancone, co-chair, Ontario; Sarah Bjorknas, co-chair, British Columbia; Dianne Martin, Newfoundland and Labrador; Juanita MacKeigan, Nova Scotia; Karyn Noble, Prince Edward Island; Tammy Nadeau, New Brunswick; Denis Lamy, Québec; Maria Moriarty, Ontario; Kathy Todd, Manitoba; Cindy Jessop, Saskatchewan; Chard Ennis, Alberta; Brigitte Couturier, Francophone representative, British Columbia; Eilene Gan, Hospital Employees' Union, British Columbia; Danny Cavanagh, NEB liaison; Judi Armstrong, Gloria Charsley, Dawn Learning, Susan Ruffo and Sylvia Sioufi, as staff advisors.

"video presentation"

"Through literacy in the workplace programs, CUPE has built new relationships with hundreds of our union's members. For most of these workers, it's the first time that they've connected with the union. Our experience shows that literacy-skills learning not only helps provide workers with very valid education, but creates a positive impact on their family and community life as well."

– Paul Moist, National President,
Canadian Union of Public Employees

Who we are

We are a group of activists and staff who are passionate about the right for workers to learn and fully participate in their union, their workplace, and their community.

What we do

- ◆ Promote literacy and clear language in our union
- ◆ Develop tools and resources to help locals claim our right to learn
- ◆ Develop clear language tools and resources to make our union and our workplace more accessible
- ◆ Work with literacy organizations and other allies to put literacy on the public agenda

Why it matters

Literacy is more than just reading and writing. Upgrading programs create 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. Locals that negotiate upgrading programs are not only helping union members improve their skills but they are also protecting their jobs.

Literacy must be a right for all. It is increasingly important in the workplace, helping workers to succeed at work and in life. Literacy can be a critical foundation for further training and is an important vehicle for inclusion and participation.

CUPE members have benefited from workplace basic skills programs, especially those workers who have had little access to educational opportunities or who need training in English or French as a second language. Workers have been able to build skills, adapt to changing job requirements, bid into a better paying job, develop an interest in further learning and become more active in their union and community.

What we have been up to

Over the last two years, our work has focused on:

- ◆ Increasing access to learning opportunities beyond the mainstream
- ◆ Promoting clear language in the union and with employers
- ◆ Lobbying to make sure that new training dollars create upgrading programs in the workplace.

Aboriginal workers

What do we need to do to make sure that we are responsive to the learning needs of our Aboriginal members? We worked with the National Aboriginal Council and other partners to answer this important question.

We started a pilot project in the health sector in British Columbia. The goal is to develop a community-based approach to needs assessment, promotion and program development.

Francophone forum

Reading, Writing, Learning, Working: Addressing the needs of francophones outside Québec – the forum brought together labour, literacy organizations, learners, employers and government to identify the particular challenges faced by these workers and develop a concrete action plan.

As a result of the forum, we have set up joint projects to create learning opportunities in French for our members in New Brunswick, Ontario and British Columbia.

Learners' council

We brought together CUPE members who have benefited from literacy programs to create the Learners' Council. Council members shared their stories in a video to encourage other CUPE members to sign up for upgrading programs at work.

Clear language

We cosponsored three clear language workshops with the Canadian Association of Municipal Administrators (CAMA) in Halifax, Nova Scotia; Moncton, New Brunswick; and Spruce Grove, Alberta.

We adapted the "Clarity Kit" for a French audience. The kit was developed jointly by CUPE and CAMA. The tools in the kit are designed to be used cooperatively by both management and the union to bring clear language to the workplace.

We offered two clear language collective agreement workshops to a joint union-employer audience in the New Brunswick nursing home and school board sectors.

In all, nearly 300 activists and staff attended clear language workshops since our last convention.

Labour market agreements

The new Labour Market Agreements (LMAs) transfer training dollars from the federal government to the provinces and territories. These transfers are designed to increase access to training for target groups, including employed workers with low literacy skills or without a high school diploma. This makes it possible to support literacy training in the workplace in meaningful ways. But will provinces and territories act on the need for literacy in the workplace?

We have developed a briefing package for CUPE activists: "Putting Literacy on the Public Agenda". It includes background information on the federal transfers as well an overview of how each province and territory currently support literacy programming.

We have produced fact sheets to reinforce our call on governments to invest in upgrading programs at work. The Literacy in the Workplace fact sheet series explains the benefits for unions, employers and governments, presents labour's vision, and highlights examples of good government programs.

What's coming up

Over the next two years, the Literacy Working Group will:

- ◆ Continue our work to increase access to learning opportunities for our Aboriginal members and francophone members outside Québec;
- ◆ Step up our advocacy work to make sure that training dollars create lasting programs to support upgrading at work;
- ◆ Focus our work around the theme of creating a culture of learning.

Here's some of what we hope to get done:

Access

- ◆ Create learning opportunities for members in small and rural communities through e-learning.

New resources

- ◆ Develop an easy to use evaluation tool to measure the impact of workplace literacy initiatives.

- ◆ Pilot a new tool to make it easier for staff and bargaining committees to negotiate literacy and upgrading programs. The tool “makes the case” for employers to invest in literacy and promotes embedding literacy in existing and new skills training programs.
- ◆ Field test a new approach to help our members with math: “Numeracy at Work: A Social and Holistic Approach to Math as an Essential Skill”.

Clear language

- ◆ Adapt our grievance process to make it easier for our members and stewards.
- ◆ Offer online courses to help activists and staff learn and practice a clear language approach to communication.

Celebrate the 10th anniversary of CUPE’s Literacy Program!

REPORT OF THE NATIONAL YOUNG WORKERS COMMITTEE

The members of the committee are: Karla Edwards, Newfoundland and Labrador; Troy Winters, Nova Scotia; Chantell Gillis, Prince Edward Island; Denis Brun, New Brunswick; Julie Dassylva, Québec; Amanda Cassells, Ontario; Ric McAlpine and Kelly Moist, Manitoba; Aimee Martin, Saskatchewan; Trevor Davies and Juli Patz, British Columbia; Jackie Woodley, Hospital Employees’ Union, British Columbia; Robyn Davis, Airline Division; Nathalie Stringer, NEB Liaison; and Ian Clysdale, staff advisor.

“video presentation”

Young workers in action

The year 2008-2009 of the National Young Workers’ Committee has been an action and a networking buzz of activity. First and foremost, we want to acknowledge the amazing members of the committee from coast to coast. This is what mentoring looks like now. We have had some great advantages, fresh ideas, honest dialogue, great staff resources and we lucked out to have some continuity, thanks to having a member who had been on the committee before. That is successor planning.

Our committee has a huge task of trying to activate and educate new and young members across this country about CUPE and the strengths of being part of a union. Some of us started with provincial committees as small as one and others as strong as hundreds of members. The information we were able to share amongst our committee was invaluable.

We feel that in many ways we are just beginning. We have spent the last two years gathering surveys, collecting terms of references, coming up with young worker resolutions for

our conventions, and expanding our contact networks to help young workers throughout CUPE to stay connected. We have taken this information and created a start-up kit accessible on the CUPE national website, to help activate local and provincial young worker committees more easily.

We have also been focusing on reviewing the resolutions passed on young worker issues coming out of previous conventions, and making sure they are not forgotten. Everyone hears young workers come together on the microphones across this country at every convention urging mentoring, education and action. Action means making sure that decisions made in these situations are not forgotten.

CUPE young workers were not just in the boardroom – we were on the frontlines participating in rallies for child care, women’s pay equity, Gapzilla, Ontario, a campaign to increase the minimum wage to \$10 in British Columbia, and we participated in toy drives. We were CUPE’s voice at Waves of Resistance, Canada’s Young Feminist convention. We attended the CUPE B.C. Young Workers’ Conference in Naramata. CUPE-Québec’s young workers went to local meetings and engaged workers at the workplace. We were able to see the strength in their action by the number of young workers in attendance.

We celebrated Justice Rocks, the anniversary of the Winnipeg General Strike, and the birth of two new CUPE members, and worked with the Child Care Working Group to push for the resources needed for young workers to participate in CUPE fully. Other highlights that CUPE young workers across Canada were part of are:

Prince Edward Island: Charlottetown locals awarded \$1,500 worth of bursaries to young members. Young workers took part in the Human Rights Conference and passed resolutions to help find out where young workers of CUPE P.E.I. are and what their major issues are.

Nova Scotia: A youth caucus was held at convention. A resolution was passed to promote several young workers’ meetings throughout the year to keep members active and informed. A survey was developed and was sent to all the locals in order to gather the locations and barriers of activism for young workers. Great discussion was held on how to attract the under 35-year-old members to meetings or socials. Several ideas were discussed. Plans to work with other unions on a joint social are now in the works. A resolution was also passed to ensure the presence of a young worker on every provincial committee.

New Brunswick: Initiatives for training young workers as facilitators have begun and our very own New Brunswick representative is now a CUPE facilitator. The committee pushed to have on-site child care at conventions and all activities organized by CUPE New Brunswick. This is

positive for young members with a family who want to get active. There is a seat on the Equality Committee for a young worker. The youth camp organized by the N.B. Federation of Labour continues to be successful every year. Its purpose is to educate high school students on various labour issues. It is very important to receive such tutoring before stepping into the workforce and is also very positive for the future of the labour movement.

Québec: The committee has been meeting with large locals to discuss young workers' issues and on how to try to get them involved. The committee has carried out a survey with local sections and produced a booklet informing young workers on what unions do. CUPE-Québec now have five seats set aside with no registration fees for young workers in each of its 10 sectors to enable them to attend conventions. This frontline effort has produced great results.

Ontario: Sister Toni Karner is now the CLC Executive Council Young Workers' Vice-President representing a strong youth movement in labour. CUPE Ontario spent a lot of energy lobbying the school board to get labour education as part of the curriculum. The division also passed numerous resolutions on mentoring, internship and education in order to pave the way for young workers who want to be active and supported.

Manitoba: With the MFL Youth Committee, CUPE Manitoba's Young Members Committee organized, for the CLC Youth Committee, a dinner and bus tour around the activities of the Winnipeg General Strike. We also organized our annual toy drive for the Christmas Cheer Board, which was a great success. In an effort to be more informed, we developed a survey. This will also expand our network and committee. We also established a webpage for our provincial youth committee that will assist in our visibility province-wide. A resolution on youth mentorship and succession planning adopted at our convention will definitely strengthen our experience and involvement within CUPE Manitoba. We are also in the process of developing an interpretation guide by using material gathered from coast to coast. This will strengthen our membership both old and new.

Saskatchewan: Our committee developed and distributed a survey both in hard copy and online. The survey identified key priority areas: living wages, job security and full-time employment; and also collected contact information for a networking and information-sharing mailing list. Updates to CUPE Saskatchewan's Young Workers website were done including a link to CUPE National. Resolutions were adopted to keep contact lists updated, develop mentorship packages and also to develop a short workshop in conjunction with a social for the young workers. Also the education department put together an informative and easy to read guide to CUPE Saskatchewan called CUPE Zen.

British Columbia: CUPE B.C.'s Young Workers' Task Force focused itself on a few projects to ensure that they remain a productive committee. The number one goal, which all our projects derive from, is to increase activism of young workers. To accomplish that, the committee organized education activities centered on social events. On even years, it has organized a harbour cruise in Vancouver during the CUPE B.C. Convention and on odd years, a conference for young workers. British Columbia's second young workers' conference was a great success, attracting 54 young members from across the province. The task force continues to support projects on a smaller scale such as the Justice Rocks concert in Vancouver, an event where our committee members joined up with Local 15 to run a booth filled with CUPE goodies and had the chance to chat with the public about CUPE's role in their community.

Hospital Employees' Union focused its efforts on getting the word out to the members. We proclaimed that September be HEU Young Workers' Month, encouraging members to have special meetings for new young members in their locals. At the meetings, we gave to the more experienced members information packages on how to inspire and engage young members. Resolutions at convention proposed using other media to reach our members networking on the Internet and also engaging in mentoring on the shop floor.

Conclusion

Our committee changed over the past two years. Young people are often a transient group, working part-time jobs, completing education and starting families; however, we know how important it is to be part of a strong union and are thankful to CUPE for making sure young members' voices are heard. Thank you to our NEB member Nathalie Stringer, who reminded us of our power as young workers and advocated on our behalf, as well as former NEB liaison Frank Menten. Also, big thanks to the staff at CUPE National, especially Ian Clysdale who helped us push the limits and guided us.

We urge each province to find their young workers and listen to them and encourage them to be active. Your Young Workers Committee has gathered the tools and is committed to continue alongside our peers to keep this momentum going.

"Rock the Union!"

REPORT OF THE NATIONAL PINK TRIANGLE COMMITTEE

The members of the committee are: Kathy Macdonald, co-chair, Manitoba; Gerry Lavallée, co-chair, Airline Division; Hans Rollman, Newfoundland and Labrador; Marlene

Gaudet, Nova Scotia; Dale McClure, Prince Edward Island; Mike Connors, New Brunswick; Line Blackburn and Jean-Pierre Le Clerc, Québec; Graham Potts, Ontario; Gary Day, Saskatchewan; Peter DeGroot, British Columbia; Jesse Invik and Martine Stonehouse, trans-representatives; Tracey Beastall, NEB Liaison; and Joanne Martin, staff advisor.

“video presentation”

Introduction

The National Pink Triangle Committee is pleased to report to the 2009 Convention on the 40th Anniversary of the decriminalization of homosexuality in Canada.

In 1967, the Supreme Court denied the appeal of a gay man who had been sentenced to an indefinite jail sentence after being deemed a “dangerous sex offender” for homosexual activities. Later that year, then Justice Minister Pierre Trudeau introduced an omnibus bill of amendments to the *Criminal Code*, including the decriminalization of homosexual acts conducted in private between consenting adults aged 21 or over. Trudeau’s comment that “there’s no place for the state in the bedrooms of the nation”, is still remembered as the beginning of a major shift in the social and political landscape in Canada. The legislation was finally enacted two years later in 1969 and served as a catalyst for the growth of a gay rights movement in this country that has achieved much in the last forty years. But as there always is in the human rights arena, there is still much work to be done in our workplaces, our union, our communities and internationally; and the National Pink Triangle Committee continues to forge ahead in that work.

International conferences

Over the last two years, members of the committee have participated in three international conferences.

17th International AIDS Conference, Mexico City, August 2008

Gerry Lavallée, one of our co-chairs, was one of two delegates sent to the 17th edition of the biennial International AIDS Conference in Mexico City in August 2008. Approximately 25,000 participants, including scientists, health care providers, political leaders, government and non-governmental officials, media and people living with HIV/AIDS were in attendance.

AIDS 2008 was the first International AIDS Conference ever held in Latin America and is expected to increase awareness of the disease and its impact throughout Mexico and the regions. The conference was an opportunity to address issues of particular relevance to Latin America, such as the need for dedicated resources, increased political leadership and the connection between HIV and human rights issues.

There has been a marked increase in new HIV infections all over the world with young people – especially women – accounting for half of new infections.

Here in Canada, our Public Health Agency’s last estimates are that there are over 58,000 Canadians living with HIV/AIDS. Of those, the agency estimates that about 17,000 don't know it and aren't accessing support, treatment and prevention services. The epidemic continues to grow among men who have sex with men, people who use injection drugs, women, Aboriginal Peoples and prison inmates.

In the early years of the discovery of HIV/AIDS, the epidemic primarily involved gay men or those who received tainted blood products. Today, according to Health Canada, much of the growth in the spread of HIV and AIDS involves intravenous drug use, Aboriginals and women.

The stigma associated with HIV isolates people who are infected and makes people at risk afraid to get tested or to get treatment. Forms of discrimination include homophobia, racism, gender inequality and negative attitudes toward injection drug users and sex workers.

The spread of the virus is also accelerated by poverty, homelessness, lack of social services, physical and sexual abuse and lack of education. It’s no secret that over 95% of HIV infections are occurring in poor and developing countries. Diseases don’t respect borders and Canada can’t stop the AIDS pandemic at home without helping to stop it worldwide.

One of the key recommendations made by our delegates to this conference echoes a recommendation made by the National Pink Triangle Committee over the last few years: to strike a national task force or working group to position CUPE to be a national labour leader in the movement to eradicate this epidemic. The committee is pleased that a first step has been taken and will be discussed later in this report.

24th World ILGA Conference, Vienna, Austria, November 2008

Kathy Macdonald, co-chair and Gary Day, representative from Saskatchewan were honoured to attend the 24th World Conference of the International Lesbian, Gay, Bisexual, Trans and Intersex Association held in Vienna, on November 3 to 6, 2008. Other Canadians in attendance were CUPE members Steven Seaborn and Helen Kennedy, Executive Director of Egale, the Canadian organization for LGBTI equality and justice.

ILGA is an association comprised of approximately 600 organizations from 111 countries. Its very existence belies the often-heard theory that homosexuality is a western

import into the non-western world, and as Renato Sabbadini (Italy), one of the newly-elected co-secretary generals of ILGA, says, “[ILGA’s member groups] are a living testimony... that same-sex love exists in every country of the world in spite of the many laws criminalizing us around the world”.

The conference was attended by some 200 participants from 81 countries around the globe, including China, Sri Lanka, Lebanon, Chile, Jamaica, Malta and Mozambique. Indeed, many participants traveled from countries which consider homosexuality immoral, and even make it illegal, and where crimes against LGBTTI people are either not investigated or are even encouraged. For these, and many other reasons, ILGA is focused on presenting discrimination on grounds of sexual orientation as a global issue”.

CUPE’s commitment to the rights of workers and human rights in general brings our activism in line with that of ILGA. The equality and equity work that CUPE supports within the union, and advocates outside of its borders – the work which is codified in our strategic directions documents – comes into sharp relief in the context of events such as the 24th ILGA World Conference.

The work of ILGA at this conference involved much dedication to the structure of the organization itself. Amendments to the ILGA constitution were hotly debated, but with unanimous support a trans secretariat was formed, and the altering of ILGA’s legal status from that of a national non-profit organization operating out of Belgium to that of an international non-profit took much of one session and a portion of a workshop.

After a closed one-day session for trans attendees ILGA took a strong step away from the traditional concepts of gender with the creation of the new trans secretariat, and with the discussion and acceptance of a proposal to “enable activists who do not wish, for political or personal reasons, to identify as a man or a woman, or [who] identify as both,” to occupy a position within the organization, while “ensuring the organization is not run by men” alone. A UNISON representative noted, in supporting the proposition that in ILGA, and its constitution, “if anywhere in the world”, surely there should be space for non-gender specific self-perceptions.

An afternoon workshop for unionists brought brothers and sisters from three continents into a small room that was soon abuzz with conversation. CUPE’s Pride Workshop raised strong interest, while UNISON’s extremely active LGBT team discussed some of their publications and sported some amazing union “Pride” t-shirts. Education International brought word of international inter-union efforts to bring LGBTTI issues to unions as union issues. For many cultural reasons theirs is a difficult battle, but some success stories were shared.

Our delegates were both drafted “on the spot” into key roles in the organizing of the conference, using their skills learned at CUPE conventions to provide some order to the proceedings. The committee looks forward to continuing our work with ILGA and with our national partner, Egale, in this important international work.

World Outgames 2nd International Conference on LGBT Human Rights, Copenhagen, Denmark, July 2009

Line Blackburn from Québec, Peter DeGroot from British Columbia and staff Joanne Martin and Michael Butler attended the 2nd International Conference as a part of the World Outgames. This year’s theme “Love of Freedom – Freedom to Love” summarized the overall goal of the conference “to reaffirm and defend the human right of every LGBT person in the world to participate fully, equally and openly in every part of life”. About 800 delegates attended the conference, where there were international keynote speakers and workshops, including a specific Workers Out! theme. Svend Robinson was one of the co-presidents of the conference. Michelle Douglas, who fought a landmark case for LGBT rights in the Canadian military, was one of the keynote speakers at the conference.

Our whole committee attended the 2006 conference in Montréal, playing a key role in the proceedings and the development of the Montréal Declaration, a plan of action for furthering our LGBT human rights both here in Canada and internationally.

Other key issues

Pride in CUPE

It is an ongoing struggle to deliver the LGBT awareness workshop regularly across the country. The committee continues to strategize with the Union Development Department to promote this important workshop. We encourage district councils, division education committees and sectoral committees to continue to offer the workshop and to work with our committee members and division equality committees to promote it wherever possible.

Canadian Labour Congress

The committee was pleased to endorse Victor Elkin’s candidacy for the position of CLC Equity Vice-President LGBT and is glad that he was successful in the election at the 2008 Convention. CUPE is also represented on the CLC’s Solidarity and Pride Committee by committee members Dale McClure and Martine Stonehouse, the first trans-representative on the committee, and staff Joanne Martin.

The CLC recently produced an important guide on trans issues “Workers in Transition: A Practical Guide for Union Representatives” available through the Equality Branch in your region or at the national office.

Planning was in the works for a Solidarity and Pride Conference for this fall, but was unfortunately cancelled by the CLC.

HIV/AIDS

The committee has been calling on the national union to form a national working group to formulate policy and action on this issue, including the updating of educational materials for CUPE members. We were pleased that the national union recently held a strategic planning meeting on HIV/AIDS and that several of our committee members were invited to attend. Participants at the meeting made several important recommendations and we look forward to being able to contribute to the next steps in this process.

Egale Canada

The committee continues to work collaboratively with Egale, our national community partner (Equality for Gays and Lesbians Everywhere). Egale has been working on a wide range of issues that are relevant to CUPE members. Their Safe Schools Campaign to create a safe and inclusive space for LGBT students, children of LGBT parents, LGBT teachers and staff in our schools affects not just our families but the workplaces of many CUPE members.

Recently they spoke out against the delisting of sex reassignment surgery in Alberta at a time when other provinces are relisting this medically necessary service. We also hope that we will be able to work with them on a national trans human rights campaign to lobby for the inclusion of gender identity and gender expression in all human rights legislation across the country.

During Black History Month in 2009, Egale gave out several Queer Black History Month awards to recipients in the arts, community activism and trans activism. We hope that this initiative is built upon to hopefully include labour activism in the future.

The national union sponsors a table at the annual Egale fundraiser. This year members and staff attending were present to hear Justin Trudeau speak about the contributions his father made to human rights in Canada and in particular, LGBT rights. He also spoke about the need for more passion in contemporary politics, particularly among young people.

The committee encourages members to learn more about Egale’s activities and will continue to work with our

community partner and especially to strengthen labour’s role in its work.

Committee comings and goings

There have been a number of changes in the composition of the committee over the last two years.

We want to thank the outgoing members of 2005-2007 for their contributions: Ian Crichton, Alberta; Kimberley Lucas, British Columbia; Jean-Pierre Le Clerc, Québec; and Kevin Rebeck, NEB Liaison. Newly appointed in 2007 were: Hans Rollman, Newfoundland and Labrador; Line Blackburn, Québec; Graham Potts, Ontario; Caleb Rosenthal, Alberta; Peter DeGroot, British Columbia; and Tracey Beastall as NEB Liaison.

During 2007-2009, there were some more changes to acknowledge. Darcie Beggs, staff advisor went on a year’s sabbatical and has taken up a new assignment since her return; Caleb Rosenthal and Thomas Marshall stepped down; a second trans-representative, Jesse Invik, joined in; and Joanne Martin was appointed staff advisor.

Each member and staff brings their own knowledge, skills and passion to this work – work that hopefully benefits not only our LGBT communities within CUPE – but also contributes to the progress of CUPE’s equality agenda more broadly. We thank each and every member, past and present, of the committee for their activism and commitment and we thank the CUPE membership for allowing us this opportunity to serve our union.

We look forward to the future to continue our work in education, HIV/AIDS, trans issues, working with our national labour and community partners and our international partners.

REPORT OF THE NATIONAL ABORIGINAL COUNCIL

The members of the council are: Derrick Baldwin and Linda Holwell-Tibbo, Newfoundland and Labrador; Sheila Hartley-Gallion, Nova Scotia; Leo Cheverie, Prince Edward Island; Pauline Diotte, New Brunswick; Daniel Blacksmith, Québec; Glen Leblanc and Joanne Webb, Ontario; Shirley Langan and Roger Procyk, Manitoba; Geraldine Harris, Saskatchewan; Gloria Lepine and Dale White, Alberta; Leanne Louie and John Thompson, British Columbia; Martin MacKenzie and Trudy Spiller, Hospital Employees Union, British Columbia; Melanie Poulin, Airline Division, Toronto; Brian Barron, NEB Liaison; and Don Moran, staff advisor.

“video presentation”

Introduction

The National Aboriginal Council was established at the 2005 CUPE National Convention. Unfortunately, at the 2007 Convention, our first report could not be received and we look forward to this convention where we will have the opportunity to present it.

Elders

The council's composition reflects the Aboriginal traditions of governance which is to ensure gender parity, Elder advice, Aboriginal selection process and consensus decision-making. The National Aboriginal Council would like to recognize the Elders: the late Elder John Shingoose who opened our inaugural meeting in Saskatoon's Wanuskewin Park in May 2006; CUPE member Minnie Denis who assisted us with elections at our meeting in Vancouver at the Human Rights Conference; and Elder Thomas Louttit who continues to assist us in guiding all of our proceedings.

Meetings

The council has met numerous times since the last national convention and continues to strategically plan from its inaugural meeting priorities of:

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

Diversity vice-presidents (DVPs)

The Aboriginal diversity vice-presidents developed a work plan based on the ongoing work and the recommendations of the National Aboriginal Council. Brian Barron, diversity vice-president representing Aboriginal issues, attended the Civil Society Forum and Durban Review Conference held in Geneva, Switzerland in 2009.

The Civil Society is comprised of a broad and diverse spectrum of organizations such as non-governmental organizations, trade unions, and faith-based groups as well as women's organizations along with many more coalitions and advocacy groups. The forum was focused on guest speakers' debates and sessions around discrimination, interface of race, sex and discrimination against indigenous peoples.

The Civil Society globally recognizes the similarities of poverty, discriminatory governmental policies such as the Temporary Foreign Workers Program, and lack of political action on issues of housing, employment, education and

access to social services – all closely linked to First Peoples plight in Canada.

Brother Brian Barron made a presentation to Kyung-wha Kang, the United Nations' Deputy High Commissioner for Human Rights. Racism is a "harsh reality" for Aboriginal communities in Canada creating disproportionate levels of poverty, limited access to decent employment, social services, education, housing, safe potable water and most importantly health care. The intersection of treaty challenges creates a national climate of social exclusion, political bias and more importantly demonstrates violation of human, environmental and land rights to First Peoples of Canada by our government.

The Durban Review Conference provided a tremendous forum for CUPE to address pending issues and communicate this to the world, along with recognizing Canada's absence and disappointment with our government's withdrawal and more specifically Canada's failure to conform to its UN obligations.

1987 Aboriginal rights policy paper update

Our council believes that the 1987 Native People and Aboriginal Rights policy paper is a declaration that we must follow with regards to Aboriginal issues and updated it through a resolution at the 2007 Convention.

Ooma – Database

The council has created a pamphlet which will be mailed out periodically to receive e-mail addresses to add to the Aboriginal database and allies with regards to sending out and receiving information on Aboriginal issues.

CUPE staffing

In anticipation of vacancies from CUPE staff retirements, the plan calls for the development of a succession plan and that National put forth a representative workforce strategy. The council has had great input in the Trainee Representative Program provided by CUPE.

Equality-seeking members' representation on executives, conferences and conventions

An effort on the part of our elected leadership is crucial at all levels to encourage all CUPE locals to promote equity-seeking members to become delegates to participate in all educationals, conferences and conventions.

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. We have made numerous gains in this area.

CUPE is being invited to Assembly of First Nations events and activities and the council will move to making gains with the Métis Nation, Native Women's Association and Inuit Tapiriit Kanatami. We must work on consulting Hereditary Chiefs.

Speaking out on current issues

CUPE has made gains in this area. We have integrated anti-racism principles and perspectives when representing workers on regional, national and international forums and also have ensured that the perspectives of Aboriginal workers are included in the social, economic, political and environmental policies.

Working with all committees

There is a commitment of the council to work closely with all committees and ensure that the equity agenda is kept on the front burners. In 2008, we worked closely with the National Women's Committee at the Montréal conference and the National Environmental Committee at the energy workers meeting. Furthermore, we have worked with the National Pink Triangle Committee on the HIV/AIDS file. We also continue to meet a half-day with the National Rainbow Committee every time we meet nationally.

First Peoples/Aboriginal awareness training

Our plan maintains that equality and anti-racism training become an integral part of all CUPE educational programs. In 2009, CUPE successfully developed and piloted three First Peoples Awareness courses. We now have a three-hour course, a nine-hour course and a weeklong course.

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, and Ontario. At their convention in 2008, Québec passed a resolution to form the Québec Regional Aboriginal Council. We continue to working closely with our sisters and brothers in the Maritimes and the Atlantic regions in anticipation of forming the last regional councils in Canada. We currently have six locals in Saskatchewan and two in Manitoba.

Aboriginal officer/CUPE website

At the end of 2008, CUPE hired a senior officer on Aboriginal issues as recommended by the council. The position has been instrumental in integrating Aboriginal input into many components of the CUPE movement. The Aboriginal component on the CUPE national website continues to grow and information from federal Aboriginal

budget implications to the formation of councils is there for all to review.

Partnership agreements

Partnership agreements have always been of great importance to the council. Unfortunately, the government changed quite a few staff in Indian and Northern Affairs Canada and the partnership has sat idle. We were hoping the signing of a National Partnership Agreement would represent a commitment to find real solutions to real problems. We will continue to promote partnership agreements in all provinces through our regional Aboriginal councils which are an integral part of solving under-representation in our workplaces and union.

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. Although we will list some, it is with regret we do not have the space to name all activities. Some of the activities we were involved in include March 21 – International Day for the Elimination of Racial Discrimination; June 21 – National Aboriginal Day; and the Aboriginal Day of Action.

We also participated actively in the Back to Batoche Days, the Pow Wow Trail, Louis Riel Day and Treaty Days, attended Aboriginal literacy forums, bargaining conferences, Walk for Justice and the UN Durban Review Conference in Geneva. We also met with representatives from indigenous groups dealing with the environment. (Please visit cupe.ca to see reports.)

Action plan

1. Work closely with the diversity vice-presidents.
2. Support and assist members to form Aboriginal councils.
3. CUPE as an employer must negotiate a representative workforce strategy related to a succession plan to replace the upcoming turnover of staff.
4. The council strongly recommends that CUPE leadership at all levels and CUPE staff undergo training on our new First Peoples/Aboriginal Awareness before the next CUPE national convention in 2011.
5. Continuously take on systemic racism through legal and legislative action and continue to push Aboriginal issues and anti-racism through collective bargaining.
6. Support a National Aboriginal Water Watch Campaign to ensure that Aboriginal communities across Canada have access to safe, clean, affordable public water.
7. Continue to support the Stop the Violence against Women.

8. Make organizing Aboriginal workers a top priority using organizers from this community. We must hold biannual meetings with regards to organizing Aboriginal workplaces.

9. Aboriginal representation is included on all committees of the national union.

10. Create five pilot projects across the country to develop a representative workforce strategy.

CUPE must also provide for the National Aboriginal Council Strategic Plan as follows:

Issues	Focus for Action
Child care limitations ♦ Extended families	♦ Website-federal government ♦ National Child Care Working Group ♦ CUPE collective agreements-grievances- recognition of grandchildren/extended families ♦ Strategic direction
Water/Environment/Global Warming	♦ Canadian Labour Congress Water Watch ♦ CUPE Water Watch ♦ B.C. Global Water Watch ♦ Draft strategic plan on water certifications and needs assessment
Racism and discrimination ♦ CUPE 1987 Native Peoples and Aboriginal Rights policy paper	♦ National Rainbow Committee ♦ Need strategy based on resolutions
Educational ♦ Racial justice ♦ Aboriginal awareness ♦ Literacy ♦ Unionism on Turtle Island ♦ Newfoundland - History of Aboriginal Peoples in Labrador	♦ Aboriginal literacy forums across Canada - de-briefing ♦ Work with CUPE Union Development Literacy Program ♦ Continue to update First Peoples/ Aboriginal Awareness Course
Youth	♦ Mentorship - (Program to mentor for youths to follow our footsteps) ♦ CUPE divisions' youth committees ♦ Garner youth member onto NAC
Employment equity ♦ Partnerships agreements ♦ Representative workforce ♦ Pensions	♦ National Aboriginal Sector Council ♦ CUPE National Rainbow Committee ♦ CUPE national staff ♦ CUPE National Pension Committee (How to deal with pensions on federal reserves) ♦ Hydro-Québec ♦ Informational pamphlets done on CUPE website
Health issues (How/What we can do about issues) ♦ Diabetes ♦ Disability ♦ Traditional healing (Indian residential school abuse/Used by Aboriginal patients in health care facilities)	♦ Persons with Disabilities National Working Group ♦ Literacy ♦ National Pink Triangle Committee ♦ Canadian Labour Congress Committee ♦ Global justice committees
Aboriginal women issues ♦ Violence against them ♦ Pay equity	♦ Work closely with women's shelters/ organizations i.e.: Oxfam, Sisters in Spirits Campaign ♦ Highways of Tears ♦ Continue supporting Walk for Justice ♦ Clothing and food needed
Global justice/Indigenous rights ♦ HIV/AIDS	♦ Global justice committees ♦ Rights' actions groups ♦ Attend HIV/AIDS conferences and meetings

Straight political action (Leadership of organizations) <ul style="list-style-type: none"> ◆ Connecting with national/provincial Aboriginal groups/political figures and justice systems ◆ Over representation in jail Aboriginal justice system ◆ Unlocking Aboriginal justice ◆ Leonard Peltier 	<ul style="list-style-type: none"> ◆ Lobbying federal and provincial governments and Indian & Métis organizations ◆ Local and national political action committees ◆ Aboriginal First Nations -Tribal Chiefs organizations at provincial levels ◆ Requests for funding ◆ Try to find out who our contacts are ◆ Convention resolution submissions
Land treaties	<ul style="list-style-type: none"> ◆ Global Justice committees ◆ Treaties need to be recognized ◆ Environmental committees ◆ Resolutions submissions - Indigenous rights regarding land treaties
Structures of Aboriginal councils <ul style="list-style-type: none"> ◆ National Aboriginal Council ◆ Provincial Aboriginal Council ◆ Local Aboriginal Council 	<ul style="list-style-type: none"> ◆ Developed a “How to form a CUPE Aboriginal Criteria Toolkit” ◆ Developed information on web on current structures
Communication <ul style="list-style-type: none"> ◆ E-mails ◆ Mail-outs ◆ Newsletter ◆ Teleconference calls ◆ Website ◆ Facebook log ◆ Database 	<ul style="list-style-type: none"> ◆ National Aboriginal Council Facebook formed ◆ Ongoing releases on CUPE’s website ◆ Continuous update to database
Organizing and raising CUPE’s Profile <ul style="list-style-type: none"> ◆ June 21 National Aboriginal Day ◆ Days of Action ◆ Pow Wows ◆ Career fairs ◆ Batoche Days ◆ Aboriginal/CUPE activities 	<ul style="list-style-type: none"> ◆ Need strategy based on resolutions ◆ Continued involvement in Aboriginal events

Our gratitude goes to the national officers and the National Executive Board for their ongoing support and commitment. We further applaud all the CUPE Aboriginal allies for continuing to fight for equality issues and not allowing Aboriginal issues to be placed on the back burner. We also continue to receive invaluable support and assistance from CUPE staff.

Labrador; John Atwater, Nova Scotia; Serge Landry, New Brunswick; Lori MacKay, Prince Edward Island; Carrie Lynn Poole-Cotnam, Ontario; Marian Sawyer, Manitoba; Sinda Cathcart, Saskatchewan; Gloria Lepine, Alberta; Zoë Magnus, British Columbia; Michael Reed, Airline Division; Danny Cavanagh, NEB liaison; Blair Redlin, Shelly Gordon, Annick Desjardins and Stan Marshall, as staff advisors.

On behalf of the National Literacy Working Group, the National Young Workers’ Committee, the National Pink Triangle and the National Aboriginal Council, we move that our reports be received.

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 to make recommendations which we hope will serve as a guide to making CUPE a stronger union.

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

RESOLUTIONS COMMITTEE REPORT

The members of the committee are: Joëlle Ravary, co-chair, Québec and Victor Elkins, co-chair, Hospital Employees’ Union, British Columbia; Brian Clancy, Newfoundland and

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 365 thoughtful resolutions focused on the issues facing our membership every day.

While at time the committee found it necessary to amend resolutions, we made every effort to keep the resolutions intact and faithful to the original intent. In some cases, we have amended resolutions to increase the number brought forward to convention with a recommendation of concurrence. Over 97% of the resolutions considered by the committee have received a recommendation of concurrence. We have done so in order to maximize the directions to be given to the National Executive Board by this convention.

The draft Strategic Directions document 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 the Strategic Directions document, we have indicated that certain resolutions are covered by the Strategic Directions document. We encourage delegates to discuss those resolutions when the Strategic Directions 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.

Resolution 44 submitted by the National Executive Board:

CUPE NATIONAL WILL:

1. Review the CUPE National Constitution as adopted with amendments at this 2009 CUPE Convention with the intent to recommend changes such that is written in a clearly understandable manner; and
2. Establish an ad hoc committee to be responsible for reviewing the revised clear language version, and responsible for presenting it to the 2011 CUPE Convention for approval; and
3. Recommend that the revised CUPE National Constitution be brought to the 2011 National Convention and be dealt with as a constitutional amendment requiring a two third majority vote.

BECAUSE:

Although CUPE's Constitution has been amended faithfully by delegates at each biennial convention, it has been done so without due regard to clear language making it difficult for all CUPE members to read, understand, and interpret.

The committee's recommendation is one of concurrence, and I so move.

(M/S V. Elkins, S. Landry – Carried)

Resolution 79 submitted by the Airline Division, the Hospital Employees' Union, British Columbia; Locals 3912, Nova Scotia, 1860, Newfoundland and Labrador, 3187 and 4041, Québec, and 1063, Manitoba:

CUPE NATIONAL WILL:

1. Encourage divisions to run young workers' conferences to educate and engage young workers; and;
2. Investigate the possibility of a national young workers' conference.

BECAUSE:

- Engaging young workers is essential to our union if CUPE is to continue into the future;
- Education and social interaction are key to keeping young members interested in union activism; and
- CUPE British Columbia's Young Workers' Conference has shown how effectively young workers' conferences can help involve young workers in their locals.

The committee's recommendation is one of concurrence, and I so move.

(M/S J. Ravary, G. Lepine – Carried)

Resolution 262 submitted by Locals 4091, Québec and 4092, Ontario:

CUPE NATIONAL WILL:

1. Condemn the federal government, lobby Health Canada and work with the NDP to amend the regulations and policies that prohibit gay men from donating blood and make it difficult for them to be bone marrow and organ donors; and
2. Partner with affiliate unions and social justice partners to educate about why ghettoizing the gay community is discriminatory.

BECAUSE:

- There is a need for blood, bone marrow and organ donations with long waiting lists for life saving transplants; and
- All blood, bone marrow and organ donations are screened to ensure the health of recipients; and
- **Everyone** is susceptible to contracting HIV, hepatitis and other viruses; and
- Singling out gay men for special mention as a high-risk group is discrimination on the basis of sexual orientation and cannot be condoned; and
- The labour movement must be public in its support for the gay community.

The committee's recommendation is one of concurrency, and I so move.

(M/S G. Lepine, S. Landry – Carried)

Resolution 18 submitted by the Hospital Employees' Union, British Columbia:

CUPE NATIONAL WILL:

Lobby the Government of Canada to properly and adequately fund the foster child system for Aboriginal children in Canada.

BECAUSE:

- Inadequate funding for in-home supports, including housing, welfare and health care, means that eight times more children are removed from their homes and put into foster care; and
- This groups of children are the fastest growing group under the age of 15; and
- This underfunding of on-reserve foster care child welfare agencies means they cannot pay comparable wages to keep social workers who can earn more working elsewhere in the province; and
- It is the Government of Canada's fiduciary responsibility to provide adequate and proper funding to the aboriginal children of Canada; and
- On-reserve First Nationals children should not receive less care than other children in Canada.

The committee's recommendation is one of concurrency, and I so move.

(M/S S. Landry, J. Ravary – Carried)

Resolution 129 covering **Resolution 124** submitted by Local 2191, Ontario; the Toronto District Council and Locals 3903 and 4400, Ontario:

CUPE NATIONAL WILL:

1. Develop and implement a campaign to stop the process of casualization of work in all our sectors; and
2. Work with CUPE divisions, the labour movement and social justice organizations to mobilize casual workers and our locals to be part of this campaign province-wide.

BECAUSE:

- Relief, casual and temporary workers are increasing across all sectors of CUPE in Ontario; and
- Employer are exploiting the current economic environment to undermine full-time employment; and
- Casual and temporary workers do not receive any benefits such as pension plans and job security, they are usually paid low wages; and
- The largest percentage of casual workers is young workers, aboriginal workers, workers of colour, women and people with disabilities.

The committee's recommendation is one of concurrency, and I so move.

(M/S G. Lepine, J. Atwater – Carried)

Resolution 324 submitted by CUPE Newfoundland and Labrador:

CUPE NATIONAL WILL:

Lobby all levels of government to encourage them to work to keep good jobs in our provinces and communities by:

1. Adopting a "Buy Canadian" policy for government purchases which includes:
 - a) Requiring a minimum of 50% Canadian content and domestic final assembly in the purchase of public transit vehicles;
 - b) Requiring the purchase of goods and services with the highest possible level of Canadian content;
 - c) Requiring potential vendors to identify the source of goods and services, and the overall level of Canadian content, as part of the tendering process;
 - d) Reporting annually on the level of Canadian content in government purchases;
 - e) Identifying opportunities to enhance the level of Canadian content in future purchases; and
2. Calling on the federal and provincial governments to immediately enact "Buy Canadian" legislation applying to direct public purchases, and to grants and other funding provided to municipal governments.

BECAUSE:

- Canadians expect their governments to spend wisely, invest in their communities and recognize that the creation of healthy communities, good jobs and a strong economy are the responsibility of all levels of government; and
- Canada’s manufacturing sector is critical to the economy; it is highly productive, generates the highest value-added and accounts for two-thirds of our nation’s total exports; and
- Unbalanced global trade and the uncontrolled surge in the Canadian dollar have resulted in downsizing, layoffs, bankruptcies, plant closures, and the relocation of production to off-shore locations and within North America; and
- Canada has lost a large number of good manufacturing jobs over the past five years, 190 every day, and the pace is accelerating across the entire range of manufacturing activity, including high-technology, resource-based and labour intensive industries; and
- The loss of good manufacturing jobs has devastated workers, their families and entire communities from coast to coast, and severely limits job prospects for our children and grandchildren; and
- Governments the world over, including those of our main trading partners, clearly understand the benefits of domestic purchasing rules including: the direct spin-off employment created, taxes generated, and the environmental benefits of local sourcing; and
- International trade agreements signed by Canada specifically allow for domestic purchasing rules, including NAFTA and the WTO Agreement on Government Procurement.

The committee’s recommendation is one of concurrence, and I so move.

(M/S J. Ravary, G. Lepine – Carried)

CONSTITUTION COMMITTEE REPORT

Resolution C26 covering **Resolution C27** submitted by the National Executive Board, CUPE British Columbia and Local 4400, Ontario:

CUPE NATIONAL WILL:

Amend Article A.9 to read:

“When a question is put, the Chairperson after announcing the question shall ask: “Are you ready for the question?”. **The question shall be whether or not delegates are in favour of the motion on the floor.** If no delegate wishes to speak, the question shall be put.”

BECAUSE:

The practice of voting on the committees’ recommendation of concurrence or non-concurrence is confusing, outdated and unnecessarily restrictive of the delegates’ ability to vote. A more straightforward practice is to simply vote directly on the motion itself.

The committee’s recommendation is one of concurrence, and I so move.

(M/S L. Crawford, M. Parker – Carried)

Resolution C5 submitted by the Airline Division and Local 4041, Québec:

CUPE NATIONAL WILL:

Amend to Article 6.4 to read:
“Representation at Convention shall be:

Local Union:	
Up to 100 members	1 delegate
101 to 200 members	2 delegates
201 to 500 members	3 delegates
501 to 1,000 members	4 delegates
1,001 to 1,500 members	5 delegates
1,501 to 2,000 members	6 delegates
2,001 to 2,500 members	7 delegates
2,501 to 3,000 members	8 delegates

For each additional 500 members or portion thereof – 1 additional delegate.

Provincial Divisions	1 delegate
District Councils	1 delegate
Service Divisions	1 delegate
Provincial Councils of Unions	1 delegate
Councils of Unions	1 delegate
Airline Division Components	1 delegate
	per airline

Each national equity-seeking committee shall be entitled to one (1) delegate to the National Convention with full voice and paid for by the National Union.”

BECAUSE:

- CUPE Airline Division has been in existence for more than 22 years; and
- The structure of the division includes components, which are the bargaining committees recognized by all locals under their competence; and
- The actual by-laws of CUPE do not recognize those components, which reduces the number of delegates that a local is permitted to have at the convention; and

- The officers of the component must take the seat of a delegate from a local section at the CUPE convention.

The committee's recommendation is one of concurrence as amended, and I so move.

(M/S D. Gaudreau, M. Parker – Carried)

REPORT OF THE NATIONAL GLOBAL JUSTICE COMMITTEE

The members of the committee are: Barbara Moore, co-chair, Nova Scotia; Doug Sprenger, co-chair, British Columbia; Jeanne Clarke and William Sheppard, Newfoundland and Labrador; Maureen Ethier, Nova Scotia; Betty Pryor and Maciej Zawadzki, Prince Edward Island; Serge Landry, New Brunswick; Ginette Paul, Québec; Ilian Burbano, Edgar Godoy and Denise Hammond, Ontario; Denyse Lambert, Manitoba; Vickie Angell-Scheler, Saskatchewan; Mike McCann, Alberta; Carol Bunch, Hospital Employees Union, British Columbia; Ricardo Miranda, Airline Division; Rosa Candia and Marian White, CUSO-VSO; Bill Hynd and Miriam Palacios, OXFAM; Barbara Wood, Co-Development Canada; Mark Hancock, NEB Liaison; and Rhonda Spence, staff advisor.

"video presentation"

Introduction

The economic crisis and the effects of climate change are being felt throughout the world. People in the poorest countries are feeling the impact of the latest economic crisis the most. This means that CUPE's commitment to the movement for global justice is more urgent than ever. Access to quality public water, health care and education, and respect for human rights and trade union rights are critical if we are to succeed.

Two years ago CUPE's Strategic Directions document set out an ambitious plan to expand our global justice program and to continue building the movement for international solidarity. (Our commitment to promoting public services and defending human and trade union rights was the foundation from which we put into motion a plan of action.) We must continue with this plan, renewing our commitment here at home and with our partners and allies around the globe.

Building the movement for global justice

Focus on Colombia

A significant part of our work has been in solidarity with our sisters and brothers in Colombia. In a country that is

the worst human rights violator in the Americas, Colombian trade unionists and community activists take great risks in their struggle for justice. In 2008 alone, 46 trade unionists were assassinated, 157 threatened, 15 arbitrarily detained, 13 taken hostage and four disappeared. At the same time public services have been privatized – often violently and millions have been displaced from their land and forced to live in makeshift homes surrounding large cities.

CUPE, along with CUPW, PSAC and NUPGE, has been at the forefront of a number of initiatives. One highlight was the tour to Colombia by the leaders of the four unions. It was an effective way to raise the profile of the crisis in Colombia. CUPE also sponsored a tour of a young Colombian municipal worker in July 2008 and we will be bringing other Colombian unionists to Canada this fall.

Opposition to the free trade agreement with Colombia has been a major component of our campaign. We worked closely with the CLC and its affiliates, our community allies and the NDP to defeat the trade agreement. We will continue to support Colombian activists regardless of the outcome of the trade deal, and continue to speak out against repression and injustice.

Water justice

Climate change and the global struggle for access to clean water and sanitation impacts everyone. As public sector workers, our job to deliver public services that should be considered a human right makes our role in the water justice movement critical. With this in mind, CUPE along with our sister unions in Public Services International, see the corporate controlled World Water Forum as a significant opportunity to directly challenge the agenda for private water.

This year we were able to build on our success of previous forums and by the end of the event over twenty countries supported the call from the water justice movement that access to water be defined as a human right and that global decisions about water be made under the auspices of the UN and not the World Water privateers.

The global coalition for water justice is a remarkable model for building an international movement and CUPE is proud to be a part of it.

Building the Global Justice Fund

One of the main tasks coming out of last convention was to build support for the Global Justice Fund. Our first step was to start to raise awareness among members, then to get more locals and provinces involved in solidarity projects and our third goal was to "grow" the fund.

Raising awareness

Committee members worked hard in their provinces and divisions to build support. We staffed global justice tables at every convention, distributed information and spoke to delegates. Committee members and others worked to make the tour of Colombian Maria Bolanos a great success and again, this spring, hosting the tour of two Philippine trade unionists, Antonio Tino and Ferdinand Gaité. When members make direct connections with workers from other countries, support for our global justice work grows. That support has meant that CUPE now has global justice committees operating right across the country.

Solidarity projects - human rights and trade union rights – Philippines and Burma

We are pleased to report that we now have two new projects up and running. CUPE 4600 at Carleton University took the initiative to build on their links with Philippine unions to start a major worker-to-worker exchange this spring. The focus is on fighting privatization in the education sector and to support the campaign to stop the human rights abuses of trade unionists and other community activists. The next phase of the project is a return tour of CUPE members to the Philippines.

With CUPE 2440, the workers at CUSO-VSO, we are assisting with a project among Burmese human rights defenders who work with Burmese ethnic minorities living in Thailand along the Burmese border. Their aim is to build the capacity of eight organizations so that they can work together and become more effective with their advocacy skills.

We are considering other projects including support for the National Organization of Trade Unions (NOTU) in Uganda. And we continue to support our partners in Colombia, Cuba, South Africa, Nicaragua and Honduras.

Financing the Fund

We have had many discussions and debates about the best way to finance the Global Justice Fund. CUPE has committed to increase its size and to ensure its stability. Right now CUPE supports the Fund through the operating budget and through the contributions from locals, divisions and individual CUPE members and staff. Our efforts over the last two years have met with some success – at many division conventions resolutions have been passed to contribute to the Fund. Now we will develop a comprehensive and measurable plan.

Networks and friendship builds solidarity

Whether it is a small non-governmental organization like NOMADESC in Colombia or a large global union like the

Public Services International (PSI), our commitment to deepen and sustain international relationships is a fundamental part of solidarity work.

For many years, we assisted the work of CUPE B.C. in their support for public sector workers (SNTAP) in Cuba. Last year we took another step in our relationship by attending the SNTAP congress. Brother Moist along with Brothers Génereux and O'Neill and Sister Levasseur brought greetings to the members and saw first-hand how CUPE's support has improved union education for Cuban workers.

In South Africa, the South African Municipal Workers Union's (SAMWU) project to organize privatized workers in the municipal sector has given us the opportunity to really get to know each other and to understand the similarities and differences in our struggles. The campaign they have initiated gives both unions an opportunity to study and analyze the challenges of organizing workers whose work has been privatized and look at creative ways to bring the work back under public control.

Over the last two years, CUPE members have met with their sisters and brothers from around the world to discuss and strategize on pension issues, the rights of lesbian, gay, bisexual, trans and intersex peoples, the environment and green jobs, the impact of trade deals and HIV/AIDS to name a few. These events and conferences are not only of benefit for participants but are of strategic importance for solidifying our networks of allies in other unions and in civil society organizations.

Speaking out and responding to the need for humanitarian assistance

CUPE was one of the first organizations in Canada to speak out against the conflict between the Israelis and Palestinians last year. We condemned the bombing and voiced our support for a peace process based on UN resolutions and international law. The urgent need for humanitarian assistance in Gaza was met with a donation through the International Transport Workers' Federation in cooperation with the Palestine Federation of Trade Unions.

CUPE also contributed to hurricane relief in both Haiti and Cuba and provided financial support to the striking sugar cane workers and the privatized municipal workers in Cali, Colombia. CUPE continues to respond to urgent requests, sending letters of protest against the abuse of trade unionists and supporting workers' struggles for better working conditions.

To get the full picture of the extent of CUPE's international activities, our yearly International Solidarity Report provides a comprehensive account and is available at cupe.ca.

Global problems demand global solutions and it is working women and men who can make the difference. Building a strong public sector is part of that solution and CUPE's leadership is essential. We will continue to speak out against the abuse of trade union and human rights and will redouble our efforts to educate CUPE members and the public. The movement for global justice and solidarity is a central part of our day to day union work.

REPORT OF THE PERSONS WITH DISABILITIES NATIONAL WORKING GROUP

The members of the working group are: Raymond Smith, co-chair, Ontario; Vicki Poburn, co-chair, British Columbia; Sherry Collett, Newfoundland and Labrador; Michael Graham White, Nova Scotia; Elaine Fagan, Prince Edward Island; Kathy Wilson, New Brunswick; Teresa Colangelo, Ontario; Carl Kernested, Manitoba; Walley Wild, Saskatchewan; Carrie-Jean Bishop and Natalie Lisik, British Columbia; Candace Rennick, NEB Liaison; and Conni Kilfoil, staff advisor.

"video presentation"

Grateful

- ♦ That CUPE national arranged for two of its members to audit the site of the 2009 national convention, in order to anticipate and prevent accessibility problems;
- ♦ That CUPE national has formally adopted a policy to pay for accommodations needed by its members with disabilities to participate fully in convention and other national events;
- ♦ That CUPE national has requested the Prime Minister to sign the International Convention on the Rights of Persons with Disabilities;
- ♦ To have benefited from speakers such as Eileen McKee from the Canadian Working Group on HIV and Rehabilitation and Ray Cohen from the Canadian Abilities Foundation.

Encouraged by

- ♦ The incorporation of disability rights into the "mainstream" work of the union;
- ♦ The group's successful work with the Union Development Department to develop the *"Inclusive Learning Environment"* documents;
- ♦ The group's successful work with the Union Development Department to develop a nation-wide duty to accommodate course, incorporating a disability sensitivity module;

- ♦ The incorporation of the impact on workers with disabilities of privatization into the work of the national anti-privatization coordinator;
- ♦ The group's successful work with the Communications Branch to provide disability rights awareness material for convention, and to have the disability rights banner provided to all regions;
- ♦ The opportunity for the group to liaise with the National Health and Safety Branch to explore areas of shared concern.

Excited by

- ♦ The inclusion of the group members in the National Bargaining Women's Equality Conference;
- ♦ The second award of the National Disability Rights Activism Award at the 2009 national convention;
- ♦ The accessibility legislation introduced in Ontario and its implementation.

Disappointed by

- ♦ The cancellation of the CLC National Disability Rights Conference.

Challenged by

- ♦ The group's desire to have more information about persons with disabilities on the national website;
- ♦ Determining which of three alternative awareness-raising initiatives (revised electronic Wheel of Chance, physical Wheel of Chance, or Virtual Disability display) would have the most educational impact;
- ♦ The relative absence of persons with visible disabilities on staff;
- ♦ The need to bring duty to accommodate courses to all members across Canada.

With thanks to Conni Kilfoil, our staff advisor; Maureen Morrison, Equality Branch acting director; and our supportive national officers, Paul Moist and Claude Généreux.

REPORT OF THE NATIONAL CHILD CARE WORKING GROUP

The members of the working group are: Jamie Kass, co-chair, Ontario; Gail Brinston and Mary Linehan, Newfoundland and Labrador; Karen Wright, Nova Scotia;

Stacy Delaney and Shawna Quinn, Prince Edward Island; Sharon Thompson, New Brunswick; Édith Larrivée and Chantal Tremblay, Québec; Shellie Bird, Ontario; Lori Schroen, Manitoba; Kim Storebo, Alberta; Randi Gurholt-Seary and Michael Lanier, British Columbia; Jean Birch and Louella Vincent, Hospital Employees' Union, British Columbia; Sandy Harding, NEB Liaison; Darcie Beggs and Margot Young (until April 2009), staff advisors.

"video presentation"

Introduction

Over the last two years CUPE has been in the forefront of child care. Our political action work and advocacy leading up to and during the federal election and provincial campaigns have shown why workers and their families need high quality public early learning and care. Research has shown that early learning and child care is one of the leading sectors for economic stimulus. CUPE along with our partners in advocacy continue to press this point with the federal and provincial governments.

Our political work advances CUPE policy and our organizing effort in the child care sector. We continue to find ways to ensure that our union breaks child care barriers for members who are parents, and especially women members, so that parents can attend union events. Our efforts to fight privatization in the sector continue to be a priority for the union.

Child care touches every member of the union and the National Child Care Working Group will continue to advance child care issues in support of the work of the union and in the community.

Advocacy and political action

CUPE supported the successful Code Blue two-week cross-Canada speaking tour with Deborah Brennan, a professor from the University of New South Wales, Australia, to share the lessons about corporate control of child care. Our struggles to fight big box child care are ongoing.

CUPE continues to be a major supporter of the Child Care Advocacy Association of Canada. Advocates, including CUPE representation, gathered in Ottawa September 2008 to map out a plan to carry the need for public, universal, quality child care forward during the federal and provincial elections.

CUPE contributed strategic advice on child care during the last federal election. We contributed fact sheets, web materials, polling questions, and other media on equality issues throughout the election. We played a major role in Code Blue including participating on the Code Blue election

team. The Code Blue campaign ended following the federal election but CUPE stands committed to building and supporting a broad-based activist child care movement.

CUPE demonstrated this activism by booking off three NCCWG member organizers in three cities identified by the Canadian Labour Congress: Charlottetown, Halifax and Toronto as part of the Women's Economic Equality Campaign. Child care was the major focus for the June 2008 campaign and rallies releasing a report card on the federal government's abysmal inaction and a report on each of the provincial governments.

In Ontario and British Columbia, CUPE made presentations to government consultations on the integration of education and child care. The submissions made the case for the need for a funding policy by all levels of government to support public, non-profit, universally-inclusive, accessible, early learning and care system. Governments are obliged to support parents and workers with a program that provided care and education.

CUPE members along with community partners participated in many events across the country in support of public universal quality child care including but not limited to:

- ◆ Participated in web actions across the country;
- ◆ Held child care events in six provinces to mark the end of the federal/ provincial/ territorial child care arrangements;
- ◆ In Nova Scotia parents, children and unionized centres held a large protest to put pressure on the government to extend funding to non-profit programs and it worked;
- ◆ Put on a child care show to keep child care visible;
- ◆ Demonstrated at the Winnipeg press conference where the federal conservatives "celebrated" the one-year anniversary of the taxable child allowance;
- ◆ Launched a report card on federal governments dismal record in Ottawa with the NDP;
- ◆ Mobilized electors in the Nova Scotia provincial election with a vote for child care campaign;
- ◆ Work with Public Interest Alberta, with the Coalition of Child Care Advocates of B.C. and the Ontario Coalition for Better Child Care to keep child care issues on the front burner during the provincial elections.

We have been unrelenting. In March 2008, CUPE was the only union to present to the standing committee studying

the NDP private members Bill C-303. CUPE members were in the House of Commons for the vote on the bill.

Sisters Jamie Kass, Karen Wright and Margot Young are on the Board of the Child Care Human Resources Sector Council. Brother Toby Sanger participates on a committee to project workforce shortages in the sector. The work of the sector council includes research, and the development of products and services for the sector. Some of the current projects include training issues, alleviating workforce shortage, developing and implementing occupational standards, recruitment and retentions and improving the accuracy and reporting of labour market information for the sector.

Anti-privatization

The National Child Care Anti-Privatization project, as part of CUPE's Strategic Directions decision from the 2007 national convention is underway. We are organizing town hall style community events, with our coalition partners, planned for mid-October through November in many provinces across the country. YouTube videos can be found on the national website. Many new tools and materials have been produced for the campaign including provincial profiles on the state of privatization. We have also produced case studies of how public care works. Two new corporate profiles of home grown for-profit operators are available. We have new stickers and buttons.

Jump Up – It's time for Public Child Care will have a major anti-privatization campaign in Ontario with children's concerts and parent mobilization and education about the need for public child learning and care.

CUPE helped uncover news that 123 Busy Beavers – a corporation closely linked with ABC – was entering Canada, targeting British Columbia, Ontario and Alberta. Our work to fight the big box providers continues. In April 2009 CUPE spearheaded a demonstration with other unions and advocates to push back against the arrival of a large Canadian chain, Kids & Company, opening two new centres in Halifax.

We continue to work closely with the Child Care Resource and Research Unit to expose the dangers of profit child care. The threat of privatization is still not well understood by members, the public, the media and governments.

Child care at CUPE functions

The National Child Care Working Group developed a policy for consideration by CUPE for on-site child care and child/dependent care allowances at conventions and conferences. This initiative stems from the recommendations from the National Women's Task Force.

A detailed guide of procedures to follow when child care is provided on-site has also been completed. Because planning event child care is different, the manual *Children Welcome* will help provide consistent and transparent procedures that have been driven by experience in this field.

The existence of these two initiatives helped to achieve on-site child care at no cost to parents at the 2008 New Brunswick Division convention. A small extra fee was added to convention registration costs, specifically designed to pay for the on-site care ensured quality care for convention going members. Due to its success the division is taking the issue to the New Brunswick Federation of Labour for its events. Prince Edward Island proudly boasts that the division passed a resolution to provide on-site care, free to parents at its 2009 convention. The Alberta convention passed a resolution to investigate on-site child care.

Organizing, outreach and bargaining

The working group thanks Brothers Paul Moist, Claude Généreux and Michael Hurley for CUPE's statement on organizing in the child care sector. The statement states CUPE has no intention to organize Kids & Company in provinces outside of Ontario, or any other major private chains. Any initiative to organize for-profit child care centres, outside of Ontario, is to be vetted by senior political structures at the level of the National Executive Board/National Executive Committee beforehand. We continue to have discussions about the perils of organizing the for-profit child care sector and remain committed to public funding and public service delivery.

In Newfoundland and Labrador, we have made links with the professional associations in order to collaborate and ensure input on labour standards. In Ontario we promote unionized centres at job fairs, and presenting to community college and high school students. In British Columbia, Nova Scotia and Manitoba CUPE attended and provided financial support for provincial child care conferences to raise our profile in the community and to promote unionization. The working group and the department of Organizing and Regional Services are working together to produce a brochure and Power Point presentation to support CUPE's organizing efforts in the sector.

Since 2007, 82 units and 4,000 child care members have been organized. This is approximately 15% of all newly organized workers in CUPE. We remain committed to increasing our organizing in this sector.

Six members of the working group attended the National Bargaining Women's Conference in Montréal in 2009.

Future plans

Advocacy/Anti-privatization

- ◆ Continue working with the Child Care Advocacy Association of Canada (CCAAC) and the Child Care Research and Resource Unit (CCRRU).
- ◆ Help organize and support the CUPE national anti-privatization campaign to build support for public child care.
- ◆ Build support and educate, along with our coalition partners, parents and child care workers the fight to prevent privatization in the sector and build support for public delivery.
- ◆ Continue to produce new material to support the privatization struggles.
- ◆ Encourage CUPE divisions, locals and members to join the CCAAC and support and work with provincial child care organizations and coalitions.
- ◆ Deepen our connections and involvement in the child care community.

Political and policy work

- ◆ Continue to actively work with our coalition partners, such as the CCAAC, to prepare for and provide material and strategic assistance prior to and during the federal election and push continually for the implementation of a universal system with the federal and all provincial governments.
- ◆ Initiate and participate in actions on Bill C-373, the new NDP private members' bill.
- ◆ Continue to track and respond to key initiatives, both federally and provincially, on integrating child care and education.
- ◆ Support the work of the CCHRSC to provide better training opportunities, recruitment, and retention policies, occupational standards that reflect the work our members perform and accurate labour market information.

Child care at CUPE events

- ◆ Continue to support CUPE policy for on-site child care and child/dependent care allowances for CUPE members.

- ◆ Help to promote and implement the procedures manual "Welcome Children" for providing child care at CUPE functions.

- ◆ Work with other CUPE national committees, in particular the Women's Committee and the Young Workers Committee, to continue to make headway in eliminating barriers to women's participation in the union.

Organizing and bargaining

- ◆ Support organizing drives in the public/non-profit centres.
- ◆ Encourage exploration of new structures in the sector that would support effective organizing and bargaining.
- ◆ Support implementing the initiatives from the National Bargaining Women's Equality Conference and the HIV/AIDS strategic directions meeting.
- ◆ Work with government, where applicable, and CUPE staff on gaining real pensions for all child care workers.
- ◆ Continuing collaboration with the National Women's, Young Workers, Pink Triangle and other national committees.

We would like to thank Brother Michael Hurley for his longstanding work as NEB liaison. Brother Hurley has provided the working group with good support, advice and direction and has been a champion of the fight for a universal system of high quality care and organizing the workers.

We want to acknowledge the valuable contribution of Margot Young our long time staff advisor, now on sabbatical leave. Margot's considerable knowledge on every aspect of child care and her active support for the working group and its work and the child care community have been and are much appreciated. We look forward to being able to use her sabbatical work and activism in the future.

On behalf of the National Global Justice Committee, the Persons with Disabilities National 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 238 covering **Resolutions 236 and 239** submitted by the Hospital Employees' Union, British Columbia; CUPE Nova Scotia; CUPE Newfoundland and Labrador; Local 3912, Nova Scotia; Locals 2191 and 4600, Ontario; Local 116, British Columbia; and Local 3393, Ontario:

CUPE NATIONAL WILL:

1. Work with the CLC and labour allies to lobby the Canadian government to investigate how Canadian relations with the Philippines contribute to the repression of workers; and
2. Work with the CLC and labour allies to pressure the Philippine government to accept the International Labour Organization's request for a high level ILO mission to investigate the human rights violations in the Philippines; and
3. Continue to support a worker-to-worker relationship with labour organizations such as COURAGE and ACT in the Philippines.

BECAUSE:

- Over 1,000 human rights and trade union activists have suffered extra-judicial killings, enforced disappearances and political persecution since 2001; and
- The Government of the Philippines through the Philippine National Police (PNP) and the Armed Forces of the Philippines (AFP) has been deemed responsible for these crimes by several international bodies including the UN; and
- The Canadian government trains the PNP and the AFP through the Military Training and Assistance Program (MTAP) and the Police Training and Assistance Program (PTAP) and this training may be illicitly used to persecute citizens of the Philippines; and
- The International Labour Organization Committee on Applications of Standards requested a high level ILO mission to investigate the extra-judicial killings and enforced disappearances (ILO Case No. 2528). The Philippine government continues to deny this request.

The committee's recommendation is one of concurrence, and I so move.

(M/S L. Poole-Cotnam, S. Landry – Carried)

Resolution 158 covering **Resolution 157** submitted by Local 2348, Manitoba and CUPE Manitoba:

CUPE NATIONAL WILL:

1. Make internal employment equity/ representative workforce a priority in the national union's action plan; and

2. Direct the Equality Branch of CUPE National to assist in developing an action plan in each region; and
3. Continue an annual national representative trainee program made up with representatives from the equality-seeking groups.

BECAUSE:

- Our workplace, union and staff are not representative of the diversity of our membership; and
- The Vancouver Declaration, endorsed by delegates at the 2006 Human Rights Conference, calls for such a commitment.

The committee's recommendation is one of concurrence, and I so move.

(M/S S. Landry, S. Cathcart – Carried)

Resolution 38 covering **Resolutions 31, 32, 36 and 37** submitted by Local 2348, Manitoba; CUPE Prince Edward Island; Toronto District Council and Locals 1979, 2191, 2204, 3902 and 3903, Ontario; Hospital Employees' Union, British Columbia; Local 4092, Ontario; the Metropolitan Vancouver District Council and Local 15, British Columbia:

CUPE NATIONAL WILL:

1. Work with national child care coalition partners and CUPE members from across the country to support the federal NDP private members' *Early Learning and Childcare Act*, Bill C-373 which sets out criteria and conditions for provinces to receive federal funding to deliver public and non-profit child care programs; and
2. Make child care a key federal election issue in CUPE materials; and
3. Provide financial/staff resources to help inform and involve CUPE members and provincial child care committees in the work with coalition partners in fighting for a universal child care system; and
4. Continue to fund and support campaigns with coalition partners to stop the privatization of child care and to support public investment in public and community delivered services; and
5. Provide financial support for anti-privatization campaigns at both the national and provincial levels to stop public funding to corporate/ private child care or any P3 arrangement for the construction and equipping of child care centres; and

6. Provide financial and staff resources for provincial campaigns aimed at lobbying municipal councils, school boards and other institutions to speak out against large private chain/corporate child care.

The committee's recommendation is one of concurrence, and I so move.

(M/S J. Atwater, V. Alkins – Carried)

Resolution 222 covering **Resolutions 220 and 221** submitted by CUPE Prince Edward Island; Airline Division; Locals 1979, 1999, 3907, 4092, Ontario; Locals 500 and 2153, Manitoba; CUPE Saskatchewan; Toronto District Council, Ontario; Metropolitan Vancouver District Council, British Columbia; Hospital Employees' Union; Locals 1870, Prince Edward Island; Local 4091, Québec; Locals 2191, 2204, 3902, 3904, Ontario; Local 2348, Manitoba; Local 15, British Columbia; and Local 3550, Alberta:

CUPE NATIONAL WILL:

Campaign to stop insurance companies from discriminatory denial of insurance coverage (whole life, mortgage, disability, travel) for people living with HIV/AIDS and/or any other chronic illness. Any denial of insurance coverage must be based on factual current medical evidence.

BECAUSE:

- Persons living with HIV/AIDS are automatically declined insurance coverage based on their sero-status not their personal health condition; and
- The current practice of automatically denying coverage is discriminatory and not evidence-based; and
- Persons living with HIV/AIDS may be considered a low medical risk for death or disability; and
- Discrimination is a violation of the Charter of Rights.

The committee's recommendation is one of concurrence as amended, I so move.

(M/S E. Elkins, unidentified delegate – Referred back to the committee)

Resolution 195 covering **Resolutions 182 and 183** submitted by Local 1983, Québec, the Airline Division and Local 4041, Québec:

WHEREAS bus drivers, metro operators and employees of public transportation companies are experiencing increasing numbers of assaults while exercising their duties; and

WHEREAS such assaults have devastating effects on the health of employees who are the victims; and

WHEREAS the Criminal Code R.S.C. (1985), ch. C-46, imposes a more severe penalty on persons who assault a police officer on duty; and

WHEREAS bus drivers, metro operators and employees of public transportation companies (like police officers) provide an essential public service to the population, they should benefit from the same legal protection; and

THEREFORE BE IT RESOLVED that CUPE National make the necessary representations before political authorities to have the Criminal Code amended in order to create a separate offence to enable bus drivers, metro operators, flight attendants and paramedics to benefit from the same protection that the Criminal Code provides to police officers who are assaulted while carrying out their duties by establishing more severe penalties to their assailants.

BE IT FURTHER RESOLVED that CUPE National study the possibility of proposing an amendment to the Criminal Code to offer similar protection to other employees working in public services who are also victims of assault.

The committee's recommendation is one of concurrence as amended, and I so move.

(M/S L. MacKay, unidentified delegate – Referred back to the committee)

WEDNESDAY, OCTOBER 7, 2009

MORNING SESSION

□

SPECIAL NEB COMMITTEE ON STRATEGIC DIRECTIONS REPORT

Discussions were held on Part II, "Defending Free Collective Bargaining and Resisting Concessions".

(M/S Y. McLean, T. Graham –
Referred back to the committee)

CREDENTIALS COMMITTEE REPORT

This is the third and final report.

From Newfoundland and Labrador: 44 delegates representing 25 local unions, 1 delegate representing 1 provincial division; for a total of 45 delegates and 6 alternates.

From Nova-Scotia: 74 delegates representing 35 local unions, 1 delegate representing 1 provincial division; for a total of 75 delegates and 4 alternates.

From Prince Edward Island: 26 delegates representing 11 local unions, 1 delegate representing 1 provincial division; for a total of 27 delegates and 1 alternate.

From New Brunswick: 80 delegates representing 39 local unions, 3 delegates representing 3 councils of unions, 1 delegate representing 1 provincial division; for a total of 84 delegates and 3 alternates.

From Québec: 368 delegates representing 140 local unions, 5 delegates representing 5 councils of unions, 5 delegates representing 2 service contracts; for a total of 378 delegates and 20 alternates.

From Ontario: 808 delegates representing 278 local unions, 1 delegate representing 1 council of unions, 14 delegates representing 14 district councils, 1 delegate representing 1 service division, 1 delegate representing 1 provincial division; for a total 825 delegates and 83 alternates.

From Manitoba: 84 delegates representing 29 local unions; for a total of 84 delegates and 8 alternates.

From Saskatchewan: 85 delegates representing 28 local unions, 1 delegate representing 1 council of unions, 1 delegate representing 1 provincial division; for a total of 87 delegates and 4 alternates.

From Alberta and the Northwest Territories: 122 delegates representing 49 local unions, 1 delegate representing 1 provincial division; for a total of 123 delegates and 6 alternates.

From British-Columbia: 341 delegates representing 131 local unions, 6 delegates representing 6 district councils, 1 delegate representing 1 service division, 1 delegate representing 1 provincial division; for a total of 349 delegates and 13 alternates.

At this time, we have a total of 2,084 delegates and 148 alternates representing 765 local unions, 10 councils of unions, 20 district councils, 2 service divisions, 2 service contracts, 8 provincial divisions, 2 national officers, 5 general vice-presidents, and 2 diversity vice-presidents.

We also have 6 equity seeking group delegates with voice but no vote, as per article 6.4 of the national constitution.

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

(M/S C. Dubuc, D. Lahey – Carried)

ELECTION OF NATIONAL PRESIDENT

Sister Nancy Riche, 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.

PAUL MOIST (National President Elect): Let me begin by thanking each and every delegate for the great privilege of serving as National President of our union.

This year, I celebrate my 26th anniversary of having the unbelievable privilege of working full-time in a variety of different capacities for the membership of CUPE National and the members. I cannot tell you what a privilege it has been each and every day to go to work for the last 26 years.

People say to me all the time, "Well, it is a big job, it is a tough job, and you travel a lot." I said the following to you two years ago and I believe it even more today, "My worse day on the job in the last 26 years is better than the best day on the job that many CUPE members have and no national president should ever forget this."

There have been five of us who have had the job of national president since 1963 and each of us has enjoyed tremendous support from our families.

I want to, especially for the first-time delegates, introduce you to my family. I work in Ottawa and I travel a lot but my home is and always will be in Winnipeg. I want you to meet the folks that have made it possible for me to work for CUPE for the last 26 years.

Beginning with my wife for 30 years, Marian, a proud chief shop steward for the Manitoba Government Employees' Union. In May, when we had our anniversary, somebody said, "Wow, 30 years! That's pretty good being married for 30 years!" and Marian said, "Well, it's not bad, he's been home fourteen!"

I also want to introduce you a delegate that spoke at microphone 1 yesterday, Kelly, our first-born – and we are immensely proud of our daughter – who is a young woman and a CUPE member and an adjudicator at Local 1063, Workers Compensation Board of Manitoba. I also want to reintroduce you to a fellow that I first introduced in 2003. At the time, he was a young guy going to high school. Today, he is one exam away from his heavy duty mechanics licence. He is a heavy duty mechanic at Winnipeg Transit and has been the chief maintenance guy at our house – my son Scott and his partner Carly Labchuk.

I want to close my thanks with some of the staff that I work with every day: Johanne Pellikan, Danielle Letarte, Manon Lajoie, Tammy Emond and Natalie Rocque, who is presently on parental leave. They are outstanding workers and extremely committed to the work of our union.

There are three more people working very closely with me and who work in the capacity of executive assistants: Dennis Burke, our newest member who covers the geography of Canada and a million other things that make their way through the office; Susan Ruffo, a good friend who has been with me since day one and who takes care of multiple files in my office including our relations with the NDP, the CLC, and a number of provinces; and Gisèle Dupuis, who has been in the office for 26 years and the person who makes the wheels turn this week and every other week of the year in our office.

I want to conclude by thanking Brother Claude and his staff. I work with Claude every day and he is diligent in watching over the finances of our union so we can use them to the maximum extent for the betterment of our union; and our four senior staff: Tammy Greaves, Managing Director, Finance and Administration; Josey Finley, Managing Director, Union Development; Jim Swaok, Managing Director, Organizing and Regional Services; and Stan Marshall, Managing Director, National Services. These are outstanding leaders who work day-in and day-out and are extremely loyal to all of you.

I want to pledge to you that for the next two years, I will do my best to live up to the heights achieved by my predecessors, each of whom earned that very sacred thing within our union – the trust and the confidence of the membership of CUPE.

If we exercise our power and our influence on behalf of the membership, we cannot help but make a stronger Canada and a stronger world. Thank you.

ELECTION OF THE NATIONAL SECRETARY-TREASURER

Sister Nancy Riche, 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.

Brother Claude Généreux was acclaimed and duly sworn in.

CLAUDE GÉNÉREUX (National Secretary-Treasurer Elect): I would like to take a few minutes to thank the people that we work with and the people that we love and with whom we try to have a decent life with.

I would like to recognize my family. However, a lot of them are not here today. Monday, I had the pleasure to have my daughter, Jade, who happened to be a CUPE member this summer. She was able to see, from the back to the front of this room, what we are. She was really impressed. I was quite pleased that she was able to see the work that we do and to see the democracy at work. I also had the pleasure to have my son, Gregory, present. He travelled back and forth in the different forums, until 11:00 p.m., as he wanted to understand what CUPE is really about. Claudette, my sister, was also present. She is a member of Local 1983 – the local that submitted resolution 195 and that we debated yesterday. I raise my hat to Local 1983 for having submitted this resolution because my sister, as a bus driver, was a victim of violence in the workplace. She is well represented by this union and I thank you for this.

There are many other people I would like to thank. For instance, my mother, and I am very sorry that she is not able to be here today. As you know, I am a health care worker, and forgive me for being emotional, but today I found out that she had cancer. There are presently other CUPE health care workers taking care of her in a facility as we speak. So mothers are mothers and we will always be their children. She wanted to ensure that her son had all of his attention to our convention. So, indeed, our mothers love us. Women are just wonderful – they can balance their life while thinking of others. I think of all this today and I want to thank you all.

Thank you to Rita, my mother-in-law, and my spouse, Manon, who is also a CUPE member. I truly have a CUPE family – you my union and biological family. This is CUPE from top to bottom.

I also have the pleasure to work with a hell of a good team at the office. However, when we start giving names, we forget some and that is regrettable. At the Toronto convention in 2007, I had announced that the two executive assistants that I worked so well with – Michael and Pam – were returning to their respective provinces: Michael in Québec and Pam in Manitoba. So, a lot of people have been asking me, “How come Pam and Michael are here?” Well, Robert Lamoureux returned to Toronto and Monique Joly retired. So, Pam and Michael came back. I had a lot of questions like, “How much did it cost you to convince them to come back?” Well, nothing, because they are so devoted to CUPE. They were getting bored of not working 9 days a week. Thank you!

There are so many other people to thank: Tammy Greaves, Managing Director of Finance and Administration; Paulette Charbonneau, my administrative assistant; Monique Bélair,

who takes care of our National Executive Board; and Line Deschamps. Thanks also to all who work on the fifth floor and who continue working like Julie Veit who is presently at national office, because as we say, the “shop” is still open. We have to continue to carry out our duties. Life continues and we must take care of our members. This will be my thanks for now. I’m really happy to see Paul with his family. I wish you all this.

Today, as we discussed our strategic directions document, it was said that we wanted to improve our negotiation power, improve our working conditions, and fight back against concessions. So, before we leave for the demonstration, we will listen to someone speak; but, please also listen to the cry of the demonstration. We will support this action with our feet, with our soles, not just with words. We will practice what we preach. We will support one of our local unions who has the right like the other 3,000 CUPE locals, like all the Canadian workers, and throughout the world, to have a collective agreement with decent conditions, with dignity and respect in our workplaces. And this is what you will show with your solidarity at noon.

Thank you. These are the principles that I will practice at noon.

INTRODUCTION GUEST SPEAKER

CLAUDE GÉNÉREUX (National Secretary-Treasurer): I would like to introduce Michèle in one of the many languages she speaks. There is French; however, I am sure that being a member of the Abenakis Great Nation, she speaks many languages.

Michèle Rouleau has been a human rights activist for the Aboriginal people for more 25 years. She is a producer and hosts Nations – an information show on Aboriginal people – broadcasted on Télé-Québec which is the equivalent of TFO in Ontario. She appears on conferences and workshops all over the world in order to introduce the different Aboriginal facts and realities. These past few years, she was actively involved in human rights complaints and youth rights in Québec.

In 1992, the Québec Government recognized her work and presented her with the Justice Award. The Québec Human Rights Commission also presented her with the Rights and Liberties Award. This spring, the University of Québec in Abitibi-Témiscamingue presented her with a honoris causa doctorate.

She is involved with the Association of Aboriginal Women of Québec, so much so, that she was its president from 1987 to 1992. We are dealing with one sister and a great activist.

Following Sister Michèle Rouleau’s address, Brother Claude Généreux thanked her and presented her with a gift.

WEDNESDAY, OCTOBER 7, 2009

AFTERNOON SESSION

□

TRIBUTE TO CUPE RETIREES AND STAFF

CHAIRPERSON PAUL MOIST: Since we last met in Toronto and up to some date in September, 72 CUPE staff have retired. Not all were able to be with us today, but these 72 CUPE employees that have retired over the last two years had a total of 1,697 years of service – an average of 23 years of dedicated service to you – the members of CUPE. Let’s pay tribute to these retirees.

Let us also pay tribute to the staff currently working for us. In 1963, our union had somewhere between two or three dozen staff to serve our 70,000 members. Today, from coast to coast and from 67 offices, we have 800 sisters and brothers whom we ask a lot of – day in and day out. These workers, many of whom were members of our great union prior to becoming staffers, know that there is no such thing as “being not available”, 24 hours a day, seven days a week and 365 days a year.

In 2004, on Christmas Eve, we settled a strike in the great province of Saskatchewan. Last Christmas, staff worked at York University with our members who were on strike there. There is not a day of the year that there are no CUPE negotiations going on.

There are few days in the year when there is no arbitration or a Labour Board hearing. There are very few days in the year – probably none – when we are not organizing or speaking to a member about considering joining CUPE. There are no days in the year, in the world of email and in today’s world, when our staff is not servicing the 60,000 members of our union.

On your behalf, I sincerely say to these sisters and brothers that we appreciate each and every effort. We believe as CUPE members that we are privileged and we enjoy and have enjoyed throughout our history the best staff in the labour movement in Canada.

I thank these brothers and sisters for a job well done and wish them all the best for a long, healthy and happy retirement. Join me in thanking our wonderful staff of the Canadian Union of Public employees.

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

ACTING CHAIRPERSON CLAUDE GÉNÉREUX: Every single nominee we received this year is deserving of this award.

The National Health and Safety Committee received four very impressive nominations. They are: France Pelletier, Airline Division; Judy MacDonald-Power, Local 3986, Nova Scotia; Pierre Raby, Local 1983, Québec; and Gary Orsten, Local 38, Alberta.

The eighth National Health and Safety Award goes to Brother Pierre Raby, Local 1983, Montréal Public Transit, Québec.

Pierre is a bus driver and has been an activist since 1976. It is in 1987 that he became interested in health and safety. He has been on the CUPE Provincial Health and Safety Committee and on the Executive Council of the Municipal Sector Health and Safety Association – a joint association in the municipal sector.

Through these committees, Pierre was successful in achieving studies in ergonomics and safety projects that contributed to lower considerably workplace accidents and incidents. His several years of activism gave him the experience to develop more secure jobs for bus drivers and subway operators.

Among his several accomplishments, he travelled to different cities, like Paris, where he studied the different jobs in the new subway wagons that will serve as a model for the future ones in Montreal. He actively participated to the creation of a project called “Sécuribus” that protected a lot of bus drivers against violence. He helped to put in place the installation of monitoring cameras in the buses, the introduction of inspectors inside vehicles and the presence of industrial inspectors in the transit centers to ensure bus drivers’ security.

To this date, Pierre gives regularly advices on health and safety matters to one of the biggest bus manufacturer, and he does this, before the conception and construction of wagons in order to make them safer. Pierre also continues to help to obtain changes to the *Criminal Code* in order to ensure that bus drivers receive the same workplace protection as police officers. Pierre is a real champion of health and safety for his brothers and sisters and his work outreaches all.

It gives me great pleasure to present this award to Brother Pierre Raby with the symbol of the canary in a cage that reads, “*For outstanding contributions to the health and safety of CUPE members*”. Pierre will be retiring at the end of October. We wish him well and a good life. Congratulations to Pierre Raby.

ELECTIONS OF GENERAL VICE-PRESIDENTS

Sister Nancy Riche, 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

Sid Ryan, Ontario

Tom Graham, Manitoba and Saskatchewan

Barry O’Neill, Alberta and British Columbia

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

The members of the committee are: Judy Henley, co-chair, Saskatchewan; Bob Ripley, co-chair, Manitoba; Yvonne Sullivan, Newfoundland and Labrador; Marianne Welsh, Nova Scotia; Lane MacLaren and Gordon Muncey, Prince Edward Island; Delalene Harris Foran, New Brunswick; Michel Lizée, Québec; Pauline Niles and Ann Dembinski, Ontario; Eric David, Manitoba; Rosemary Kostiuik, Alberta; Mel Hale and Laurie Larsen, British Columbia; Margie Anderson and Jacqueline Zilkie, Hospital Employees’ Union, British Columbia; Tom Graham, NEB Liaison; and Nancy Parker, staff advisor.

“video presentation”

Introduction

It is probably safe to say that not a single day has gone by in recent months without at least one headline in the news about another emerging pension issue. But, all too often it’s not a good news story. The recent economic crisis has had a devastating impact on the funded status of our workplace pension plans, and losses reported as high as 30% to 40% to personal retirement savings. Significant losses to the Canada and Québec pension plans have also been reported.

The National Advisory Committee on Pensions remains strong in their conviction that real income security in retirement can only be achieved through improvements to the Canada/Québec pension plans, the Old Age Security Program and increased pension coverage in secure defined benefit workplace pension plans. The committee continues to support the ambitious goal adopted at our last national convention to extend pension coverage to all CUPE members by 2013 so that women, youth, part-time and marginalized workers can be lifted out of poverty in their retirement years. It is an equality issue.

Since our last report, the growth in coverage in CUPE’s Multi-Sector Pension Plan and the Nursing Homes and

Related Industries Pension Plan has meant that many CUPE members have gained pension coverage since participation of all members in the bargaining unit is mandatory and locals of any size can join. Coverage for our members in Québec is also growing with the creation of a similar model of a member-funded pension plan.

Current situation

The most recent data from Statistics Canada released in June 2009 indicated that:

- ◆ Membership in registered pension plans in Canada amounted to 5.9 million, an increase of more than 140,000 or 2.4%, from the previous year.
- ◆ The number of registered plans reached 19,185, an increase of 590.
- ◆ Public sector plans added 96,500 members in 2007 while private sector plans added 43,800 members.
- ◆ About 38.3% of paid workers participated in a registered pension plan, a slight increase from 2006, with coverage rates in the public sector rising to 83.9% and the private sector remaining unchanged at just over 25%.
- ◆ Membership in defined benefit pension plans stands at 4.5 million members, accounting for nearly 77% of the total membership.
- ◆ Coverage for women increased slightly to 2.9 million of total membership, while coverage for men stands at 3 million.
- ◆ Total employee and employer contributions exceeded \$40 billion for a second consecutive year, with employers contributing 68% of the total contributions compared to 72% in the previous year.

The current economic crisis will add pressure to the attacks on our past gains, calling for a rollback on early retirement provisions, elimination of inflation adjustments to retiree benefits, contribution increases and in some cases, the conversion of our defined benefit plans to the much riskier defined contribution plans. The committee believes that additional staff and resources are needed if we are going to be successful in our fight to push back on these concessions.

Education

CUPE members are keen to increase their knowledge and learn from each other. It is clear that when education leads to understanding the magnitude of the threats to our retirement security, CUPE members support the need to take strong action. Our continued success will come through increased awareness, education and coordination.

The continued expansion of CUPE's pension education courses will be vital in moving forward. The creation of a new nine-hour weekend introductory course on pensions has meant that more rank and file members have access to information on the very foundation of Canada's retirement income system, the Canada Pension Plan and the Old Age Security Program. This course has taken on new importance in light of proposed changes to the Canada Pension Plan announced this spring. The proposal will further reduce benefits on early retirement and encourage workers to remain in the workforce well beyond age 65. A recent weeklong school in Red Deer, Alberta, offered CUPE's pension course on "Building Pension Activism" and prompted the following report back from school participants:

"We are bombarded with advertising and other propaganda trying to convince us that we are better off risking our hard-earned pay in "their" money markets instead of contributing to our own real pensions.

We have been convinced that the workplace pension plans we do have are too precarious, too vulnerable, to allow inclusion of part-time and casual workers, or small locals of low-pay members, and this has meant that many sisters, in particular, have been excluded from those plans.

Governments of the day propose policies and legislation that look good, but are really only "carrots" that offer short-term gain for long-term pain – the depletion of the pension funds, the undermining of the pension system.

As citizens, as union members, as unions, we must not be fooled. We must pay attention to pensions beyond the calculation of our own expected retirement incomes. We must arm ourselves with understanding of anti-pension tendencies in the larger area, and fight back with all our might. We must not squander our pension heritage; we must act to protect it before it's too late."

We are also pleased to report that Union Development's initial experimentation with new technologies such as web-based workshops is proving to be an effective tool that can increase access to CUPE pension education and provide our members with further opportunities to learn and network with each other.

National pension strategy meeting

The committee played an active role in setting the agenda and facilitating the second national gathering of CUPE pension trustees in May 2008. The meeting included a number of educational workshops and plenary sessions on issues dealing with declining pension coverage, risky pension investments, pension investment in P3s, pension governance accountability particularly as it applies to security fraud and legal enforcement. Most importantly, the meeting included ample opportunity for participants to

hear directly from each other, share key information, challenges and successes from their regions. The agenda also provided opportunity for open discussion with the national officers. Several themes arose repeatedly throughout the meeting, including:

- ♦ The need for more pension education for all members and staff, including trustees;
- ♦ The importance of political action and collective bargaining;
- ♦ The importance of defending and improving the public pension system;
- ♦ The need to share the information CUPE develops on P3s;
- ♦ The importance of events such as this meeting to provide opportunities for sharing stories;
- ♦ The centrality of pensions as a component of the “social wage” which has been under attack for many years.

Moving forward

With these goals in mind, the committee has been closely monitoring the various temporary funding measures being introduced across Canada as well as the recommendations and developments coming out of a number of provincial pension legislative reviews. Committee and CUPE members worked closely with the Canadian Labour Congress and actively participated in the federal pension consultation process that took place this past spring.

The current economic situation, past contribution holidays, combined with low interest rates and increases in life expectancy have magnified the need to further strengthen pension funding rules and regulations. During the next two years we will strengthen our push for pension legislation that will provide workers with the tools they need to build a safe and reasonable pension income for retirement at a decent age instead of continuing to move in a policy direction that will require us to fend for ourselves and work well beyond age 65.

The committee will continue to closely monitor the direction of pension reform across Canada. Reform proposals such as phased retirement can appear to be a welcome solution to our members with small pension benefits, or low incomes. This change, if implemented, will allow a pension plan member to continue working with the same employer, with or without reducing their hours of work, continue to contribute to the pension plan, while drawing as much as 60% of their earned pension benefit. More discussion and analysis are needed to fully understand the potential impact this change can have to the funded status of our pension plans, full-time positions or our ability to bargain wage improvements if pension benefits supplement our incomes. The committee does not see this change as an adequate solution to declining pension coverage and low benefit levels.

Most recently the committee has turned its attention to the recommended changes to the Canada Pension Plan announced in May. The committee held extensive discussions on the potential impact of these proposed changes and will be developing a new fact sheet outlining the proposed changes, their opposition and some recommendations for action. It will continue to call on CUPE, the Canadian Labour Congress as well as other unions and social organizations to mount a national campaign to step up pension education for members and citizens about the proposed changes.

The committee is recommending that CUPE National allocate additional resources to support our demands for public hearings on these and other changes that are threatening our pension security and the ability to retire with dignity and income security. We must continue to work alongside the Canadian Labour Congress and others and push for a National Summit on Pensions with labour equally represented at the table so that we can continue our fights to protect all CUPE members, together with current and future retirees.

REPORT OF THE NATIONAL HEALTH AND SAFETY COMMITTEE

The members of the committee are: Rex Hillier, co-chair, Newfoundland and Labrador; Susan Zander, co-chair, British Columbia; Michael Murphy, Newfoundland and Labrador; Kathy Dauphney, Nova Scotia; Leonard Crawford and Kathleen McLellan, Prince Edward Island; Lee Byram and Minerva Porelle; New Brunswick; Nancy Nolet, Québec; Peter Falconer and Paul Reece, Ontario; Charlie Morrison, Manitoba; Pearl Blommaert, Saskatchewan; Lisa Byard and Dennis Mol, Alberta; Marlene Kantz, British Columbia; Becky Jacobson and Kelly Knox, Hospital Employees’ Union, British Columbia; Brian Buchanan and Julianne Vondrejs, Airline Division; Milo Murray, NEB Liaison; and Anthony Pizzino, staff advisor.

“video presentation”

Introduction

The National Health and Safety Committee is pleased to present the following report. Since the 2007 convention, the committee continues 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 Ottawa four times since the last convention: in April 2008, October 2008, January 2009 and

May 2009. During this period, the committee has undertaken a wide range of activities including:

- ◆ Planning and assisting with the 10th National Health and Safety Conference held in St. John's.
- ◆ Supporting April 28 Day of Mourning activities, nationally and internationally.
- ◆ Promoting health and safety as a top priority at all levels of the union.
- ◆ Helping to develop a comprehensive discussion paper on local union health and safety responsibility.
- ◆ 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 five CUPE members were killed as the result of their work. We mourn the loss of:

- ◆ Patrick (Ollie) O'Rourke, Local 7000, British Columbia
- ◆ Nicole De Lafontaine Demontigny, Local 930, Québec
- ◆ Martin McEwen, Local 407, British Columbia
- ◆ James Robert "Jamie" Vecchio, Local 3, Ontario
- ◆ Clifford Payne, Local 3148, Newfoundland and Labrador

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.

National committee activities – 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.

10th National Health and Safety Conference

The committee served as a reference group for planning, logistical arrangements and workshop content for the 10th CUPE National Health and Safety Conference held in St. John's on October 23-26, 2008. The theme of the conference was "From Survival to Success" and helped to link the struggles discussed by members at CUPE's first

National Health and Safety Conference in 1981, to recent health and safety conferences where members pushed back for achieving successes.

By all accounts, the conference was another huge success for our union. Conference attendance was overwhelming, with a record number of 535 delegates, including facilitators, speakers and staff. In all, a total of 40 workshop sessions were held over two days.

Delegates participated in daily plenary sessions featuring dynamic national and international guest speakers, with plenty of opportunity for dialogue from the floor. The discussions in the morning plenary sessions provided information for the workshops held each afternoon. The workshop topics included:

- ◆ *Privatization and Health and Safety*, where delegates looked at the various ways contracting out, deregulation and privatization have affected members' health and safety.
- ◆ *State of CUPE Members' Health*, which analysed the barriers to becoming fully healthy and safe, as well as help participants devise strategies to improve their health.
- ◆ *Current Threats – Harassment, Bullying, Violence, Pandemic Influenza and Asbestos*, that looked at hazards that affect a broad cross-section of CUPE members.
- ◆ *Ramping Up Health and Safety Activism*, which brought international perspectives to the important work of CUPE members and drew on the strategies that international activists use to gain power in the workplace.

The conference also included a superb line-up of renowned speakers, who presented delegates with:

- ◆ An overview of the history of health and safety in Canada and the negative effect of globalization on workers.
- ◆ In depth analysis of Québec's legislation on psychological harassment and issues related to gender and compensation.
- ◆ How employers and governments use their power to silence workers and why workers need to do their own health and safety research.
- ◆ The relationship among gender, health and safety, globalization and the fisheries industry.
- ◆ How employers undermine workers' efforts for a healthy and safe workplace, and what workers can do to fight back.

- ◆ Occupational cancers and the asbestos epidemic that are plaguing workers in Canada and abroad.

It is clear from the conference's attendance and positive feedback that CUPE members value the information and opportunities provided by a national health and safety conference. The committee is making a recommendation to hold the 11th National Health and Safety Conference as soon as possible, but no later than 2010.

Day of Mourning – April 28th

This year marked the 25th anniversary of the National Day of Mourning for workers killed or injured as a result of workplace causes. When this committee first proposed the creation of a Day of Mourning, members could hardly have imagined that 25 years later April 28 would be observed in hundreds of countries around the world.

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 19th 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 bookmarks, a Workers' Statement, posters and activity checklists – which are distributed to all locals through general mailings.

Union responsibility paper

The committee has helped to develop a draft discussion paper titled "Assessing Union Responsibility for Health and Safety". It deals with concerns that some locals are not involved enough in occupational health and safety. The committee hopes that the paper will spark discussions to define our union's position on the subject of local union health and safety responsibilities. The committee plans to finalize the paper by the end of this year, and then use it to

promote discussions at provincial local health and safety committees.

30-hour health and safety course

The committee has reviewed CUPE's 30-hour basic health and safety course. A subcommittee with representation from the co-chairs and various committee members and staff has worked to recommend some necessary changes to CUPE's already successful basic health and safety training. Changes are being incorporated and the revised course will be available by year's end.

National Health and Safety Award

Since the creation of the National Health and Safety Award in 1992, the committee has selected and recommended each award winner. The winner is selected by a subcommittee, consisting of the committee co-chairs, and members from British Columbia, Saskatchewan, Québec and Nova Scotia. 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.
- ◆ Work with locals, divisions and 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 nano-particles.

The committee's other ongoing priorities include:

- ◆ Keeping health and safety on the union's front burner.
- ◆ Helping to develop collective bargaining language for issues not covered by legislation.
- ◆ Promoting April 28th nationally and internationally.
- ◆ Continuing to promote and select the winner of the National Health and Safety Award.
- ◆ Ensuring support for a regularly scheduled National Health and Safety Conference.

- ◆ 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.

11th National Health and Safety Conference

The committee feels that building on the momentum started at the 2008 10th 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 2010.

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

The committee sincerely thanks Judith Mongrain who served on the committee in the past two years.

The committee wishes to recognize the assistance and support of Brother Stan Marshall, Managing Director, National Services, Julie Fenton and Aline Sebrins, who provide the committee with valuable clerical support, and of course, the national officers, Brother Paul Moist, President and Brother Claude Généreux, Secretary-Treasurer.

Finally, the committee would like to acknowledge the hard work and dedication of the late Brother Barry Doyle. Brother Barry started working at CUPE as a senior health and safety officer in 2006. He served as the committee's staff advisor in 2007 and 2008. Brother Barry passed away suddenly at home in December 2008. Barry's life was cut short, but his commitment to health and safety and his work with the committee will be forever remembered.

REPORT OF THE NATIONAL POLITICAL ACTION COMMITTEE

The members of the committee are: Wayne Lucas, Newfoundland and Labrador; Sean Foley and Jim Laverie, Nova Scotia; Leonard Gallant and Marlene Hunt, Prince Edward Island; Serge Plourde, New Brunswick; Mario Sabourin, Québec; Janice Folk-Dawson, Fred Hahn and Paul Zamperin, Ontario; Nicole Campbell, Gord Delbridge and Michael Skatfeld, Manitoba; Debbie Hubick, Saskatchewan; Terry Jardine, Alberta; Carlene Keddie and Marcel Marsolais, British Columbia; Sandra Giesbrecht, Hospital Employees' Union, British Columbia; Sandy Harding, NEB Liaison; and David Michor, staff advisor.

"video presentation"

Introduction

The National Political Action Committee was first established in 2003 and makes recommendations through the officers to the National Executive Board on national political action.

The committee's recommendations strengthen CUPE's relationship with the NDP and increase our union's profile in our communities across Canada. CUPE has a leadership role in Canadian politics and outside Québec, the NDP are our political allies. The federal and provincial NDP are the political parties that best represent the interests of our members.

CUPE's support of the NDP is not abstract. We are active within the party, in the debates, during election campaigns, and with the party once they are elected.

Political action is the foundation for all of the workers in our union. It increases our ability to influence political decision-making to the benefit of our members and it increases the profile of our union to our members and in our communities across Canada.

In 2009, CUPE national launched our campaign to increase affiliation with the NDP by CUPE divisions, councils and locals. CUPE national also encourages CUPE members to become active and contributing members of their provincial and federal NDP riding associations.

In Newfoundland and Labrador, the division affiliated with the NDP and launched an NDP affiliation and membership drive. Although the NDP achieved 38% of the popular vote, it only resulted in one seat. In the municipal elections of 2009, CUPE is preparing to work in support of labour candidates.

In Nova Scotia, CUPE mounted a member to member campaign to support the Nova Scotia NDP in their fight to win seats during the provincial election. Nova Scotians made history by electing Darrell Dexter as their first New Democrat premier, the first NDP premier east of Ontario.

CUPE held lobbyist and campaign manager workshops to mobilize our members. The division has been working hard to develop membership lists which contributed to our political action successes. The region launched the NDP affiliation and post election membership drives and Halifax was the host to the federal NDP convention.

Prince Edward Island is building NDP membership and working to identify labour friendly candidates. The region launched NDP affiliation and membership drives and a lot of political action work is happening at the municipal level.

The New Brunswick Division is working on a campaign to develop political action solidarity pacts between CUPE locals and other unions. The region launched NDP affiliation and membership drives and Moncton was the host town for the Eastern Political Action Conference to increase awareness and develop skills in political action.

Québec saw the election of NDP MP Thomas Mulcair in the 2008 federal election. In the provincial election of 2008, we beat back the Conservatives and a CUPE member was elected in Terrebonne. In the municipal elections of 2009, CUPE is preparing to work in support of labour candidates.

Ontario launched NDP affiliation and membership drives and CUPE worked hard to elect Sister Andrea Horvath as ONDP leader.

In Manitoba, there were two provincial by-elections and we kept the NDP seats. Provincial NDP leader Gary Doer is still high in popularity and CUPE had a strong presence at the recent provincial NDP convention. CUPE Manitoba also launched NDP affiliation and membership drives.

Saskatchewan also launched NDP affiliation and membership drives. For the 2009 municipal elections, CUPE is preparing to work in support of labour candidates.

In Alberta, they launched the NDP affiliation and membership drives and elected its first NDP MP in 20 years, Edmonton Strathcona.

In British Columbia, CUPE played a major role in the provincial election where the NDP gained seats. It launched NDP affiliation and membership drives and the BC Division has 90% of its membership list which is very effective.

In the Territories, for the 2009 municipal elections, CUPE is preparing to work in support of labour candidates.

It is important we continue to work with our long-time political allies, the New Democratic Party and in Québec, the Bloc, attending conventions and actively debating and voting on policy issues in a way that protects our members' best interests and builds strong communities.

CUPE was very active in the work around the "Coalition Yes" Campaign. It is the first time we had our members involved in federal politics to this degree. CUPE members across the country were engaged in the support for the coalition.

The committee has not restricted itself to electoral politics and is working to strengthen CUPE's lobbying capacity. The committee took a one-day lobby training session with the Rideau Institute in Ottawa and workshopped a lobby kit for youth in conjunction with CUPE's Union Development Department.

REPORT OF THE NATIONAL ENVIRONMENT COMMITTEE

The members of the committee are: Robert Coelho, co-chair, Ontario; Rh'ena Oake, co-chair, Alberta; Debra Nichol, Newfoundland and Labrador; Belinda Roscoe, Nova Scotia; Donna Gormley and Judy MacKay, Prince Edward Island; Marie-Reine Godbout, New Brunswick; Kyle Lucyk, Manitoba; Donna Krawetz, Saskatchewan; Douglas Elford and Bev LaPointe, British Columbia; Lois Doran and Carolyn Unsworth, Hospital Employees' Union, British Columbia; Wyman MacKinnon, NEB Liaison; and Matthew Firth, staff advisor.

"video presentation"

Introduction

CUPE's National Environment Committee provides advice and recommendations for action on environmental issues of concern to CUPE members. Since the last national convention, the committee has focused its activities on climate change, greening the workplace, and promoting environmental awareness. The committee has continued to meet and communicate regularly. The following report to the Twenty-fourth Biennial CUPE National Convention describes our activities and future plans.

Committee activities in the past two years

The committee has worked on new initiatives, including the development of new environmental materials, helping to educate CUPE members and others about today's pressing environmental issues and assisting CUPE locals implement various initiatives to green our workplaces.

New environment materials

The committee helped develop and publish new environment materials. Chief among these is the new CUPE green book *Healthy, Clean & GREEN: A Workers' Action Guide to a Greener Workplace*. Several thousand copies of this new guide have been distributed. The guide is still available in printed form and is also available online on the national website. It has been instrumental in improving the environmental performance of CUPE workplaces. *Healthy, Clean & GREEN* outlines the prime environmental challenges that face us today, such as climate change, waste issues and resource depletion. The guide points to concrete actions workers can take to go green, such as forming workplace environment committees, establishing workplace environmental and/or climate change policies, auditing workplaces and many other actions. *Healthy, Clean & GREEN* won first place in the best flyer or brochure category for the 2007 Canadian Association of Labour Media awards.

The committee also contributed to two major online environmental tools: the Workplace Eco-Audit and the Green Bargaining for CUPE locals guide. The committee decided to cut back its paper and energy use by making these publications available online. The Workplace Eco-Audit tool was launched on the national website on Earth Day 2008. It is designed to measure the environmental performance of a workplace. It uses a simple survey approach that generates a "green score" for a person's workplace based on several environmental criteria (e.g. paper use, waste/recycling practices, cleaning products, transportation, and other factors). The Green Bargaining guide promotes negotiating environmental provisions into CUPE collective agreements. This tool points to key environmental areas that can be addressed through bargaining, e.g. energy conservation, workplace environment committees, just transition, environmental health and other issues. The online guide displays real examples of green language that has been bargained by CUPE locals.

The committee helped the National Union Development Department put together the first comprehensive environment course for CUPE members. This course was successfully piloted in British Columbia in late 2008. The course focuses on climate change, water issues and greening the workplace.

The Strategic Directions document from the 2007 national convention in the "Meeting Global Green Targets" section urged that these new materials be developed. The committee is pleased to report that this requirement is well on the way to being fulfilled.

The committee has also contributed to the CUPE *Enviro Action* newsletter, which is published three times per year.

The newsletter highlights environmental issues and showcases actions CUPE members have taken to green their workplaces.

Promoting environmental awareness

Our committee has been promoting environmental awareness via different channels. The new materials have gone a long way in informing the CUPE membership about today's critical environmental issues, while pointing to actions that workers can take. The committee helps maintain an environment listserv for sharing information among CUPE environmental activists. The committee has a high profile on the national website, contributing to website articles and action items regularly. The committee will spread environmental awareness via its booth at the national convention gallery. A series of short video clips of National Environment Committee members were filmed in 2009 and have been used on the National website to encourage green actions at work. Members of the National Environment Committee participated in deliberations on CUPE's draft Energy Policy in 2009, helping to inform the policy by urging that environmental considerations must be front and centre in this policy.

Greening the workplace

We are all workers and we all realize the workplace can be greener. The committee, through its new materials and tools, has focused on environmental actions in the workplace. As trade unionists, we are committed to improving working conditions and this includes the environmental record of our work. The workplace is also where we, as CUPE members, exercise our collective power best. We know workers have an immense bank of knowledge that can help to green our workplaces. We also know we have the right to participate in decisions about our work. It is only logical we extend this right to greening our workplaces. The committee is pleased that many locals have made successes in this area. Local 3012 has implemented a workplace environment policy that has improved that workplace's environmental performance by, for example, creating a green procurement strategy. Much of what is purchased for that workplace is now locally produced, thereby cutting greenhouse gas emissions that come from transporting goods over huge distances. Similarly, Greening the Local: CUPE 3902's Climate Change Policy and Action Plan was adopted in 2008. That policy spells out various ways that one CUPE local will reduce its carbon footprint and its impact on the environment. These and many other examples point to ways that CUPE locals can go green at work.

Climate change

The National Environment Committee continues to work on climate change issues, recognizing that this is today's central environmental issue. Three climate change fact

sheets were published in 2007. Thousands of copies of these fact sheets have been distributed to CUPE members and others, which has helped inform our members about climate change and urged action on this issue.

Earth Day

Earth Day is an important event to raise interest in the environment. The committee promoted its successful poster contest for Earth Day 2008 and 2009 with the help of the National Health and Safety Branch in Ottawa. Young persons from two to seventeen years-old submitted over 400 posters each year. Winners were selected each year and awarded a certificate and environmental prizes. The winning entries were posted on the CUPE website.

Clean Air Day

The committee has also urged environmental action on Clean Air Day – a day in early June that recognizes the need for improvements to air quality. The committee assisted in developing a set of recommendations and actions for workers to take on Clean Air Day, by, for example, encouraging members to commute to work in environmentally-neutral ways.

Greening committee operations

The committee has taken several steps to green its operations as a way to lessen its environmental impact. The committee now holds completely paperless meetings, uses WebEx software to conduct virtual mini-meetings between full committee meetings, and has eliminated disposables when meetings are catered.

Building alliances

Our committee continues to build alliances with environmental organizations, for example with Climate Action Network Canada and Toxic Free Canada. Some members of the CUPE National Environment Committee sit on the Canadian Labour Congress National Environment Committee, which generates ample opportunity for collaborative environmental work with others within the labour movement.

Action plan and priorities for the next two years

Never before has the environment held such a prominent place in CUPE members' minds. With climate change, in particular, front-page news almost daily, the committee knows its plans and the direction it provides the union will be crucial over the next two years. The committee has achieved many steps and made gains in recent years. It will build upon this momentum by reviewing its Action Plan regularly so its plans will be met. The plan includes the following key areas:

- ◆ Climate change
- ◆ Earth Day
- ◆ Promoting environmental participation
- ◆ Water
- ◆ International solidarity on environmental issues
- ◆ Green jobs
- ◆ CUPE national convention

Details on some of the action plan items include:

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. Likewise, 2009 is a critical year for the planet, as the next UN Conference on Climate Change in Copenhagen will decide the course the international community plots to deal with climate change. The committee will monitor these developments and participate in whatever ways it can to ensure that CUPE members are informed about what the next steps are with respect to climate change mitigation and adaptation.

Earth Day

The committee will use Earth Day to promote environmental awareness. We will engage communities and families by keeping the Earth Day Poster contest an annual event. We will also promote actions CUPE members can take at work to green their workplace on Earth Day and every day of the year.

Promoting environmental awareness

Environmental awareness is at the core of our thinking. The committee knows this and wants to further promote it by encouraging environmental awareness and actions at all levels of our work and lives. 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 of the planet. For example, the committee is developing an online guide to workplace environment committees to be published on the national website before the end of 2009.

Communications and environmental participation

The committee will encourage the creation of CUPE regional environment committees wherever they don't exist. We feel it is difficult for CUPE divisions to acquire their own environmental expertise and to coordinate at the national level without such structures. Committee members are prepared to assist all committees in taking a first-hand role to promote CUPE's environmental issues.

Water

We 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 stay a priority for the committee. The committee will highlight water conservation, particularly in the workplace.

International solidarity

The committee is exploring opportunities to forge links with other public sector unions abroad to share information on environmental issues. Climate change, and all environmental issues for that matter, is global. Our committee recognizes that we must look to our brothers and sisters in other parts of the world as allies to help build a clean and green future.

Green jobs

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 what green jobs really mean, how our jobs can be made greener, while keeping our work in the public sphere.

CUPE National Convention

The committee helped develop recommendations for improving CUPE's environmental performance at national convention by, for example, lowering our union's carbon footprint at this national convention and at future CUPE events. CUPE members will see environmental improvements at the 2009 National Convention, such as less paper use, less waste generated, better resource recovery, more conservation measures and generally far greater attention paid to our organization's impact on the planet.

Conclusion

The global community is at a crossroads. Climate change is an urgent societal issue that demands attention from all. Shortly after our national convention adjourns, international leaders will meet in Copenhagen to reach an agreement to replace and update the outgoing Kyoto Accord. The planet is changing and societies need to move to a sustainable, low-carbon future to ensure future generations inherit a liveable and vibrant world. CUPE must play a leadership role advocating for action on climate change, environmental protection and sustainability. The National Environment Committee will work to bring

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

In the past two years, some committee members have moved. We thank them sincerely for their work and dedication: Annick Drapeau and Marie Lavigne, New Brunswick; and Edith Gagnon, Airline Division.

On behalf of the National Advisory Committee on Pension, the National Health and Safety Committee, the National Political Action Committee and the National Environment Committee, we move that our reports be received.

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

RESOLUTIONS COMMITTEE REPORT

Resolution 222 covering **resolutions 220 and 221** submitted by CUPE Prince Edward Island, the Airline Division, Locals 1979, 1999, 3907, 4092, Ontario, Locals 500 and 2153, Manitoba; CUPE Saskatchewan, the Toronto District Council, Ontario, the Metropolitan Vancouver District Council and the Hospital Employees Union, British Columbia, Locals 1870, Prince Edward Island, 4091, Québec, 2191, 2204, 3902 and 3903, Ontario, 2348, Manitoba, 15, British Columbia; and Local 3550, Alberta.

CUPE NATIONAL WILL:

Campaign to stop insurance companies from discriminatory denial of insurance coverage (whole life, mortgage, disability, travel) for people living with HIV/AIDS and/or any other chronic illness. Any denial of insurance coverage must be based on factual current medical evidence.

BECAUSE:

- Persons living with HIV/AIDS are automatically declined insurance coverage based on their sero-status not their personal health condition; and
- The current practice of automatically denying coverage is discriminatory and not evidence-based; and
- Persons living with HIV/AIDS may be considered a low medical risk for death or disability; and
- Discrimination is a violation of the Charter of Rights.

The committee's recommendation is one of concurrence as amended, and I so move.

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

Resolution 292 covering **resolution 293** submitted by CUPE Saskatchewan and Local 3550, Alberta:

CUPE NATIONAL WILL:

Facilitate and provide improved resources to ensure that there is a proper networking system in place to educate and communicate with CUPE pension activists who sit on registered pension plans as either a trustee or member of a pension advisory board.

BECAUSE:

- CUPE delegates at the last National Convention passed the Strategic Directions Program targeting that all CUPE members would bargain a pension plan by 2013; and
- CUPE advocates that all pension plans should be in a jointly trustee-defined benefit plan; and
- Currently, resources for these pension activists are limited; we need to ensure our members have union-based pension training and access to resources as needed; and
- The decisions these trustees/committee members make determine the retirement benefits of our members; and
- We need to ensure that all of our members have the ability to retire with dignity.

The committee's recommendation is one of concurrence, and I so move.

(M/S J. Ravary, J. Atwater – Carried)

Resolution 277 submitted by the Hospital Employees' Union, British Columbia:

CUPE NATIONAL WILL:

Coordinate a strategic plan to create awareness on the need for pandemic planning at all local levels. The plan will include a kit with information on the transmission of disease; obtaining and using appropriate personal, protective equipment; workers' rights, including the right to refuse unsafe work and the importance of involving joint health and safety committees. The plan will also address the need to lobby government and employers to ensure that CUPE members are provided with full information, education, protective equipment and clear protocols.

BECAUSE:

- Local unions are looking for clear and precise information on pandemics; and
- Employers are not providing sufficient information to front line workers; and

- Joint health and safety committees are not properly engaged in pandemic planning and worker protection; and
- We need to ensure that the right to refuse unsafe work will prevail where there is no proper direction, protocol, education and personal protective equipment.

The committee's recommendation is one of concurrence, and I so move.

(M/S S. Cathcart, L. MacKay – Carried)

Resolution 303 submitted by CUPE British Columbia and Local 15, British Columbia:

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%; and
- CUPE has a long history of promoting and standing up for democracy in our country; and
- Higher voter turnouts in elections assist in electing progressive governments; and
- One in fifty-seven Canadians is a CUPE member.

The committee's recommendation is one of concurrence, and I so move.

(M/S S. Landry, B. Clancy – Carried)

Resolution 142 submitted by the Ontario Council of Hospital Unions:

CUPE NATIONAL WILL:

Undertake a national campaign involving the health care and school sectors, farmers and environmental groups to produce and serve healthy food grown locally.

BECAUSE:

- In the United Kingdom, there is an excellent campaign to produce and serve healthy food using local ingredients, prepared by school matrons in the educational system; and

- It is better for the environment to buy local produce and it helps local farmers; and
- Many of our members who work in food production are threatened by contracting-out to multi-nationals, whose food product is abysmal and unhealthy.

The committee's recommendation is one of concurrence, and I so move.

(M/S B. Clancy, M. Reed – Carried)

Resolution 42 covering **resolution 43** submitted by the Toronto District Council, Locals 2175, 2190, 2197, 2316 and 3903, Ontario, the Niagara District Council and Local 2328, Ontario:

CUPE NATIONAL WILL:

1. Work with CUPE provincial divisions to lobby federal and provincial governments to provide sufficient funding to child welfare services; and
2. Allocate funds and staff resources that will provide legal representation and book off time for local leadership to attend and support members involved in a coroner's inquest; and
3. Provide resources for research, development and presentation of recommendations to the current Ontario coroner's inquest and future inquests, promoting positive systemic change to prevent further tragedies.

BECAUSE:

- Unfortunately, there are children who are in need of protection; and
- Child protection workers experience excessive workloads, unrealistic standards and are constantly under scrutiny to "perform"; and
- An underfunded system with strained resources results in tragic consequences, such as a child's death, which occurred recently in Ontario; and
- When a child dies, a coroner's inquest occurs to investigate the circumstances and to recommend systemic changes to the Ministry; and
- CUPE has been granted standing in Ontario's coroner's inquest scheduled for fall 2009; and
- CUPE has an opportunity to support its members, make recommendations and effect positive change within the child welfare system.

The committee's recommendation is one of concurrence, and I so move.

(M/S M. Reed, G. Lepine – Carried)

Resolution 67 submitted by Local 1169, Alberta:

CUPE NATIONAL WILL:

Develop guidelines which will restrict the number of terms an activist can serve on national committees.

BECAUSE:

- Being appointed to a national committee is an opportunity for activists to further develop their expertise in areas that have a direct impact on the day to day operations of many CUPE worksites; and
- CUPE has an obligation to provide a vehicle that will encourage new activists to participate on a national level; and
- Appointments to national committees are a privilege and not an entitlement; and
- Effective mentorship involves the passing of information from more experienced activists to novices, thereby safeguarding acquired knowledge for future generations of workers.

The committee's recommendation is one of non-concurrence, and I so move.

(M/S G. Lepine, M. Reed – Carried)

CONSTITUTION COMMITTEE REPORT

Resolution C37 submitted by the National Executive Board:

Amend Article B.6.3 (a) as follows:

"A Trial Panel and Trial Committee shall then be selected in the following manner. Following the expiration of at least ten (10) days from the date of the delivery or the mailing of the complaint to the accused, a Trial Panel of eleven (11) members in good standing in the Local Union shall be elected at **the next** regularly scheduled or properly constituted meeting of the Local Union. **In no case shall the election of a Trial Panel be delayed by more than 120 days.** The Recording Secretary shall notify the accused and the accuser of the meeting at which the Trial Panel and Trial Committee will be selected by either delivering the notice to the accused and the accuser or by sending it by registered mail to the accused and the accuser."

BECAUSE:

For the trial procedure to be an effective process, CUPE locals must have timelines within which they must carry out each step of the process.

The committee's recommendation is one of concurrence, and I so move.

(M/S D. Petitclerc, unidentified delegate – Carried)

Resolution C40 submitted by the National Executive Board:

CUPE NATIONAL WILL:

1. Amend Article B.6.4 (g) to read:

"If the accused is found guilty, the Trial Committee shall **determine** the appropriate penalty or punishment and it may determine what, if anything, the accused shall do or refrain from doing with respect to the complaint or complaints. This determination, without limiting the generality of the foregoing, may include a reprimand, fine, expulsion, suspension or prohibition from holding membership or office; an order directing the member or members to cease doing the act or acts complained of; and an order directing the members to rectify the act or acts complained of."; and

2. Amend Article B.6.4 (h) by deleting "along with its recommendations for penalty or punishment if the accused is found guilty" and to read as follows:

"The chairperson of the Committee shall report the Trial Committee's decision, first to the accused and the accuser and then to the next regularly scheduled or properly constituted membership meeting of the Local Union. **The finding of guilty or not guilty and any penalty or punishment shall be recorded in the minutes of the meeting.**"; and

3. Delete Article B.6.4 (i).

BECAUSE:

- The trial procedure is intended to provide a fair hearing and an impartial result; and
- The Trial Committee is best able to determine the appropriate penalty for an accused it has found guilty.

The committee's recommendation is one of concurrence, and I so move.

(M/S M. Parker, D. Frittenburg – Carried)

Resolution C30 submitted by the National Executive Board:

CUPE NATIONAL WILL:

Amend Article B.3.14 to read:

"The duties of the Executive Board of a Local Union shall only be such as are specifically set out in the Local Union

By-laws. **The Executive Board** shall meet at least **eight (8) times a year**, prior to the regular meeting of the Local Union."

BECAUSE:

Our local unions have different structures which require sufficient flexibility for the local executive to determine the appropriate meeting schedule.

The committee's recommendation is one of concurrence, and I so move.

(M/S R. Kean, S. Seitz – Carried)

Resolution C28 submitted by Local 3500, British Columbia:

WHEREAS convention delegates and affiliates would like to cover as much business as possible on the convention floor; and

WHEREAS there are times when convention delegates are lined up to speak only on pro or only on con microphones;

THEREFORE BE IT RESOLVED that the convention chair test the floor after four (4) consecutive speakers have spoken concurrently at the microphones either in favor (pro) or against (con) a motion or report of a committee.

The committee's recommendation is one of non-concurrence, and I so move.

(M/S D. Petitclerc, unidentified delegate – Referred back to the Committee)

Resolution C29 submitted by the National Executive Board:

CUPE NATIONAL WILL:

Amend Article B.2.1 to read:

"All Local Unions shall have the following officers: President, Vice-President, Secretary-Treasurer, Recording Secretary and three (3) Trustees. In addition, a Local Union may provide for such other officers as it deems necessary for the conduct of its business, such as additional Vice-Presidents, Sergeants-at-Arms, etc. Any member in good standing as set out in Article B.X may run for and hold any office in the Local. A Business Representative may also be designated by the Local Union."

BECAUSE:

- To run for election and hold office in a local, one should be a member of that local; and
- That is required by the Constitution, by virtue of a number of articles, but is not clearly stated therein.

The committee's recommendation is one of concurrence as amended, and I so move.

(M/S D. Frittenburg, R. Kean – Carried)

THURSDAY, OCTOBER 8, 2009

MORNING SESSION

□

GRACE HARTMAN AWARD PRESENTATION

CHAIRPERSON PAUL MOIST: At the 1999 national convention, a resolution was passed to create the Grace Hartman Award. This award celebrates the leadership role of CUPE's first woman president in the struggle for workers' rights, equality and social justice. 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.

Once again this year, the selection committee was faced with a very difficult task based on the nominations received. Three sisters were nominated and all of them are very worthy of this award. The nominees are: Janice Folk-Dawson, Local 1334, Ontario; Trudy Grebenstein, Local 3550, Alberta; and Helen Kennedy, Local 79, Ontario.

The 2009 Grace Hartman Award winner is Sister Helen Kennedy. We could spend a lot of time listing all the projects, committees, locals, causes, executive and community committees that Helen is an active part of. We could also spend a lot of time listening to hundreds of causes that she believes in her union, her community and in our movement. Instead, I want to tell you about Helen's approach and about the way she works – regardless of the challenge she might face. I just want to give you a little glimpse of the impact that she has had on hundreds of women.

A few years back, I had the privilege of working side by side with Helen on our National Women's Task Force and my impressions of her echoed by others who we have spoken to who worked directly with her. There are several principles that provide the foundation for Helen's work.

First and foremost, she works to include everyone. She understands that barriers to women will not come down if we do not hear from all sides on an issue. Secondly, she believes in building women up and in helping them to prepare for leadership positions. She shares her ideas and strategies. She has been a true inspiration, a coach, and a supporter.

Sister Helen's commitment to positive change shows through in all of her work. She cares deeply about the part that women play in our union and in the labour movement. Added to her pride in the women in society, Helen has a deep pride in her own family. Her five children are a reflection of her passion and courage.

Sister Helen Kennedy knows that women make our union strong, and we know that this very special woman is part of that incredible strength.

INTRODUCTION OF GUEST SPEAKER

CHAIRPERSON PAUL MOIST: It is my great privilege to introduce Brother Ken Georgetti, a good friend of our union, a long-time activist and leader, a colleague and friend. Ken was first elected ten years ago as president of the Canadian Labour Congress. Prior to serving in this capacity, he served, for 13 years, as president of the British Columbia Federation of Labour. He has been an avid defender of labour rights, a leader dedicated to building strong organizations more representative of the face of the work force we represent, and an unrelenting lobbyist to pursue stronger and more effective legislation for workers, first in B.C. and now federally.

On a personal note, I want to thank Ken for a very difficult job that he has – building unity within the 55 affiliated unions of the Canadian Labour Congress – which is not always an easy proposition. Ken has recently made rulings on a bad and difficult situation involving a nurses' union component in British Columbia that is openly raiding our Hospital Employees' Union. And I thank Ken Georgetti for his strong ruling saying, "There's no room in the labour movement for raiding amongst affiliates."

In the last year, the CLC Executive Council has asked of Ken that we focus the resources of the congress on issues related to the economic crisis. So in the spring, we began under the leadership of Ken and the congress officers, to focus on the issue of employment insurance – less than 44% of newly unemployed qualify for their own employment insurance system. We also began focussing on extending pension coverage to Canadians who do not have workplace pension plans and to make corporations, speculators and the stock market players the ones to fund a pension guaranty system so no worker has to wake up tomorrow and worry if their pension will be in place for them and so they can retire in dignity.

Following Brother Ken Georgetti's address, Brother Paul Moist thanked him and, on his behalf, made a donation to the Columbia Foundation.

SPECIAL NEB COMMITTEE
ON STRATEGIC DIRECTIONS REPORT

Discussions were held on Strategic Priority 3: Continuing the Struggle.

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

ELECTIONS OF REGIONAL VICE-PRESIDENTS,
NATIONAL TRUSTEES
AND DIVERSITY VICE-PRESIDENTS

Sister Nancy Riche, 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
Milo Murray

Québec
Charles Fleury and Nathalie Stringer

Ontario
Michael Hurley and Candace Rennick

Northern Ontario
Henri Giroux

Manitoba
Mike Davidson

Saskatchewan
Judy Henley

Alberta
Dennis Mol

British Columbia
Mark Hancock and Ken Robinson

Sister Nancy Riche next opened nominations for the positions of diversity vice-presidents. Sister Yolanda McLean and Brother Brian Barron were acclaimed and duly sworn in.

Sister Nancy Riche next opened nominations for the position of national trustee in accordance with Article 11.11 of the CUPE Constitution. Brother Colin Pawson was acclaimed for a 6-year term.

THURSDAY, OCTOBER 8, 2009

AFTERNOON SESSION

□

PRESENTATION ON
PRIVATIZATION VERSUS PUBLIC SERVICES

CHAIRPERSON PAUL MOIST: Since last convention, the strategic directions commitment has been fulfilled in many ways, including a major opinion research with the respected polling firms of Environics and CROP. The goal was to learn how we can build support for our members' anti-privatization work by reaching the hearts and minds of Canadians. Understanding what Canadians think about public services and privatization is a key to a smart and strategic campaign.

Joining us today to report on the results of our polling and focus group work is Environics Senior Associate, Derek Leebosh. Derek has directed a wide variety of research projects on public policy issues for trade unions, non-government organizations, federal and provincial governments and private sector clients. He has also moderated over 1,000 focus groups in both English and French across Canada and internationally. Derek was a regular participant in televised political panel discussions on French CBC during the most recent federal election.

"Power Point presentation"

CONSTITUTION COMMITTEE REPORT

DIANNE FRITTENBURG (co-chair): There are four constitutional amendments that have been withdrawn: C4, submitted by the Québec Provincial Council for School Support; C6, submitted by CUPE British Columbia; C8, submitted by Local 3500, in British Columbia; and C13, submitted by CUPE Newfoundland and Labrador.

Resolution C41 submitted by the National Executive Board:

CUPE NATIONAL WILL:

Amend Article B.8.1 to read:

"At the opening of the meeting the President shall take the chair, and shall conduct the business in the following order:

1. Roll call of officers
2. Reading of the Equality Statement
3. Voting on new members and initiation
4. Reading of the minutes
5. Matters arising
6. Treasurer's Report
7. Communications and bills
8. Executive Committee Report
9. Reports of committees and delegates
10. Nominations, elections, or installations
11. Unfinished business
12. New business
13. Good of the Union
14. Adjournment "

BECAUSE:

It is consistent with our union's commitment to promote equality and respect at all levels of our organization.

The committee's recommendation is one of concurrence, and I so move.

(M/S D. Sprenger, C. Kenzie – Carried)

Resolution C24 submitted by CUPE-Ontario:

CUPE NATIONAL WILL:

Where, in any province, the Canadian Union of Public Employees has chartered a Provincial Division, chartered Local Unions in the province shall affiliate with same and maintain membership therein.

BECAUSE:

- Provincial divisions are to support the objectives of CUPE National within the provinces by:
 - a) Promoting suitable legislation to further the interests, aims and objectives of its members;
 - b) Assisting in the organization of unorganized workers, particularly public employees;
 - c) Promoting such educational, legislative, social and other activities as many assist all public employees and retirees;

d) Facilitating the maximum participation of all locals in programs of the Canadian Union of Public Employees and other labour bodies;

- The operations of provincial divisions are currently supported by funding from affiliated locals on a per capita contribution set by provincial conventions; and
- Divisions are the voice of change for all CUPE members at the provincial level, not just members of affiliated locals; and
- Delegates to the CUPE Ontario convention passed a resolution calling on CUPE Ontario to request this constitution change.

The committee's recommendation is one of concurrence as amended, and I so move.

(M/S S. Seitz, M. Parker – Defeated)

Resolution C25 submitted by Local 3500, British Columbia:

WHEREAS some convention delegates conscript other delegates (Mic Muffins), who have no intention of speaking to the issue before the convention, to stand in the line to pre-empt a turn at speaking for the others already in the line at the microphones; and

WHEREAS this practice is unfair, annoying to the more serious and diligent delegates and could produce a skewed end result regarding the issue before the convention delegates; and

WHEREAS the convention rules should be amended to prevent a turn at the microphones through the use of stand-ins (Mic Muffins);

THEREFORE BE IT RESOLVED that Appendix "A" RULES AND ORDER OF BUSINESS A.3 of the National Constitution be amended by adding: "Conscripting of delegates to hold a place in the line at the microphones for another delegate shall not be permitted."

The committee's recommendation is one concurrence, and I so move.

(M/S D. Petitcherc, D. Frittenburg – Referred back to committee)

PRESENTATION OF KEYNOTE SPEAKER

CHAIRPERSON PAUL MOIST: As already mentioned on Monday, in July 2008, as part of a four-public sector unions tour of Columbia, we spent ten days in one of the busiest, most hectic international things I have ever been involved in, in a country where being an activist is taking your life in your hands.

Not one moment of the day was lost and we were brought to visit one labour group after another to bring solidarity greetings and to listen to their concerns. We met with government officials, the ambassador to Columbia, human rights organizations and with an incredible non-government organization supported by our union and CUPE British Columbia – NOMADESC – the Association for Social Research and Action, a human rights organization that works to educate, defend and build social alternatives in South Western Columbia.

Their executive director is Berenice Celeyta, a human rights activist and an educator. She has been a human rights defender for over 20 years, and I can attest that she is intensely passionate about her convictions and the work she does on behalf of the people of Columbia.

Sister Berenice was recognized for her outstanding work, in 1988, with the Robert F. Kennedy Human Rights Award. She has also been the target of death threats and harassment, and credits national and international solidarity for allowing her to remain in Columbia and continue her work despite ongoing serious threats.

Following Sister Berenice Celeyta's address, Brother Paul Moist thanked her and presented her with a gift.

NATIONAL CONTRACTING-OUT AND PRIVATIZATION COORDINATING COMMITTEE REPORT

The members of the committee are: Mike Maclsaac, co-chair, Nova Scotia; Sandra Seitz, co-chair, Saskatchewan; Dawn Lahey, Newfoundland and Labrador; Wanda Livingstone and Blaine Parkman, Prince Edward Island; Wayne Burns and Andrew Hardy, New Brunswick; Pierre Soucy, Québec; Brian Madden and Tim Maguire, Ontario; Mike Davidson and Gerry Flood, Manitoba; Joyce E. Baker, Alberta; Carolae Donoghue and Cindy McQueen, British Columbia; Donisa Bernardo and Ken Robinson, Hospital Employees' Union, British Columbia; Daniel Légère, NEB liaison; and Corina Crawley, staff advisor.

"video presentation"

Introduction

CUPE has been the key opponent of privatization in Canada for over a decade and CUPE's National Contracting-Out and Privatization Coordinating Committee is the longest standing of our national committees. We are honoured to continue to support and strengthen the tireless work of CUPE members in defense of the quality public services we all deliver.

Public services are not safe in the hands of current governments, but despite the ongoing pressure, CUPE and

our allies are achieving terrific successes defending public services. CUPE's collective power and capacity to win are growing. Now almost 600,000 members strong, we cannot underestimate our ability to reverse the tide of privatization.

Reports from across the country prove that the privatization fightback initiative kicked off by the 2007 national convention is paying off. New materials and better informed members and staff about public private partnerships and contracting-out are only a few positive indicators. Moving into the next two years, privatization issues should be front and centre once again. The \$5 million dedicated to the privatization fightback must be renewed, retaining the approach of redistributing most of it through regional campaigns.

Some concrete successes of the past two years thanks to CUPE campaigns working in coalition with others include:

- ◆ P3 proposals for Whistler and Saint John wastewater treatment proposals were cancelled.
- ◆ A P3 proposal to take over P.E.I.'s manors (long-term care facilities) was cancelled.
- ◆ The City of St. John's outside workers brought the fire hydrant flushing and maintenance services back in-house.
- ◆ A workers' rehab center in Grand Bay, New-Brunswick will not be sold or leased as proposed. HSCC will remain public under the auspices of WorkSafeNB and all present jobs are secure.
- ◆ Thanks to an effective public education and media campaign, the City of Regina hockey rinks and other recreation facilities will remain open despite a threatening report from consultants that recommended closure of four rinks and put other facilities at risk.
- ◆ Plans for four new P3 high schools in Alberta have been cancelled and will be paid for by the province.
- ◆ In B.C.'s Lower Mainland, the City of Port Moody is bringing garbage collection back in house because of poor service by a private contractor.

It should come as no surprise that privatization is losing ground. Auditors General and independent accountants are all finding the same thing – P3s are a bad deal for taxpayers – they increase costs, reduce quality and introduce secrecy and lack of transparency. The evidence is clear: P3s and contracting out do not work for communities.

None of us can do it alone.

Campaigns and coalitions

Dynamic and creative campaigns have been developed from coast to coast and dedicated websites have been set up including:

- ◆ The national campaign website
www.endprivatization.ca
- ◆ CUPE Nova Scotia's: www.p3facts.ca
- ◆ CUPE British Columbia's: www.keepitpublic.ca
- ◆ SCFP-Québec's: www.nonauxppp.com

Among other campaigns were CUPE Ontario's "Rock for Public Services" concerts and "UnBottle It!" speaking tour.

Strategic coalition work is shaping the landscape of political organizing to defend public services in Canada. New coalitions are forming and others expanding in communities across Canada to resist privatization of health care, water and other services.

CUPE is involved in coalitions among community, environmental, labour and students, aboriginal and women's groups that will outlive any one campaign or privatization threat. Coalitions keep our movement dynamic, relevant and effective.

National campaigns

A campaign to protect and strengthen public water and wastewater infrastructure

This includes the Blue Communities Project launched in collaboration with the Council of Canadians on World Water Day 2009. A guide provides tools for activists and local governments to take a stand against P3s, ban the sale of bottled water in municipal facilities and declare water a human right. In November 2009, a national Water Summit will be held in Ottawa to celebrate the 10th anniversary of the Water Watch coalition. CUPE will also be launching a new national "Plan for Public Water".

A concerted campaign to resist privatization of health care

New research has been done on private clinics, the links between health care associated infections and contracting-out, and long-term care privatization. The health care campaign also includes two cross-Canada speaking tours with an anti-privatization focus – one on cleaning and infections and one on long-term care.

A national child care anti-privatization campaign

The campaign includes a town-hall style tour in up to ten cities across Canada. Parents, advocates and child care workers will lobby municipal and provincial politicians as

part of the tour. New materials will warn of the threat of privatization and provide case studies of where and how the public sector delivers good quality child care. Profiles of child care systems in each province, and corporate profiles of two private child care companies in Canada will be developed.

The public is on our side

Nanos Research conducted a poll for CUPE in May 2008 and found that:

- ◆ A majority of Canadians trust municipal government more than private companies to deliver drinking water, sewage treatment and community and social services (more than 75%).
- ◆ 73.7% of Canadians said that they believed municipalities should provide and operate public services on a not-for-profit basis and not for-profit corporations.

The same study found the vast majority of Canadians agreed (87.6%) or somewhat agreed (9%) that public services such as drinking water, sewage treatment, garbage and recycling services, road maintenance, and recreation facilities play an essential role in their community.

A 2008 poll in Saskatchewan found strong opposition to health care privatization and P3s. More than 53.6% of respondents opposed privatizing health care support services. Most respondents to the poll rejected using public private partnerships to provide infrastructure like bridges, or public facilities such as schools and hospitals.

Ongoing threats: the struggle continues

The evidence is clear that privatization is a bad deal. It costs more and reduces quality, accountability and democratic control. And yet privatization is still being pursued through a variety of policies.

Contracting-out and P3s are still a real threat from municipalities, school boards, universities, libraries and health care facilities. Essential services legislation that would take away the right to strike for some public sector workers is being explored in some provinces. Meanwhile, the federal and some provincial governments are keeping the pressure on to sell off public services.

PPP Canada Inc. is a new crown corporation set up by the federal Conservative government to ease the way to a greater P3 market for transnational private companies vying to profit from public services and tax dollars.

The federal Building Canada program, whose stated purpose is to deliver needed funding to communities for municipal and provincial infrastructure, has expensive

strings attached that force local governments to invest scarce resources into investigating the risky P3 option.

New and ongoing international trade agreements such as the North American Free Trade Agreement, newer bilateral agreements such as the Canada-Colombia FTA and the planned Canada-EU Services agreement continue to put public services and democratic local control at risk. Now governments are trying to eliminate so-called trade barriers through internal and inter-provincial trade policies as well. Government policies that could be perceived as trade barriers and could be at risk are things like local procurement and environmental protection policies designed to protect communities.

Provincially, Partnerships B.C., the first arm's length agency in Canada with a mandate to promote P3s, seems to have created a bit of a following. Québec has had a similar agency in place for a couple of years.

A P3 Secretariat has been set up by the Saskatchewan Party, Infrastructure Ontario is increasingly acting like an agency designed to promote P3s, and the Nova Scotia government has hired Partnerships B.C. to evaluate a whole range of public services with P3s in mind. They include highways, jails, health facilities and more.

Our pension funds have always invested in public infrastructure that provides secure and long-term returns at a reasonable rate. But P3s have replaced mechanisms that have been used in the past to attract pension fund investment in roads, bridges, hospitals and more. Moreover, P3s put our jobs and public infrastructure and services at risk. We must step up our education about the dangers of investing in P3s that are harmful to workers and risky for plan-holders and taxpayers and promote public alternatives such as traditional government issued infrastructure bonds.

Who we are

The committee includes members and staff from every division of CUPE. We work in diverse sectors including health care, social services, education, municipalities and libraries.

We are a resource on contracting out and privatization, and as part of this, we provide input on tools for education and for political action. The committee brings information about privatization fightbacks and successes in the different regions of our country to a common table, helping to keep all parts of our union informed about privatization campaigns, new, emerging and ongoing threats, organizing activities, and strategies.

Our key priority is to protect public services from privatization and bring them back in-house whenever

possible. This work can take place at the bargaining table, through political action, education, lobbying and through coalition building to name a few.

We are clear that an assault on public services is an assault on equality-seeking groups in particular. For this reason, we see our work as being very much interconnected with the work of others in CUPE and are eager to build alliances to strengthen our work. Over the last two years, we have taken steps to collaborate with pensions, disability, and health and safety activists in our union to name a few.

Strategies for success moving forward

Addressing inequality is an essential part of fighting privatization. The committee is engaged in taking up this challenge. Strengthening our understanding of how privatization affects women, new immigrant workers, workers of colour, Aboriginal workers, gay, lesbian, bisexual and transgendered workers and workers with disabilities will strengthen our resistance against privatization in defense of our communities.

Privatization through P3s and casualization through contracting-out and by replacing full-time jobs with part-time ones are very real threats to quality public sector jobs. The first line of defense to keeping full-time jobs in the public sector remains collective bargaining. We need to bring this back to the forefront and promote language that protects workers from privatization and leads to bringing work back in-house.

In addition to defending CUPE jobs and community services by fighting privatization, CUPE must strengthen our focus on celebrating and promoting successful public services and infrastructure.

We need to get better at evaluating our campaigns. We often put up a good fight then move right onto the next struggle. Taking the time to identify what works and what could have been done better improves our organizing strategies.

Economic climate and privatization

The economic crisis presents both an opportunity and a challenge. CUPE must take up the opportunity to defend and promote investment in public services and not privatization through P3s and bank bailouts. As a national union, we must monitor the changing economy and its impacts on CUPE members and have the flexibility to shift priorities as needed.

The benefits of public services and harms of privatization are more potent in the context of an economic recession. This is particularly true for workers of colour, women, workers with disabilities, Aboriginal people and other traditionally marginalized groups in our society.

These links should be made very clearly and support and solidarity should be shared with these groups of workers within CUPE and in the community to help cushion these impacts and resist further harm.

Bringing contracted-out work back in-house will protect workers, their families and communities from the impacts of economic recession. Public services are essential for helping workers and their families to weather the economic storms and keep communities strong.

REPORT OF THE NATIONAL HEALTH CARE ISSUES COMMITTEE

The members of the committee are: Karen MacKenzie, co-chair, Nova Scotia; Donna Ryan, Newfoundland and Labrador, Nancy Ingalls and John MacKenzie, Prince Edward Island, Valerie Black and Norma Robinson, New Brunswick; Guy Jolicoeur and Marco Lutfy, Québec, Susan Schmidt, Ontario; Rose Streick and Sharon Thorgilsson, Manitoba; Gordon Campbell, Saskatchewan; Carol Boklaschuk, Alberta; Frank de Waard, British Columbia; Joanne Foote and Bev Trynchy, Hospital Employees' Union, British Columbia, Michael Hurley, co-chair, NEB Liaison; Doug Allan, Gordon Black, Nicole Campbell, Carl Crouse (since January 2009), Brian Farewell, Yvonne Fast (until January 2009), Irene Jansen, Mike Keith, Bill McKinnon, Jack Simpson (since January 2009), Alain Tessier and Wayne Thomas (until January 2009) as staff advisors.

"video presentation"

Introduction

There are over 190,000 CUPE members working in hospitals, long-term care facilities, continuing care, home care, community clinics, public health units, emergency medical services and diagnostic services.

Delegates to the last three national conventions set out strategic directions for strengthening our union through collective bargaining, campaigns to stop privatization and contracting-out, and increasing our day-to-day effectiveness. CUPE health care activists have fought hard on these fronts and will continue the struggle over the next two years.

CUPE health care members fight daily to defend their rights as workers and the rights of Canadians to high quality, publicly-funded and publicly-delivered health care, and the struggle has intensified since Harper's election and the economic downturn.

Governments and employers continue to dismantle Medicare and target health care workers. Delisting and hospital cuts are back. For-profit clinics are expanding,

often with public funding. Infrastructure is aging, and governments continue to use public-private partnerships. Court challenges to single-tier health care are underway in three provinces. Activity-based funding threatens to ramp up competitive bidding and contracting-out. Long-term care and home care are underfunded, deregulated and privatized. Pharmacare and primary health care are sidelined. Instead of retention and recruitment strategies like wage parity and improved working conditions, we see concession demands, contracting-out, and exploitation of migrant workers.

CUPE has been on the forefront resisting these pressures. We used the Supreme Court ruling that recognizes collective bargaining as a charter right. We fought alongside other health care unions in Nova Scotia to defend health care workers' right to strike. We forced the P.E.I. government to abandon the notion of rebuilding long-term care manors as P3s. We resisted government and employer tactics to exploit the economic crisis as a way to weaken unions and health care contracts. We strengthened health coalitions nationally, provincially and locally.

Activities since last convention

The committee has worked hard over the last two years, and with the support of the National Executive Board, has coordinated across the country on priority issues, foremost among them long-term care, health care associated infections, and private clinics. The committee took direction from delegates to the last national convention, in particular resolution 261 on health care, and in the Strategic Directions Program. Based on consultation with our respective provincial divisions and health care councils, we recommended an action plan to the National Executive Board in April 2008 that identified four priorities: contracting-out, long-term care, public-private partnerships and private clinics. The NEB approved this action plan and the committee has worked with CUPE staff and elected leaders at all levels to implement the action plan. We are proud to report the following achievements to date:

- ♦ Four face-to-face meetings and nine conference call meetings of the committee since the last national convention.
- ♦ January 2008 – CUPE national released a guide to Canadian Medicare laws and launched, in partnership with the Canadian Federation of Nurses Unions, yourmedicarerights.ca. The guide and website target private for-profit clinics and illegal fees, both on the rise across the country.
- ♦ September 2008 – CUPE national hosted a two-day strategy session on long-term care with elected leaders

and staff from each province. The committee struck an ad hoc sub-committee on long-term care that has met every two months by teleconference and contributes substantially to CUPE National research, policy development and communications strategy.

- ♦ October 2008 – CUPE national and the committee supported the Ontario Health Coalition’s release of a groundbreaking national study on private for-profit surgical and diagnostic clinics.
- ♦ February 2009 – CUPE national released a research backgrounder on health care associated infections that presents empirical evidence of damage wrought by staffing cuts and contracting out of cleaning and other support services.
- ♦ May 2009 – CUPE national organized a cross-Canada tour on health care associated infections with keynote speaker Steve Davies, researcher and lecturer at Cardiff University in Wales and who has done extensive research on hospital cleaning and infection control.
- ♦ Fall 2009 – CUPE national will release a paper on long-term care and organize a cross-Canada tour on long-term care with keynote speaker Pat Armstrong, professor in the Department of Sociology at York University and a leading Canadian expert on long-term care.
- ♦ CUPE national played a lead role in establishing the health coalitions’ Privatization Working Group (PWG) in 2007. CUPE is a principal supporter of the Canadian Health Coalition’s anti-privatization campaign, which carried out a major public opinion research project in 2008 and a cross-Canada tour in 2009.

Privatization

Contracting-out of health care support services happens to different degrees in every province. The pressure is greater now that global corporations are established in the sector and more provinces aggressively pursue this policy. Care aides, nurses and other so-called “direct patient care” services are also increasingly contracted-out.

In British Columbia, long-term care operators often “flip” to a new contractor when the workers unionize. New beds for residential long-term care are going almost entirely to the private sector with a parallel shift to unregulated facilities (assisted living and supportive housing). And competitive bidding has resumed in Ontario’s home care system despite a series of damning reports and fierce public opposition.

Privatization of hospital infrastructure and related contracting-out continues in a number of provinces. While the federal government’s new forced P3 fund focuses on municipalities, health care is a logical next step.

Private clinics are growing in number and scope and they openly flout Medicare laws with sporadic and ineffective government penalties. Facility fees, block fees, brokerage fees and other forms of user fees and extra billing are increasingly common and the federal government turns a blind eye.

The Ontario Health Coalition released a report last fall that documents the rapid growth of for-profit surgical, diagnostic and “boutique” physician clinics in Canada. Their research documented 130 clinics – the majority new in the last five years - and 89 suspected violations of the *Canada Health Act*.

Private insurance for medically necessary services has been kept in check by legal measures, but the Québec government weakened those measures in Bill 33, and other governments are under pressure to follow suit. Deregulated private insurance will in turn fuel the growth of private clinics.

The same groups that are backing private clinics have launched a full-on assault against Medicare legislation, both federal and provincial. Chaoulli look-alike cases are underway in Alberta and Ontario, and private clinics in British Columbia launched a lawsuit against the province’s Medicare laws in January 2009.

Using the rhetoric of “patient-focussed funding”, privatizers are lobbying governments to replace global hospital budgets with activity based (fee-for-service) funding to enable contracting-out and competitive bidding.

Health care reform

Government deficits are being used to justify cuts to hospital services in a number of provinces. Cutbacks have driven bed occupancy to dangerously high levels, causing cancelled surgeries, crowded emergency rooms, ambulance delays and deadly hospital superbug infections.

Where our opponents argue that privatization is the solution to long waits and escalating costs, CUPE promotes public sector innovation and the expansion of Medicare. We have publicized successful wait list projects and called for governments to bring those innovations into the mainstream. We demand a pan-Canadian strategy on health human resources. And we press for national funding and standards for continuing care, primary care and Pharmacare.

Home care is hailed by governments and management as the solution to overburdened hospitals. Yet services remain inadequate and most home care workers continue to have precarious employment, low wages, and poor if any pensions and benefits. Home care workers are less likely

than hospital and nursing home workers to be unionized, and providers are more likely to be for-profit companies in this sector. There continue to be no federal standards or dedicated funding.

At the federal level, facility-based continuing care gets even less attention than homecare. CUPE is fighting at the provincial and federal level for more public funding and delivery, lower user fees and minimum legislated standards, including staffing levels.

Canadian governments have also sidelined primary health care, rehab, health promotion, illness prevention, and other community-based programs that are essential in the continuum of care. These programs are underfunded, and the workers are often non-union, working for low pay and benefits. Where there is discussion of program expansion, as with home care and long-term care, it is often pitted against hospital care.

Drug costs are rising fast, leaving millions without access, crowding out other health spending and undermining unions' bargaining power on benefits and pensions. Drug companies influence research, approvals, pricing, physician education and prescribing, wasting resources and putting lives at risk. Canada and the U.S. are the only two industrialized countries without a national public drug plan. CUPE participated in the Canadian Health Coalition's cross-Canada tour for a national Pharmacare program, and we continue to work with the CHC and other unions to defend the ban on direct-to-consumer advertising, fighting CanWest's legal challenge.

Trade agreements and migrant labour

Trade agreements, both international and interprovincial, are an ongoing concern, particularly with more contracting-out, for-profit clinics and public-private partnerships. Since our last convention, the Trade, Investment and Labour Mobility Agreement (TILMA) between Alberta and B.C. came into effect and other provinces began negotiating bilateral trade agreements (Ontario and Québec, New Brunswick and Nova Scotia). The federal government signed a trade agreement with Colombia, continues to build "deep integration" with the United States, and is negotiating a trade agreement with the European Union.

Canadian governments' and health employers' exploitation of migrant workers has intensified. For-profit health employers in B.C. and Alberta are recruiting workers under Canada's Temporary Foreign Worker Program as a way to drive down wages and undermine unions.

Action plan for the next two years

Over the next two years, the committee will undertake the following activities, within our mandate, and we urge the CUPE National Executive Board to devote resources to:

1. Campaign to defend publicly-funded, administered and delivered hospitals providing a broad range of services.
2. Campaign for a national residential long-term care program that is publicly-funded, administered and delivered, with legislation that mirrors the *Canada Health Act* and includes quality of care standards.
3. Support CUPE efforts to improve wages, benefits, unionization, and public delivery in the home care sub-sector.
4. Resist the privatization of health care in all forms and in all sub-sectors: hospital, long-term care, home care, emergency medical services, and primary health care services.
5. Campaign for more housekeeping and infection control staff, maximum occupancy rates, an end to contracting-out of cleaning services, mandatory public reporting on health care associated infections and legislated standards for cleaning and other HAI-related support services.
6. Demonstrate to governments, employers, policy makers and the public that support workers are integral to health care.
7. Support CUPE efforts to negotiate improved wages, benefits, pensions and working conditions for health care workers through coordinated bargaining, centralized bargaining and solidarity pacts.
8. Demand a pan-Canadian health human resources strategy which promotes better working conditions, workplace training, wage parity, and full utilization of all health care workers as valued team members; and resist the exploitation of migrant workers.
9. Advocate for public solutions to wait time challenges, including better management of lists; full use of hospital operating rooms; more team work and case management; primary and continuing care reform; and more investment in training, working conditions and wage parity.
10. Support health coalition work with other unions and with social partners in Canada and around the world.
11. Support CUPE initiatives to organize health care workers.
12. Host a national CUPE health care sector meeting to advance these goals.

REPORT OF THE NATIONAL WOMEN'S COMMITTEE

The members of the committee are: Helen Kennedy, co-chair, Ontario; Cidalia Ribeiro, co-chair, Airline Division; Corrina Simmonds, Newfoundland and Labrador; Katherine Chute, Nova Scotia; Lori MacKay, Prince Edward Island; Marilyn MacCormack, New Brunswick; Joëlle Ravary, Québec; Rachel Besharah, Ontario; Arlene Macklem, Manitoba; Sheila Fay Bindig, Saskatchewan; Linda Joyce, Alberta; Carol Kenzie and Debbie Taylor, British Columbia; Mary Ellen Gennutt, COPE; Sheryl Burns, Persons with Disabilities Representative; Miranda Moran, Aboriginal Member; Candace Rennick, NEB Liaison; Darcie Beggs, Sheree Capar, Annick Desjardins, Maureen Morrison and Margot Young, as staff advisors.

"video presentation"

Introduction

Over the past two years, the National Women's Committee has taken up the challenge put forward by the Women's Task Force of working to transform the union so that we can benefit from the strength and energies of the full diversity of CUPE women. We are pleased that the composition of the committee is now more truly reflective of this diversity. In addition to working within the union, the committee was also fully engaged in the struggle to improve women's lives in the workplace and in society as a whole. The re-election of the Harper government in October 2008, has resulted in a continued assault on women's rights and the committee has been active in many fight back campaigns across the country.

National Women's Task Force

At the first meeting after the 2007 national convention, the committee held a thorough debriefing of the convention and of the National Women's Task Force. The committee evaluated the accomplishments of the task force, the barriers that continue to exist, and the work which emanated from the report – work such as the Code of Conduct, the Bargaining Women's Equality Conference and union education for women's equality.

The committee was very disappointed by the defeat of the resolutions proposing constitutional amendments to ensure better representation of women. However, the committee was pleased that the resolutions on developing a code of conduct and also establishing a mentoring program were adopted. These types of initiatives will help to change the culture of the union to make it more welcoming and inclusive. In the debrief, it was noted that during the task force consultations many seeds were planted and that we look forward to seeing which ones will actually "sprout".

Goals/Action plan 2007-2009

At the meeting in April 2008, the committee determined that its work over the next two years would include:

- ◆ Moving forward on the recommendations of the Women's Task Force.
- ◆ Developing a "Report Card" to document what was done to share progress on women's issues.
- ◆ Ensuring diverse women are included in its work on behalf of women.
- ◆ Making sure there is accommodation for people with disabilities so that women with disabilities have access and can participate fully in union activities.
- ◆ Getting involved in the CLC Campaign for Women's Equality.
- ◆ Educating people about the fact that improving the situation for women in CUPE will improve the situation for all CUPE members.
- ◆ "Living" the concept of intersectionality – to ensure inclusion of all the equality-seeking groups.
- ◆ Building the power base of the National Women's Committee so that it can have more influence and impact on the national union.

The committee also determined that its priorities would be:

- ◆ National Bargaining Women's Equality Conference
- ◆ Child care
- ◆ Education for women activists, including the Breaking Barriers course
- ◆ Code of conduct
- ◆ Mentoring

Accomplishments

One of the recommendations of the task force was that there be equality representatives in all regions. The committee was very pleased that CUPE included two new positions in its 2008 budget – one in the Maritimes Region and one for the Atlantic Region. However, the committee is still hoping that there will be a women's issues coordinator added to the Equality Branch staff to ensure that women's issues stay front and centre.

One of the major accomplishments of the committee was the achievement of the first ever Bargaining Women's Equality Conference, held in Montréal, in February 2009.

This was one of the key recommend-actions of the task force and the committee was very pleased to be part of developing the material and playing key roles throughout the conference. The committee would like to extend a special thank you to Sister Margot Young, who did so much to lay the groundwork for this successful event.

Almost 500 delegates, the vast majority of whom were women, participated in the conference *Setting the Table for Bargaining Women's Equality*. The objectives of this conference were to build bargaining strength to advance women's equality and to set achievable goals on bargaining issues for women.

The conference included an opening address by Sister Gloria Mills, UNISON Director of Equality, who talked about how women have to move from influence to power and she called on the CUPE sisters to "be impatient for equality".

The conference also included a panel of CUPE sisters from across the country who told their inspiring stories of how they achieved success in various bargaining areas.

Another exciting component of the conference was the panel of speakers who focused on how to build women's strength at the bargaining table and how to make women's equality issues a priority, given the current bleak economic climate. The speakers included Armine Yalnizyan, an economist with CCPA, Darline Raymond, from *Action Travail des Femmes*, and Judy Darcy, past National President.

Friday morning plenary session provided members with an opportunity to present ideas as to how CUPE should move forward on these critical issues for women. The committee will be addressing these issues in its work over the next two years.

Another important matter was the recommendation from the task force to create a code of conduct which would contain mechanisms for addressing inappropriate behaviour at CUPE functions. The task force recognized that we need to change the culture of the union to make it safer for women to carry out their work as activists. The committee was involved in the consultations of what the code should include and is looking forward to seeing the final document and having it implemented.

Child care is another major issue for women and one of the priorities of the committee. Two committee members worked with the National Child Care Working Group and the Young Workers' Committee members to develop a recommendation for a revised child care policy. The committee was also pleased to have the opportunity to have a joint session with the National Child Care Working Group to hear a presentation on the lessons from Australia with regards to the privatization of child care.

The committee also did a mini educational on "What does it mean to be a feminist?" and had a session on Aboriginal awareness facilitated by Sister Geraldine Harris and Sister Shirley Langan, from the National Aboriginal Council. The committee appreciated their sharing their knowledge and their personal stories.

The committee was very enthusiastic about the CLC Women's Economic Equality Campaign, launched on March 8, 2008. There was a great deal of excellent material developed for use in this campaign and the committee took up the challenge to take the material back to their regions and get involved. One of the highlights of this campaign was the creative way of addressing some of the barriers faced by women, such as the "GapZilla" theme to focus attention on the wage gap. There were bake sales held across the country, with cookies for men sold for \$1.00 while women had to pay only 75 cents – an "edible" illustration of the wage gap.

Highlights of women's struggles across the country

The committee was involved in a number of activities across the country.

Nova Scotia had its first ever Women's Conference in March of 2008, which inspired and motivated many sisters. There was also a campaign to increase funding to transition houses. The debate on this subject during the division convention was very moving. The women's luncheons at conventions are now firmly established and are very well attended. CUPE sisters in Nova Scotia are hopeful that the election of an NDP government in June will create an opportunity for progress on women's issues.

In Newfoundland and Labrador, there have been a number of representation votes in the health sector which have taken up a lot of activists' time. A loss in this sector impacts greatly on our sisters who no longer have the opportunity to be part of CUPE's progressive work on women's issues. The good news is that the pay equity wage adjustments are in the final phase of being paid out.

In Prince Edward Island, there is an active Women's Committee and they are looking at holding a Women's Bargaining Conference in 2010. A meeting of representatives on national equality committees was held in an effort to coordinate the work at the provincial level. They were also successful in getting a resolution passed to provide child care at their conventions.

In New Brunswick, there is great excitement about the pay equity legislation which was introduced in May 2009. The legislation covers all the public sector, including traditional female-dominated areas such as nursing homes and child care centres. Another huge achievement is the passing of a resolution to provide on-site child care at convention and other locals have also adopted similar provisions.

In Québec, there has been a great deal of work done on pay equity and there was a significant victory for CUPE Local 1244 members at the Université de Montréal. A very important decision was made with regards to systemic discrimination, when a human rights tribunal ordered an employment equity program at Gaz Métro as part of a remedy for women not being hired into non-traditional jobs.

One of the highlights in Ontario was the change to the structure of the Women's Committee to ensure diversity. The committee now consists of ten women, five elected by the various diversity caucuses at convention and five elected from the floor. Committee members were also involved in a rally in Ottawa "*Don't Play with Women's Rights*" – a rally organized to fight back against government attacks on women's reproductive choice. CUPE Ontario Women's Committee held a powerful women only conference in December 2008 which dealt with violence against women.

In Manitoba, one of the seeds from the task force has sprouted as top-up for maternity leave was introduced at one of the consultations. The goal was achieved in the recent provincial health care bargaining which covers approximately 10,000 workers. The Human Rights Committee was also involved in the "Global Connections" poster tour that included a display of several hundred posters addressing violence against women. The display sent a very powerful and moving message about the systemic violence faced by women around the world.

In Saskatchewan, the Women's Committee developed an equity screen for locals to use when drafting their bylaws. This was an idea raised during the task force consultations. There is also work being done on the strategic directions goal of achieving a minimum wage of \$15 per hour for all workers, which will impact women the most.

In Alberta, there are continuing struggles on representation votes, particularly in health care, where there are mostly women. CUPE is fighting hard to keep these members in order to ensure that their issues as being underpaid and undervalued women are properly addressed. Our committee member is also very involved in promoting diversity through an annual March 21 cultural event.

In British Columbia, there has been a lot of work done to educate members on pay equity in order to mobilize people at the bargaining table, as legislation does not appear likely in the near future. The committee also participated in a number of March 8 events across the province. In terms of other equity issues, there was a two-day educational on persons with disabilities, where basic information on the structure of the union and material on disability rights was available. This type of work highlights

the commitment of the committee to work with other equality-seeking groups to seek fairness and justice.

The Hospital Employees' Union has engaged in a comprehensive "Living Wage" campaign which is directed at improving the lives of their mostly female and women of colour and immigrant worker membership.

In the Airline sector, there are continued pay equity struggles at the federal level and the recent initiatives by the Harper government will make it worse. The layoffs of almost 600 Air Canada flight attendants last summer meant that these members, most of whom are women, now have to commute to and from other cities. There were many large rallies organized across the country to highlight this struggle and there was a lot of support from CUPE locals and other unions. The incident in Montego Bay in April 2009, where CanJet flight attendants prevented a hijacking graphically illustrated the professionalism of these members who put the lives of passengers ahead of their own.

Priorities for 2009-2011

The committee is recommending the following issues be priorities for CUPE over the next two years:

- ◆ Increase organizing capacity so that more women are likely to join, with the goal of lifting the wages, benefits and working conditions of women.
- ◆ Hold an employment equity conference in 2010 in Saskatchewan, in order to educate members about employment equity and to highlight the success of the representative workforce strategy.
- ◆ Create a full-time coordinator of women's issues within the Equality Branch, to advance diverse women's issues within the union.
- ◆ Create full-time equality representatives in Saskatchewan and Alberta and increase equality resources in all other regions, in order to ensure that the union can successfully take on diverse women's issues and other human rights' struggles across the country.
- ◆ Organize staff training on equality issues, in order to ensure that an equality perspective is applied throughout the union.
- ◆ Develop and fund a "Living Wage" campaign, to address women's economic and social inequality.
- ◆ Continue to lobby governments for not-for-profit child care.

- ◆ Offer “Women Breaking Barriers” workshops in all regions, including workshops in French, to strengthen women’s leadership skills.
- ◆ Implement educationals on pay equity to raise awareness about the issue and to mobilize members to take action to lobby for legislation and to bargain collective agreement provisions to eliminate wage discrimination.
- ◆ Introduce the concept of a youth council at national convention, to improve work/life balance for members and to engage young people in our union’s struggles to achieve economic and social justice for all workers.
- ◆ Create a more representative union structure by adding two full-time national vice-presidents, for a total of four officers, at least two of whom must be women and at least one of whom must be from another equality-seeking group.

Action plan

In addition to working with CUPE to ensure the above-noted priorities are followed, the committee has also identified a number of issues arising out of the work plan which need to be followed up.

Violence against women – Encourage and support work being done to eliminate violence against women, with particular emphasis on violence against Aboriginal women. Get involved in the *Handkerchief Project* and the CLC December 6 postcard campaign, which will highlight 20 reasons to work for ending violence against women, on the 20th anniversary of the Montréal Massacre.

Bargaining – Strengthen bargaining provisions for women in the following areas: pay equity; maternity benefits; benefits for part-timers; pensions; union leave provisions/company paid union leave days; wages; paid education leave.

Women’s committees – Encourage and support the formation of women’s committees at all levels of our union: divisions, district councils, bargaining councils and locals.

Mentoring programs for women – Develop fact sheets on what mentoring is at a formal and informal level, listing what mentoring opportunities are available and how to get mentored. Ensure women’s caucuses are held at CUPE functions wherever possible.

Anti-privatization campaign – Ensure an equality perspective is applied to any national campaigns against privatization to ensure that they address the impacts of privatization on equality seekers.

Federal election – Mobilize and engage the union and the community in the federal election and other elections to ensure women’s issues are a central focus and that women-friendly governments are elected.

Report card on women’s progress – Develop a process for evaluating the status of the recommendations from the National Women’s Task Force in order to create a tool for monitoring the progress of women in the union.

Conclusion

The National Women’s Committee has worked very hard over the past two years to advance the issues of diverse women within the union, the workplace and the community. As we engage in our work of trying to make improvements in women’s lives, we are truly missing one of our greatest champions – Sister Donalda MacDonald. Sister Donalda passed away a few days after our meeting in Ottawa in January 2008. The committee recognizes that we need to celebrate Donalda’s life and remain positive and strong to honour her dedication and commitment to CUPE and to the sisters in particular.

The committee would like to take this opportunity to thank the staff who assist us with our work, including Anne McGrath, who is currently on leave as Director of the branch, Maureen Morrison who is Acting Director, Margot Young, Darcie Beggs, Danielle Wright, and Debbie Rebeiro at National Office, Annick Desjardins from Québec and Sheree Capar from Manitoba, as well as all the other Equality staff at the national office and across the country. Also, we would like to thank our National Executive Board liaison, Candace Rennick, who continues to provide us with invaluable support and guidance.

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

The members of the committee are: Neeraj Bhanot, co-chair, Nova Scotia; Frank Lee, co-chair, member-at-large, British Columbia; Dhammika Amarapala, Prince Edward Island; Charlene Gordon, New Brunswick; Chérie Thomas, Québec; Tom Eng, Florence Esson and David Hylton, Ontario; Howard McCubbin and Zully Trujillo, Manitoba; Margaret Mukakigeli, Saskatchewan; Shelina Hassanali, Alberta; Jai Deo Pratap, British Columbia; Anal Kumar, Hospital Employees’ Union, British Columbia; Dawit Afework, Airline Division; Yolanda McClean, NEB Liaison; and Harminder Magon, staff advisor.

“video presentation”

Introduction

Following our last national convention, appointments to the National Rainbow Committee and the National Aboriginal Council were made based on a criteria established by our national leadership. Selections were based on the members' anti-racism activism and their links to their respective communities. The two committees continue to work closely and organize joint meetings to discuss common issues and solidarity. As a result of this transition, the committees continue to review their terms of reference and the National Rainbow Committee is exploring a name change.

In the current economic crisis, we all face immense social, economic and environmental challenges. We struggle with the question when will be the moment when we equally and without evasion, truly eliminate racism, discrimination and other related intolerance?

We strongly believe that now is the time when we must stand firm on the fundamental principles that bind us. We have no other choice but to act in ways that demonstrate human rights and dignity for all.

Our commitment to this struggle will continue to stand in solidarity with all who forfeited their lives in the defense of human rights.

Action Plan – Diversity vice-presidents, Vancouver declaration and top priorities

We continue to focus on the action points from the Vancouver declaration and the action plan developed by our two diversity vice-presidents – particularly dealing with staff hiring, training and education for our members. Although anti-racism education continues to have challenges in content delivery and poor enrolment, we are pleased to note that we are making progress in delivering "Creating Racial Justice" workshops across the nation.

Our promotional efforts are paying off and this course now forms a part of the biannual education weekend workshops in most provinces.

The committee identified two priorities to work on over the two year mandate: bullying in the union and workplace, and the next national anti-racism conference. Anti-racism training at all levels of our leadership and staff has also been one of the major goals of the committee.

Next national anti-racism conference

Our first national anti-racism conference was held 12 years ago and three years ago we had our first national human rights conference. Delegates in attendance voiced strongly

the need for a second anti-racism conference as anti-racism is a major issue and merits its own conference.

Given the current anti-immigrant and racist climate created by our government, such a conference is needed now more than ever. The conference will address the following:

- ◆ Forms and manifestation of racism and racial discrimination – sources, causes and contribution factors of racism including slavery, colonialism, imperialism and economic exploitation of labour, institutional, structural and systemic racism and racial profiling.
- ◆ Race, class and gender analysis.
- ◆ Remedies, resources, redress and compensatory measures – job creation programs, immigration and migrant workers support programs.
- ◆ Strategies to achieve full and effective equality and accountability.
- ◆ Strengthening the role of governments in promoting anti-racism, diversity and multicultural initiatives.
- ◆ Monitoring and measuring the progress.

CUPE must remain a forerunner and an advocate of solidarity and human rights issues. Therefore, CUPE's support in this initiative is sought to plan and organize a second anti-racism conference to benefit all its membership.

CUPE staffing and employment equity

CUPE is taking the under-representation of our two communities in CUPE staffing seriously. We are seeing progress with the reinstatement of the Trainee Representative Program.

National Rainbow Committee chairs and diversity vice-presidents were invited to provide input at the Representative Trainee Ad Hoc Advisory Committee meeting in March 2008. It was evident that the recruitment process remains obscure and the selection criterion is not consistent.

We strongly suggest keeping this initiative alive, inclusive and transparent. We also propose that every program must recruit members from racialized communities for future training.

The committee welcomes the formation of a joint committee of CUPE staff unions and the employer to develop CUPE's Employment Equity Program. A survey was undertaken by this committee to identify the workplace profile and the results are in your convention kit. The work

of this committee is progressing well. The committee fully supports this initiative and is looking forward to a healthy and an all-inclusive employment equity plan to keep abreast of the changing social fabric of the country.

Bullying and the respectful workplace

The National Rainbow Committee, National Health and Safety Committee and National Aboriginal Council made this a top priority and have agreed to combine forces to work on an anti-bullying campaign.

Recently an anti-bullying and respectful workplace conference was held in Victoria, British Columbia in November 2008. This was a first CUPE conference of its kind organized by the University of Victoria. Excellent content and resources provided at this conference equipped activists with tools to stop bullying and provide healing for the bullied. While this conference enriched the lives of CUPE member activists, the campaign must continue, and similar conferences should be planned for different regions.

CUPE's Union Development Department staff also attended the above event. They have since met with the committee and the council for our input on a possible development of an anti-bullying workshop. We look forward to some education on the subject in the near future.

Days of Action statements and materials

Our committee members across the country play a pivotal role in commemorating the days of action such as March 21, International day for the Elimination of Racial Discrimination, Kwanzaa, Black History Month, Asian Heritage Month and Islamic Month.

A statement on the significance of these days of action is signed by the national officers and sent out to all CUPE members through our general mailing. The CUPE website is also used to promote these days and the Equality Branch distributes relevant materials to the members for their use.

60th anniversary of the Universal Declaration of Human Rights – December 10, 2008

CUPE celebrated the 60th anniversary of the Universal Declaration of Human Rights with much enthusiasm. In commemorating this illustrious day, the committee assisted in developing postcards for its general mailing for November 2008 along with a statement from the national officers. These beautiful postcards featured three clauses from the Declaration's 30 Articles.

A test to attest "How well do you know the Universal Declaration of Human Rights?" was developed and posted on CUPE's website for members' participation.

Our work in the regions and communities

Here are some examples of the activities of our committee members:

- ♦ Participation in a social services and community coalition conference in Toronto.
- ♦ Activities to commemorate Black History Month.
- ♦ Advocate and lobby for the reinstatement of the Human Rights Commission in British Columbia and recognition of foreign credentials.
- ♦ Worked with the National Women's Committee on the prevention of violence against women and children.
- ♦ Rallied in Halifax to speak against poverty and demanded liveable incomes, improved social assistance, minimum wage, access to E.I., affordable housing, universal child care, etc.
- ♦ Participation in the Representative Trainee Program in Ottawa.
- ♦ Organized a CUPE float at 2008 Caribana Parade.
- ♦ Attended a regional meeting of the social affairs groups in Gatineau, Québec. Continue to lobby for a human rights committee in Québec.
- ♦ Participation at the National Health and Safety Conference.
- ♦ Researching a project on the history of rainbow committees.
- ♦ Participated as a panelist at the National Bargaining Women's Equality Conference.
- ♦ Political action – Preparing for the B.C. provincial elections in May 2009.
- ♦ Volunteered for the "UnBottle It!" water bottle campaign in Toronto.
- ♦ Panelist at a luncheon learning event to commemorate March 21.
- ♦ Rallies to oppose Bill C-10 in Nova Scotia.
- ♦ Participated in the World Water Day on March 22.
- ♦ Participated in Creating Racial Justice and facilitators training workshops in the Atlantic Region.

- ◆ Attended “Say No to P3s and the Privatization of Public Services” rally in Fredericton and Winnipeg.
- ◆ Participated in the Saskatchewan Health Coalition news conference.
- ◆ Attended a community-based organization conference and rallied on the issue of wages for homes and poverty in Regina.
- ◆ Panelist at the Saskatchewan Daughters of Africa Conference with a focus on women as victims of rape throughout the belt of Central Africa (Sudan, Congo and Rwanda).

The Canadian federal government

Minister of Citizenship, Immigration and Multi-culturalism, Jason Kenney, is routinely called the Minister of Censorship and Deportation. Kenney decided that Canada would not participate in the 2009 United Nations Durban Review Conference against racism. His controversial statements and racist attacks on immigrants continue to outrage our communities.

He wants Canada to get tough on immigrants who do not speak English or French. He made inflammatory comments about Canada not being a hotel and will not tolerate immigrants not integrating or embracing Canadian values. His comments are fundamentally rooted in arbitrary racist ideologies.

He executed the largest immigration raid in recent Canadian history, which went largely unreported. Using unprecedented U.S.-style tactics, Canadian Border Services Agency officers stormed into factories and farms in Ontario and detained over 100 non-status and migrant workers. In an illegal move, 41 of them were tricked into signing waivers that removed their right to a hearing and many have now been deported. CUPE’s leadership, at all levels, must be prepared to publicly speak out and challenge any such racist government policies aimed at immigrants and refugees.

United Nations Durban Review Conference – Geneva, Switzerland, April 2009

Following the 2001 United Nations World Conference Against Racism in Durban, South Africa, a review conference on the implementation of the Durban Declaration and Program of Action was held in Geneva.

CUPE was proud to be a part of an eleven-member CLC delegation. Our delegates were Sister Yolanda McClean and Brothers Brian Barron and Harminder Magon.

Our delegation attended the Civil Society Forum featuring discussions on many thematic racism issues. The forum in consultation with non-governmental organizations (NGOs) proposed to sign a common declaration that was presented to the Durban Review Conference.

We shared with the international community our tremendous disappointment with our government’s withdrawal from this international conference. We consider the Canadian government’s shameful withdrawal as a failure to conform to its United Nations obligations.

We participated in a demonstration march on racism, the first ever in Geneva. More than 800 hundred people marched and many NGO organizations had their flags and banners.

We were successful in making our presence known despite our government’s absence, networking with the other NGOs and our special meeting of the Canadian delegation with the Deputy High Commissioner of the United Nations on Human Rights. Brother Barron made a presentation on the situation facing First Peoples in Canada to the Deputy High Commissioner.

Where do we go from here?

- ◆ Continue to work closely with our diversity vice-presidents in the implementation of our collective action plans.
- ◆ We continue to lobby for the need of mechanisms to gather data and information on where our workers of colour members are located and their problems 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.
- ◆ Continue to push for organizing workers of colour.
- ◆ Monitor closely the progress of CUPE’s Joint Employment Equity Committee and assist in the development of their plans.
- ◆ Encourage and push for CUPE to develop a comprehensive new approach to engage our membership to keep employment equity on the front burners and bargaining tables.
- ◆ We must take on systemic racism through legal and legislative action and continue to push anti-racism through the collective bargaining process.
- ◆ We continue to strengthen solidarity by building links with other like-minded groups in the labour movement and the community at large.

- ◆ We need to be vigilant on current issues around racism in the media or racist government policies and provide the leadership direction to publicly speak out and take a stand on such issues.

Recommendations

1. CUPE National to hold its second national anti-racism conference in 2010.
2. CUPE to continue its Representative Trainee Program with increased participation from the workers of colour members. The selection process should be consistent and transparent.
3. CUPE leadership at all levels and staff should undergo anti-racism training before the next national convention in 2011.
4. CUPE should establish an anti-racism task force to explore the issues established by the committee.
5. CUPE should ensure diversity on all of our national committees.
6. CUPE leadership at both the national and regional levels whenever and wherever possible should participate in festive events organized by ethnic communities across the country.

Thank you and farewell

We sincerely thank all who have worked on our behalf, in the locals, regions and nationally. In thanking our elected officers special thanks also go to the support staff in the Equality Branch for providing invaluable support and ongoing commitment to our work.

Finally, we wish to thank Linda Holwell-Tibbo, Mary McCarthy, Azmina Jiwan, Fred Loft, Amar Bajwa, Linda Joyce and Geraldine Harris who made enormous contributions to the committee's work and have now moved on to other endeavours. Lastly, on a sad note, one of our long time activists, Brother Livingstone Holder, passed away last year. His activism and commitment to our cause will be missed dearly.

On behalf of the National Contracting-out and Privatization Coordinating Committee, the National Health Care Issues Committee, the National Women's Committee and the National Working Committee on Racism, Discrimination and Employment Equity (the Rainbow Committee), we move that our reports be received.

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

RESOLUTIONS COMMITTEE REPORT

Resolution 195 covering **Resolutions 182 and 183** submitted by Local 1983, Québec; the Airline Division and Local 4041, Québec:

WHEREAS bus drivers, metro operators and employees of public transportation companies are experiencing increasing numbers of assaults while exercising their duties; and

WHEREAS such assaults have devastating effects on the health of employees who are the victims; and

WHEREAS the Criminal Code R.S.C. (1985), ch. C-46, imposes a more severe penalty on persons who assault a police officer on duty; and

WHEREAS bus drivers, metro operators and employees of public transportation companies (like police officers) provide an essential public service to the population, they should benefit from the same legal protection; and

THEREFORE BE IT RESOLVED that CUPE National make the necessary representations before political authorities to have the Criminal Code amended in order to create a separate offence to enable bus drivers, metro operators, flight attendants and paramedics to benefit from the same protection that the Criminal Code provides to police officers who are assaulted while carrying out their duties by establishing more severe penalties to their assailants.

BE IT FURTHER RESOLVED that CUPE National study the possibility of proposing an amendment to the Criminal Code to offer similar protection to other employees working in public services who are also victims of assault.

The committee's recommendation is one of concurrence as amended, and I so move.

(M/S J. Ravary, J. Atwater – Carried)

Resolution 315 submitted by Local 3550, Alberta:

CUPE NATIONAL WILL:

Lobby the federal government to reconsider its right-wing agenda that supports public private partnerships.

BECAUSE:

- The federal budget openly expects approved projects to use the P3 model regardless of research that proves costs are always higher; and
- P3 infrastructure funding for public/ separate schools, water, wastewater, arenas, and public services provides for shareholder profits instead of more public services and infrastructure; and

- The plague of P3 funding for public services continues to spread from coast to coast to coast.

The committee's recommendation is one of concurrency, and I so move.

(M/S J. Atwater, Z. Magnus – Carried)

Resolution 202 covering **resolution 203** submitted by CUPE Saskatchewan, the Saskatchewan Health Care Council, Locals 2967, 4777, 5111 and 5999, Saskatchewan; the Hospital Employees' Union, British Columbia:

CUPE NATIONAL WILL:

1. Spearhead a campaign for a publicly administered and delivered, properly funded long-term care (LTC) system, including:
 - a) Lobbying governments for legislated quality care standards and sufficient beds to meet the needs of seniors who require residential care;
 - b) Working at all levels of the union with seniors' advocacy organizations to highlight issues regarding quality of care and quality of work environment in mobilizing public support;
 - c) Encouraging locals representing LTC workers to pursue these objectives through collective bargaining, and challenge through the grievance procedures any cutbacks to care and staffing;
 - d) Challenging the privatization of any services in LTC;
 - e) Organizing unorganized workers in LTC; and
2. Support this campaign by creating the structures and providing sufficient resources, including:
 - a) Explore convening a national conference of members and allies working in LTC;
 - b) Developing a workshop for LTC members to develop their capacities as advocates for quality caring and working conditions;
 - c) Allocating sufficient staff resources and facilitating regular interaction of such staff to identify research needs, share information and developments, periodically evaluate the success of the campaign and draft plans to move the campaigns to the next stage.

BECAUSE:

- The demand for LTC is increasing; and
- Funding for LTC services is not keeping pace with demand and, in some provinces, is actually decreasing; and
- A large and growing portion of public funding and private spending (private insurance and out-of-pocket spending)

for LTC is going toward profit-taking by the for-profit LTC industry; and

- For-profit ownership and operation of LTC services mean poor conditions for residents and workers; and
- There is inadequate accountability for the use of public funds and lack of transparency regarding quality of care indicators in LTC; and
- Residents in LTC homes are not provided with the dignified and respectful care that they deserve; and
- The majority of residents in LTC are now low income women, and many residents do not have family or friends to advocate on their behalf; and
- Direct care in LTC is one of the most dangerous occupations in health care with respect to injury rates.

The committee's recommendation is one of concurrency as amended, and I so move.

(M/S S. Landry, M. Reed – Carried)

Resolution 148 covering **resolutions 149, 150 and 151** submitted by CUPE Ontario, Locals 3907, Ontario and 2153, Manitoba; Locals 3902, Ontario and 3967, Saskatchewan; and Local 4600, Ontario:

CUPE NATIONAL WILL:

1. Establish a three-year pilot campaign to educate, encourage, persuade and/or influence locals to put detailed employment equity plans in their bargaining proposals and vigorously bargain these employment equity plans into the collective agreement; and
2. Adequately resource and finance the campaign; and
3. Negotiate agreements with provincial divisions for the joint development and implementation of this equity initiative.

BECAUSE:

- CUPE and the labour movement have had a successful track record of using the collective agreement to promote human rights in the workplace before they were achieved through legislation; and
- The inclusion of an employment equity clause has not removed the barriers to equal employment opportunities for our union sisters and brothers and to prospective union sisters and brothers; and
- A detailed employment equity plan gives the union the power to ensure that the employer abides by the negotiated targets or outcomes in this legal document called the collective agreement; and
- For example, Ontario has over 54% of the racialized people in Canada and they are not fairly represented in all job classifications. People with disabilities, young

workers, Aboriginals, members of LGBT communities and women in their diversity are also affected by unfair employment barriers.

The committee's recommendation is one of concurrence, and I so move.

(M/S L. MacKay, J. Ravary – Carried)

Resolution 85 covering **resolutions 84, 86 and 87** submitted by CUPE Ontario; CUPE Prince Edward Island, the Airline Division, the Toronto District Council, Ontario, Locals 1999, 2204, 3903, 3907, Ontario, 500 and 2153, Manitoba; Local 1979, Ontario; and Local 15, British Columbia:

CUPE NATIONAL WILL:

1. Develop a week-long education program for youth, ages 9 to 14 that includes:
 - a) Canadian labour history;
 - b) The importance of unionization;
 - c) Unions' roles in gaining equality for all;
 - d) Unions and the social justice movement;
 - e) CUPE's structure and governance; and
2. Implement this program at the 2011 CUPE National Convention for the delegates and staff wishing to bring their children/ dependants to convention; and
3. Provide the "Youth Council" delegates with guest status so that they can visit the convention floor during the proceedings; and
4. Allow time on the agenda for the "Youth Council" to present a report that they have developed through this education program for convention delegates.

BECAUSE:

- It is important for youth to have a positive view of unions and their parents/guardians' activism; and
- Age-appropriate activities should be provided in order to support and encourage delegates and staff to bring their children/dependants of this age to conventions; and
- This unprecedented way of involving our youth will go on to pave the way for up and coming leaders while breaking down barriers for members' involvement.

The committee's recommendation is one of concurrence, and I so move.

(M/S L. MacKay, S. Landry – Carried)

Resolution 269 covering **resolution 270** submitted by CUPE-Ontario and Local 1281, Ontario:

CUPE NATIONAL WILL:

1. Coordinate and work with provincial, service divisions and regional offices of the National Union to provide full coordination and access to membership lists and contacts; and
2. Sign privacy agreements with provincial and service divisions to enable the flow of information regarding up-to-date membership lists and personal contacts to occur and still uphold privacy legislation.

BECAUSE:

- Access to members is crucial for building support, conducting education and mobilizing a political fight back in our communities and in pursuing campaign affiliations and involvement; and
- In organizing and engaging our membership is a crucial element of building a strong union on every level: local, provincial and national; and
- Members change addresses and the list of members is ever evolving and the challenge to maintain up-to-date contact lists is a large task that can be assisted by the National Union and national staff representatives.

The committee's recommendation is one of concurrence, and I so move.

(M/S unidentified delegate, unidentified delegate – Referred back to the committee)

Resolution 274 covering **resolution 275** submitted by CUPE British Columbia and Local 389, British Columbia:

CUPE NATIONAL WILL:

1. Make organizing a priority; and
2. Allocate sufficient resources and funds for organizing; and
3. Cover the costs and make available the necessary resources to locals who endeavour to organize unorganized workers up to and including the conclusion of a first collective agreement.

BECAUSE:

- Organizing unorganized workers is a foundation to improving the lives and well-being of workers and their families; and
- Those workers that are currently unorganized are generally working in sectors that have traditionally been difficult to organize, or work for small, private employers such as child care workers; and

- The cost of organizing up to and including the first collective agreement can be extremely costly and time consuming, making it extremely difficult for many locals to take on.

The committee's recommendation is one of concurrence, and I so move.

(M/S Z. Magnus, S. Sawyer – Carried)

Resolution 308 submitted by Local 82, Ontario:

CUPE NATIONAL WILL:

Establish a policy that recommends locals attempt to negotiate post-retirement benefits into their collective agreements. Any member over the age of 65 would be, at minimum, entitled to basic coverage for prescriptions, eyeglasses, dental and out of province.

BECAUSE:

- Employers have begun to attack and attempt to negotiate away benefits and in particular post-retiree benefits; and
- After a lifetime in the workplace, benefits have an even greater value in retirement and this should be recognized; and
- Most CUPE members have access to medical benefits during their working careers that include coverage for prescriptions, eyeglasses, dental and out of province.

The committee's recommendation is one of concurrence, and I so move.

(M/S M. Sawyer, S. Cathcart – Carried)

FRIDAY, OCTOBER 9, 2009

MORNING SESSION

□

INTRODUCTION OF KEYNOTE SPEAKER

CHAIRPERSON PAUL MOIST: It is my great privilege to introduce to you Brother Jack Layton. Jack has spent more than two decades in the public service of his country. He served as a councillor, a scholar, a president of the Federation of Canadian Municipalities, a chair of the Toronto Board of Health and the list goes on. He has served the NDP his entire life and, since 2003, as leader.

In 2008, he successfully increased the federal caucus by almost 25% making it the second largest team of New

Democrat MPs in the history of the party. But, as equally important if not more so, anyone who knows Jack knows that at every turn he speaks of policies and issues that affect Canadian workers and Canadian families.

Jack Layton is a good friend of the labour movement and a very good friend of CUPE. He spoke as the keynote speaker at our first-ever political action conference in Atlantic and Maritimes. And Jack has been there for us on and on.

We speak on the phone often – at least one a week. Jack has also phoned me at troubled times. Like when our party took a position in support of our troops, public servants in Canada, but against the war in Afghanistan. He got pillared by saying that the world needed to speak with the people of Afghanistan, even those that we do not like all the time. Today, the President of the United States of America and the entire world is saying what Jack Layton said two years ago. Jack stands up in parliament not because it is a popular issue, but because these are the right issues and it is principle that governs Jack Layton.

Please join me in welcoming your friend, the Honourable Jack Layton.

Following Brother Jack Layton's address, Brother Moist thanked him and, on his behalf, CUPE made a donation to the Ontario Coalition for Better Child Care.

INTRODUCTION OF CUPE CONVENTION STAFF

CHAIRPERSON PAUL MOIST: With me is a group of dedicated people who have, in fact, been responsible for putting the convention on. While we cannot do individual introductions – as we would miss some people because they are in many locations throughout the convention centre – 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.

These women and men have made this convention the biggest and the best convention in a lot of years. Thank you on behalf of CUPE members.

"video presentation"

SPECIAL NEB COMMITTEE ON STRATEGIC DIRECTIONS REPORT

Covers **Resolutions 4, 5, 11, 13, 14, 19, 20, 72, 73, 93, 115, 116, 117, 118, 119, 120, 121, 135, 138, 145, 147, 166, 223, 224, 279, 280, 285, 286, 287, 288, 297, 298, 299, 300, 302, 304, 305, 306, 313, 333, 334, 335, 337, 338, 343, 344, 345, 348, 349, 350 and 351** submitted by CUPE-Manitoba; Local 2348, Manitoba; CUPE-Saskatchewan; Local 5999,

Saskatchewan; Hospital Employees' Union, British Columbia; Saskatchewan Health Care Council, Locals 3967, 4777, and 5111, Saskatchewan; CUPE Newfoundland and Labrador; National Executive Board; CUPE New-Brunswick; Vancouver Regional District Council; Local 4400, Ontario; Local 2348, Manitoba; Local 3904, Ontario; Okanagan Mainline District Council, British Columbia; Local 2440, Ontario; Local 3550, Alberta; Local 805, Prince Edward Island; CUPE Prince Edward Island; CUPE British-Columbia; Local 4207, Ontario; Toronto District Council; Local 1281, Ontario; Local 3500, British Columbia; and Local 5999, Saskatchewan.

STRATEGIC DIRECTIONS PROGRAM FOR CUPE: 2009-2011 - TAKING ACTION

Introduction and history

Times have changed since the 2007 CUPE National Convention. The economy is coming through a difficult recession and while the Bank of Canada is predicting a third quarter 2009 recovery there is considerable skepticism that this recovery will be strong or lasting. Most economists are expecting a recovery in the third quarter of 2009, but after this initial bounce, most expect that economic growth will be slow into 2010. The impact of the recession on working people in terms of higher unemployment, lower wages, pension losses and service cutbacks will last longer than the impact on the markets. The collapse of the financial markets hit working people very hard with future retirement incomes losing between 15 and 20% of their value.

This economic crisis was caused by a profound failure of the capitalist system. Increasingly free market "neo-liberal" policies shrank the role of the public sector, starved workers of real wage gains and resulted in growing economic and social inequality. Deregulation helped create a speculative and financial market boom that disguised deep-seated weaknesses in the economy, leading to a financial and economic crisis. Governments around the world responded with trillions in stimulus spending and record low interest rates. This helped prevent further short-term collapse, but have not fixed our fundamental economic problems. Furthermore, while a runaway financial system helped cause the crisis, it is workers who are now being targeted to pay for the trillions in public funds that have gone in bail-outs to this industry through concessions, public sector cutbacks and increasingly regressive tax changes. Little seems to have been learned about the real causes of the crisis. If this continues, our underlying economy will remain weak and will fail to deliver real gains to workers. We cannot return to "business as usual" and must instead forge a new progressive economic approach based on strengthening the power of workers and the role of the public sector.

CUPE's commitment to its members has always been to make gains when gains can be attained, to protect our agreements from concessions when we are under attack, to fight back against privatization of public services and to promote public services wherever possible. In these difficult economic times, CUPE's commitment is to use its resources and power to create bargaining strength within our locals and sectors, to promote public services for the betterment of our communities and to ensure that our members' rights are respected and protected. We are committed to ensure that CUPE emerges as a stronger union after an economic recovery.

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.

In 2003, delegates to the 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 the next 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 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 as relevant and pressing today as they were then.

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

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 fightback 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. It was a very busy and successful two years and highlight results of our efforts are in the *Strategic Directions Reporting Back* document which can be found on page 22 of this document.

CUPE will continue to work on the strategic priorities of previous conventions in order to strengthen the gains we have made and to fully implement priorities that have not yet been fully completed. Policy adopted by delegates to previous conventions forms the critical direction for our union in matters of collective bargaining, social policy and political action. In particular, we will continue to implement the direction provided from the 2007 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.

Our policy for 2009-2011 must pick up from where the policy for 2007-2009 left off. The basic problem areas persist but our focus must shift to two interrelated arenas: at the bargaining table and in political action. We must 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.

STRATEGIC PRIORITY 1: **THE ECONOMIC CRISIS: A WORKERS' AGENDA**

In mid-2008, Wall Street was immersed in its worst financial crisis since the great depression. It combined a crash of the stock market and a collapse of housing prices in the U.S. with sub-prime mortgages. The consequences quickly became global in scope. Canada's financial industry was better protected thanks to public agencies such as the Canada Housing and Mortgage Corporation, but our economy would not escape the collapse.

When the recession hit, the Harper government first of all said that we were not entering a recession and then had to admit that while we were in a recession Canada, would be the last in and the first out. The government's economic update then proceeded to attack the public sector with an attack on pay equity settlements and implemented restraints on public sector wages and the right to free collective bargaining.

Workers and unions did not cause this crisis. The crisis was a long time in the making and was one that was caused by the economic system itself. It is widely acknowledged that the free market economic policies of the last three decades paved the way for the collapse. These policies permitted deregulation and privatization of the financial industry, slow wage growth, rising household indebtedness, escalating executive salaries, rising inequality, tax cuts, inadequate investment in both the private and public sectors, inadequate public services, increased reliance on the stock market for economic security, free trade and globalization which led to deindustrialization, and reliance on policies related to money supply rather than fiscal responsibility. Low inflation and low interest rates led to easy credit and greater speculation in the markets.

When the immediate crisis hit, it was largely a consequence of corporate greed built on houses of cards designed to maximize profits in the short term. There were billion dollar salaries for hedge fund operators, inflated real estate prices and escalating corporate profits and many expected that these riches would continue with the economy remaining robust. However, the reality is that these were false expectations and the houses of cards came crashing down under massive loads of debt.

While corporations, CEOs and their shareholders benefited handsomely prior to the crash, workers, taxpayers and pensioners gained little in terms of real wage gains during that time. Indeed inequality, financial and otherwise, was on the increase throughout the period. Nevertheless, the consequences of the financial crisis landed squarely on workers' doorsteps. They were the ones who would pay a significant price for the failing financial and economic system.

The economic collapse was the consequence of several factors including the sub-prime mortgage scandal, a failure to regulate the mortgage or investment banking industries, deep cuts to taxes for the wealthy especially to capital gains, high income earners, and corporations. This resulted in the public sector being starved for resources to provide services, to invest in new public infrastructure (both physical and social) and to refurbish existing infrastructure. Canada's infrastructure deficit continued to mount.

The crisis has seen enormous job losses in the manufacturing and resources sectors with consequent secondary impacts on communities reliant on these jobs. There are now more than 1.5 million unemployed in Canada: the highest number of people out of work in 15 years and the national unemployment rate in July was 8.6%, the highest level in the last 11 years.

The collapse of the stock market saw losses for individual investors but more importantly it saw significant losses for pension fund investments in all plans. World-wide the crisis has siphoned \$5 trillion dollars from private employer sponsored retirement plans. This is a decline of 19% of the plans' assets. In Canada, the Canada Pension Plan Investment Board lost \$23.6 billion with its investments, a decline of 18.6% for the year ending 31 March 2009. The Caisse de Dépôt, which manages the Québec Pension Plan and large employer plans, lost over \$40 billion in 2008, a decline of 25%.

Employer-based pension plans lost 15% of their asset base in the fourth quarter of 2008, compared with the same three-month period a year earlier. One of Canada's largest plans, the Ontario Municipal Employees Retirement System (OMERS) which oversees \$37 billion in various investments, faced a 15.3% decrease on its asset base. The Ontario Teachers' Pension Plan lost \$19 billion, or 18% of its previous value. The Hospitals of Ontario Pension Plan (HOOPP) lost \$3.6 billion, or 12% of its value.

Employer-sponsored pension plans face significant solvency deficiencies as a result and the retirement savings of workers and their families have been placed in jeopardy. At the same time, the Canadian Federation of Independent Business (CFIB) began to focus on public sector pensions as being too generous and campaigned actively to have public sector pensions reduced to the lowest possible level. Job losses in the manufacturing and resource sectors resulted in an overall decline in union density and a corresponding decrease in defined benefit pension plans in the private sector. These developments are a major concern for public sector workers and for our communities. Pension plans, public and private, must be protected and expanded. CUPE will launch a campaign to counteract the attack from the CFIB and inform small businesses within our communities as to the benefits of a strong local economy with a unionized workforce.

There has always been pressure to contract out, privatize and engage in P3s (public-private partnerships) to reduce government's up-front costs and to provide private investors with profitable business opportunities. Our policy direction from the 2007 convention was designed to confront this trend head on. However, the economic crisis did dampen the capacity of large corporations to take on the financial commitment to many P3s as they were unable to finance the money due to debt loads and their inability to secure credit for the large sums of money required. Nevertheless, the trend to privatization and contracting out is part of the overall response of governments to the crisis even if the research does not bear out their expectations.

CUPE's policies historically have targeted the very economic policies that precipitated the economic crisis so we have been on the right track. Our policies seek to increase wages, benefits and bargaining power; reduce inequality; support public investment in public services and public sector jobs; increase social security through better pensions and a better Employment Insurance program; stop privatization and contracting out; support greater regulation; implement progressive tax measures; and promote fair trade.

The current economic crisis provides an opportunity for change as Canadians and CUPE members realize that the status quo is not acceptable and is no longer a blueprint for the future. The time is ripe to effect meaningful social and economic change.

Political action

CUPE has a long history of both partisan and non-partisan political action and we must continue to be an agent of social and economic change by adopting a concerted political action plan in all our work. Political action will be directed at all levels of government and will include extra-parliamentary action as required. Organized labour must step forward to accept leadership among civil society organizations in this struggle. Political action is the bedrock on which social and economic change is built. As Canada's largest union and the largest affiliate within the Canadian Labour Congress, CUPE must accept its leadership role and embrace political action as the principle path to securing public sector employment and to making our communities better places within which to live. Active involvement in the political processes within our communities is the one best way to put forward our vision and to work with progressive community groups to ensure that the vision is implemented. CUPE will work with provincial divisions and regional and district councils to develop an activist approach to political action and membership education.

CUPE will encourage members to participate in election campaigns at all levels of government. To that end, CUPE

will devote resources to increase voter turnout within our membership and to reach out to the cultural diversity of our membership by translating materials where necessary. Our Union Development Department will develop materials and courses to provide members with information and tools to run for local agency boards of directors, as candidates in elections at all levels of government, and to participate in political action by becoming campaign workers and managers for progressive candidates. We will pay particular attention to educating diversity groups within CUPE in order to break down barriers to political involvement. Our Union Development Department will develop a plan to provide these courses in an environmentally friendly and accessible way through the internet.

Taking action is what we do as a matter of course in our day to day lives as trade unionists. We take action to bargain collective agreements, sometimes going on strike or engaging in other pressure tactics to ensure that we both protect our rights as well as make gains. Taking action in the political arena is no less important. CUPE will exercise our rights to democratic political activity by supporting politicians and governments who share a common approach and mandate to ensure that our communities have appropriate services, that our society is egalitarian such that no groups are disadvantaged, and that fundamental political and human rights are respected. We will lobby politicians and governments at all levels to maintain those goals.

Over the period 2009-2011, a period which will include a federal election, CUPE will increase our lobbying and political action to ensure that the federal government adopts policy and legislation which eliminates the worst effects of the economic crisis. These policies are most effective when they are implemented in conjunction with provincial and municipal governments.

CUPE will develop a lobbying plan for the union to deepen our capacity to influence both policy makers and decision-makers. We will strengthen our support for political campaigns at all levels of government. We will build capacity for lobbying on our issues by reaching out to the community by working in coalition with community organizations who share common goals. These actions will solidify social and community goals but will also build solidarity for CUPE members in times of collective bargaining with our public sector employers. We will establish education and training for political campaigning and lobbying and develop educational materials and tools to build lobbying capacity.

An alternative economic approach

We call on the federal government to create a new *Economic Recovery Fund* to provide short-term support for

public and private non-profit agencies and organizations, to be cost-shared with provinces, municipalities and other levels of government.

The fund would include \$1 billion in federal funding for a *Recession Relief Fund*. This would prevent spending cuts to agencies serving vulnerable people including the disadvantaged, the working poor, immigrants and low paid workers. The fund would increase funding to HRSDC and settlement programs, including doubling the funding through the *Homeless Partnerships Initiative*. This funding would supplement funding that is projected to be lost from private sources by these agencies and to increase funding levels as required.

CUPE will lobby for an increase in federal transfers for post-secondary education (PSE) of \$1 billion. Post-secondary institutions are cutting programs and positions just as enrolment is expected to increase, partly as a result of fewer job opportunities for youth. Some universities have lost hundreds of millions from their endowment funds and are facing a loss in revenue from private donations. Canada needs to develop a more educated and higher-skilled workforce to develop a stronger and more productive economy. An increase in funding of \$1 billion would restore the amounts cut from transfers for PSE in the early 1990s in real dollar terms. This funding would need to be provided together with accountability guarantees that public funds will only go to public non-profit institutions to reduce tuition costs, increase access and programs, and improve working and studying conditions on campus with increased employment and job protection guarantees. Further, CUPE will campaign to raise the awareness of the important contribution that post-secondary institutions make to the local economy. CUPE will demand that government transfers be contingent upon job creation in the public sector and the creation of green jobs available to youth and equality-seeking groups in particular.

Green Job Creation is an essential component of the recovery and CUPE will develop tools and materials to lobby for an investment of \$500 million which will generate at least 50,000 new green collar jobs. Federal funding would be matched with funding from other levels of government, non-profit organizations or other eligible partners as employers. Provincial governments are responsible for training and we will lobby them to take an active role in funding green jobs. Funding would go to wages, labour and training costs for new jobs associated with energy efficiency, building retrofits, auditing, education, renewable energy and environmental remediation. Funding would be conditional on jobs providing decent pay and working conditions. CUPE will develop strategies to work with our allies in the labour movement, the community, and with employers and educational institutions to develop appropriate training programs. New job opportunities would be particularly

targeted at equality-seeking groups and youth combined with retraining of adults who have become recently or are longer-term unemployed.

Green jobs are jobs in a sustainable economy which makes lower demands on natural resources; is more energy efficient; uses energy from renewable sources; and does not generate damaging pollution and wastes. A sustainable economy is labour-intensive, producing long-lasting, durable jobs.

Green jobs are also jobs which contribute to environmental protection, such as the manufacture and installation of energy from renewable sources, pollution control equipment, goods and technologies that reduce energy demand or pollution, or recycling plants. CUPE will advance and lobby for local purchasing policies which are environmentally friendly and strengthen local economies. This work will dovetail with our on-going work to ensure trade policies are fair and harm neither workers' rights nor the environment.

Green jobs are cleaner, safer, healthier, and more durable than jobs in the traditional economy. But there are cautions and there have to be safeguards. Green jobs must be union jobs, with a public sector infrastructure. Not all green jobs are high-paying quality jobs but they are more likely to be if they are union jobs. The conversion to a sustainable economy will mean job losses in traditional industries and CUPE will lobby for a "just transition" program to ensure that workers are re-trained and employed in good paying and secure jobs. "Just Transition" is about providing fairness to workers when they are redeployed to unionized green jobs such that they do not lose pay, benefits or seniority. *Green Job Creation* will not be possible without Green Infrastructure Investments.

Green job creation must be focused on and led by the public sector. CUPE already represents tens of thousands of workers in green collar jobs. There is massive potential to expand our membership in this area and to further "green" existing jobs and workplaces, and for the public sector to lead in the development of renewable energy. CUPE will be a leading member in efforts to build a green economy alliance at the national and local level together with other unions and progressive environmental, social justice and First Nations' organizations. Environmental justice and ecological equity must be a fundamental part of this campaign. Without greater social justice and a stronger role for the public sector, we will have no lasting solution to the environmental and climate crisis.

There is also great potential for public sector job growth in other areas. Investments in the public sector don't just provide for important social needs, they also generate more jobs than spending in other areas and far more than an equivalent spending through tax cuts. For instance,

investments in quality early learning and child care generate by far the largest number of jobs of all industry sectors and yield very strong short-term and long-term economic stimulus as well as providing for pressing social needs.

CUPE will call on the CLC to convene an economic summit to develop effective strategies for an alternative economy that will avoid the boom and bust policies that caused the current economic crisis. It will be important for the entire labour movement to promote economic policies that serve workers and their communities rather than corporations and finance capital. We will continue to press for much stronger regulation and control of the international and Canadian financial systems to protect workers' savings and to prevent yet another destructive boom-bust economic cycle and crisis from developing. Therefore, this economic summit would be preceded by a summit of labour leaders to address the specific economic concerns and strategies necessary to ensure that each sector of the economy is addressed in a new alternative economy.

The recession impacts each sector of the economy slightly differently. The private sector, especially the manufacturing and resource sectors have been hit most immediately by the recession with massive job losses in some locations. The impact on the public sector is somewhat delayed but will hit hardest when governments implement cuts to public services and start to pay down the debt incurred from deficit budgets. In order to prepare for the attack on the public sector, CUPE will call on the leadership of all public sector unions to meet regularly to devise and implement a coordinated fightback against these attacks and to develop mechanisms of solidarity within the public sector.

Employment insurance

Over the years the Employment Insurance program (formerly the Unemployment Insurance program) has been diminished as an integral part of Canada's social safety net. Changes to the EI program are more important now than ever. CUPE will work with the CLC and our community allies to develop a strategy to lobby all federal politicians and parties on our key goals which are first-step minimum improvements:

- ◆ Raise benefit levels from a maximum of 55% of annual earnings to 60% of earnings calculated on the 12 best weeks of earnings, and eliminate variable benefit rates for part-time workers.
- ◆ Extend benefit coverage to 50 weeks for all workers.
- ◆ Eliminate the two week waiting period for benefits.
- ◆ Provide regular benefits on the basis of 360 hours of work, no matter where workers live and work in Canada.
- ◆ Remove the requirement for severance pay to be exhausted prior to accessing EI benefits.

STRATEGIC PRIORITY 2:
DEFENDING FREE COLLECTIVE BARGAINING
AND RESISTING CONCESSIONS

Collective bargaining

The economic crisis and financial meltdown placed an immediate pall on bargaining in many places. The federal government forced a settlement with PSAC members that contained significant wage restraint measures. The provincial government in New Brunswick immediately introduced legislation that threatened fundamental rights to free collective bargaining including a two year wage freeze on all public sector bargaining. Bargaining at every table across the country immediately became more difficult. Most recently, the B.C. government has suggested zero per cent increases for public employees until the provincial deficit is eliminated, probably four years.

Employers began looking for concessions on benefits and pensions. These concessions are clear takeaways and not agreements reached in the usual course of bargaining. Wage increases in keeping with the previous year were not to be had. As the economic downturn produced more hardship in communities through loss of manufacturing and resources sector jobs, employers began to use the hardship of workers in these sectors against public sector workers. It was easy for them to say that public sector workers didn't deserve benefits, pensions and wage increases when others did not even have jobs. It was a catalyst for employers to take the economic base of their communities to rock bottom. And it was incredibly short sighted to assume that the public sector was less of an economic engine in their communities than the industrial sector was.

Public sector workers had no choice but to fight back and protect rights and benefits which were earned in previous rounds of bargaining and to resist concessions. This is what happened in municipal strikes in both Windsor and Toronto.

Beyond tough bargaining, the right to free collective bargaining is also being challenged through legislation. In the face of these challenges CUPE's National Executive Board adopted a *Plan to Fight Concessions and Defend Free Collective Bargaining* and created a fightback fund to resource our campaigns to combat legislated attacks on free collective bargaining and our right to strike. The *Plan to Fight Concessions and Defend Free Collective Bargaining* was distributed to all chartered organizations and several provinces have developed their own plans using the national plan as a model. Strengthening our bargaining structures and negotiating strong collective agreements are preconditions for our success in implementing our political action and social policy objectives.

The threat to collective bargaining is very real. History tells us that the threat to public sector services and bargaining continues long past the time when governments and economists pronounce a recovery for the economy. We should not be lulled into any complacency feeling that we are safe from funding cuts, downsizing and concessions. CUPE will engage in an active communications strategy to ensure that our members are aware of the magnitude of the threat to our jobs and are prepared to take action.

CUPE will put a renewed focus on implementing our *Plan to Fight Concessions and Defend Free Collective Bargaining*. We will:

- a) Communicate this policy to all CUPE chartered affiliates;
- b) Establish close working relationships among all staff and elected leaderships to develop a comprehensive plan in each region;
- c) Develop mechanisms to monitor on-going implementation of the plan;
- d) Have regional plans filed at CUPE national office;
- e) Ensure that staff representatives alert their regional directors whenever rounds of bargaining turn into attacks on collective bargaining;
- f) Develop an immediate and coordinated response to each difficult round of bargaining;
- g) When attacks on free collective bargaining are identified, an emergency meeting of locals in the area will be convened to develop a strategy to fight back;
- h) Promote solidarity pacts among CUPE locals and with other unions;
- i) Organize meetings of unions in sectors to build common front bargaining;
- j) Win membership agreement to engage in political work stoppages where necessary;
- k) Make it clear to employers and governments that attacks on free collective bargaining, collective agreement rollbacks, and attempts to take away the right to strike are strike issues for our union;
- l) Take coordinated direct political action to defeat governments that attack collective agreements and free collective bargaining;
- m) Strengthen support for public services and public sector unions within our communities;

- n) Defend our legal rights through the courts and international bodies such as the International Labour Organization and the United Nations;
- o) Campaign for anti-scab legislation in all jurisdictions.

The full text of the *Plan to Fight Concessions and Defend free Collective Bargaining* as adopted by the National Executive Board in March 2009 can be found at <http://cupe.ca/concessions/Plan-to-Fight-onces>.

Many CUPE members work for private sector employers providing services in our communities. Private sector employers are just as aggressive as public sector employers and governments in attacking their workers' rights. For example private sector employers may threaten bankruptcy as a bargaining strategy. CUPE will work with our members in these sectors to develop effective bargaining strategies and responses to such attacks.

CUPE will strengthen our capacity to make gains even in the face of concessions. We will continue to support and promote coordinated bargaining regionally and nationally, and expand the tools available to us by providing education and assistance on freedom of information requests.

Anyone who holds a union position has responsibility for stewardship of the union and we need to have strong stewards to be effective in defending collective bargaining and engaging in political action in these difficult times. Stewards are the backbone of the union and are central to the development of an engaged and mobilized membership. It is time for us to re-invest in our stewards.

Over the next two years, CUPE's Union Development Department, working with other departments and branches, will provide tools, education, training and other resources to build our strength at the base to resist concessions. The department will explore ways to make this information available to the community. An effective base within our union means an effective steward structure as they are the eyes, and ears of our locals. We will designate 2010 as the "Year of the Steward" in order to kick off this priority. In 2011, the program will continue to implement plans which will strengthen our shop steward structure.

The "Year of the Steward" would involve:

- ♦ The launch of a new learning series for stewards with an updated nine-hour introductory workshop for new stewards and a series of three-hour modules which provide in depth education for stewards as grievance handlers, advocates, problem solvers, communicators, leaders and workplace organizers, and human rights' champions.

- ♦ A new steward pin to be developed for stewards who have completed the learning series.
- ♦ A new web-based stewards' communication network with an electronic newsletter.
- ♦ An updated steward's handbook.

As demographics change and our members and staff retire we are losing considerable knowledge, expertise, skill and capacity to represent our members. Mentoring programs become more important than ever as we need to invest in leadership at the local level and in staff within CUPE. In the past year we have embarked on some pilot projects on mentoring. These projects will be assessed and resourcing provided for continued mentoring program development. Our mentoring program will involve young workers and equality-seeking groups as mentoring is integral to succession planning.

Charting a new course for pensions

The economic crisis and corresponding crash of the financial markets served to highlight the necessity for radical change in the pension system in Canada. The attack on workers' pensions has been one of the most significant negative outcomes of the global economic crisis. Pension plans that were once thought to be secure are anything but, and many workers are losing and have lost much of their pension income – their deferred wages.

A new course for workplace pensions must be charted to take workers' retirement incomes out of the poorly regulated and risky field of retirement savings plans (RSPs). Pensions should be required as a condition of employment in order to provide secure income in retirement years. Need to get all stakeholders on side – focus on the commonality of interests for all, including corporations. This should not be a competitive issue as everyone would be required to belong. Could be impetus to establish government regulated or owned plans or large multi-employer plans. CUPE is uniquely positioned to do this, especially in civic governments.

CUPE will:

- ♦ Continue our campaigns to secure pensions for those who don't have them and create a pension insurance fund to protect pensions.
- ♦ Continue to promote defined benefit pension plans as the best plans for CUPE members.
- ♦ Defend pension plans against erosion and any dismantling efforts by corporations and/or governments.
- ♦ Lobby to have Bill C-51 changed so that there are no penalties for accessing CPP at age 60.
- ♦ Lobby and negotiate a living wage and pension entitlement for all Canadians.

We support fixing our pension system and will lobby for many different reforms including:

- ◆ A phased-in doubling of the benefits provided by the CPP so that it provides up to 50% of the average wage.
- ◆ Expansion of the CPP to other workers.
- ◆ Establishing a national system of pension insurance which is modeled on the principles and values of our universal health care system.
- ◆ Increasing thresholds for surpluses, tighter restrictions on contribution holidays, and stronger solvency funding rules.

These reforms are largely regulatory changes or are self-funding measures that do not affect program spending.

CUPE will devote resources to participate in and influence the national debate on pensions in Canada. CUPE will support the CLC in their call to convene a national summit on pensions involving labour and community.

We will continue to bargain pensions for all CUPE members by 2013. CUPE Research will facilitate this work by coordinating an assessment of our success to date identifying where we have pension plans and where we don't. This work will facilitate our ability to target potential areas to negotiate pensions where we had none before.

STRATEGIC PRIORITY 3: CONTINUING THE STRUGGLE

Anti-privatization

The major strategic priority for 2007-2009 was to engage in a massive campaign to fight back against privatization and contracting out in all its forms and to promote public funding and delivery of all public services. The National Executive Board enabled this fightback by allocating \$5 million over the two years. The struggle against privatization is far from over although we have had our victories in the last two years. Nor are governments and the public firmly onside with the idea that the public sector should be strengthened to deliver services which make our communities better places in which to live.

CUPE's National Executive Board will continue to allocate significant resources for the continuation of the next steps of the campaign through 2009-2011.

These steps will include continued support for local and regional campaigns coordinated through CUPE provincial divisions. CUPE National will continue to work on polling public opinion on a national basis to test messaging on our key issues and to gauge public opinion on specific privatization and contracting out issues facing CUPE members. We will coordinate a national approach to messaging in a comprehensive national advertising campaign to promote and expand public services.

Our campaign will focus on the necessity to keep public infrastructure in our communities in the public realm – i.e., publicly owned and operated. We will engage in targeted political action campaigns to ensure that infrastructure is not devolved to private sector through public private partnerships and that the operation of public facilities stays with public employees. Further, we will fight to keep all social services, health care, child care and other public services as publicly funded and delivered services.

CUPE will devote resources to these struggles wherever they occur, but there will be occasions where we will isolate a struggle for special attention and additional resources. These instances will be evaluated and selected on the basis of specific criteria including: high profile struggle, new form of privatization, potential to score a victory which will be precedent setting.

The Canadian Medicare system has been under continual attack as the private sector seeks to weaken public funding and delivery as well as to contract out jobs within the reach of the health care sub-sectors. Issues of delivery, funding and operations are front and centre for CUPE health care workers and there are constant "reforms" which directly impact on their work and their working conditions. In order to bring our members together for a full examination of all policy and bargaining issues, CUPE will host a sector meeting of health care workers in 2010 and begin planning for this meeting immediately.

In addition to health care we anticipate that privatization and contracting out threats will continue and increase in the municipal sector. In order to ensure that we are prepared for these challenges over the long term CUPE will hold our first-ever municipal sector conference in 2011.

Equality

Applying an equality lens that includes an understanding of women, persons with disabilities, LGBTTI, Aboriginal persons and workers of colour, to all CUPE activities and program is essential if we are to close and eliminate gaps that exist in our society. CUPE will engage in regular monitoring of inequality in society such that we are able to incorporate an equality lens into all aspects of CUPE's work and policies including research, education, advocacy and lobbying to ensure awareness among the general public and accountability from governments. We will also continue our awareness campaign on equality issues with CUPE members.

CUPE will develop a stronger capacity to engage in political actions that change legislation and societal structures and the processes that create and continue equalities. At the same time, we will continue our commitment to equality in our internal structure and processes.

CUPE's first National Bargaining Women's Equality Conference in February 2009 was an unqualified success with more than 400 delegates attending and making recommendations on how to achieve equality for women through the bargaining process. CUPE will provide resources and tools necessary to negotiate language in the following areas:

- ◆ Employment equity plans
- ◆ Protection of full-time jobs, conversion of part-time jobs to full-time jobs, and fightback 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

The conference delegates also made recommendations on actions away from the bargaining table and CUPE will incorporate the following actions into work plans:

- ◆ Establishing effective coalitions with community groups to advance equality issues e.g., working with coalitions on minimum wage campaigns and adopting the HEU "Living Wage" campaign as a model.
- ◆ Continuing to work for more diverse representation of women at all structures of the union and building women's committees at all levels of the union.
- ◆ Sharing and tracking equality bargaining gains using the web site and other communication tools.
- ◆ Engaging and involving new members.
- ◆ Encouraging all locals to use an equality lens when creating local bylaws.
- ◆ Engaging in political action and lobbying for legislative changes on equality issues.
- ◆ Continuing equity training for servicing representatives to ensure that equality issues are front and centre at the bargaining table.
- ◆ Developing strategies to ensure employment equity for persons with disabilities.
- ◆ Providing leadership training for equity-seeking groups and members.

CUPE's departments of Organizing and Regional Services, Union Development and National Services (Equality, Research, Communications and Legal) will coordinate to conduct an assessment of current actions in these areas and develop a plan of action to take steps to move these recommendations forward.

Pay equity is an extremely important component of achieving equality for women. CUPE's job evaluation staff has been very successful in negotiating pay equity settlements which put millions of dollars into our

members' pockets and address inequalities in bargaining units. Provisions for pay equity plans need to be negotiated with employers in provinces where pay equity legislation does not exist. CUPE will provide resources and tools (technological and educational) to assist locals to negotiate pay equity language and plans, provide the necessary education for staff and members to increase awareness and provide support for negotiating the plans and their implementation. Mobilization and political action are necessary to achieve legislative and bargaining successes to eliminate wage discrimination.

The Harper government's 2009 budget announced that litigation is no longer an option for women seeking pay equity in the federal public service. This is a particularly outrageous act given that women working in federally regulated workplaces have historically had to take complaints to the Human Rights Commission in order to achieve pay equity. This avenue of recourse is now closed. CUPE will work with the CLC and affiliates in the labour movement as well as with our community partners to have this position reversed. We will lobby all parties and the federal government and will support legal challenge to the government's announcement.

Achieving equality for workers of colour and racialized workers must be a priority for all chartered organizations within CUPE and for CUPE National. Workers of colour are negatively affected significantly by privatization and contracting out and by labour market changes which marginalize and casualize work. Immigration policies often result in government practices that are discriminatory. Harassment in workplaces is a common problem. Employment equity is an important step in the struggle to improve conditions for workers of colour. CUPE commits to lobbying, political action and education to further the goals for equality for workers of colour. As part of that commitment CUPE will lobby for employment equity in all workplaces including CUPE and provide tools and assistance for bargaining employment equity with employers.

CUPE commits to advancing equality for persons with disabilities. This will include education and awareness campaigns within CUPE, lobbying and political action for employment equity and workers' rights in all workplaces, and improved conditions and accommodations for all workers with disabilities, both chronic and episodic.

Aboriginal issues

Work on Aboriginal issues will continue under the direction of the Equality Branch and the Senior Officer for Aboriginal Issues. CUPE was a pioneer in negotiating representative workforce strategies with a plan negotiated with the Saskatchewan government and the Saskatchewan Association of Health Organizations in 2000. We were on

the verge of negotiating some new partnership agreements with the Indian and Northern Affairs Canada in the federal government but the election of the Harper Conservative government effectively stopped all activity within the federal government in this area.

It is now time to renew our efforts to negotiate representative workforce partnership agreements such that our Aboriginal members can benefit from increased opportunities for training and employment. CUPE will lobby the federal government and work with receptive employers to have new agreements signed and funding in place during the next two years.

Access to a potable water supply is one of the greatest challenges facing Aboriginal communities today. Every day over 100 Aboriginal communities are subject to boil water orders as their water supply is contaminated. This is incomprehensible in today's world and must be rectified.

Access to potable water must be a fundamental human right and rights to water should not be held in private hands. Water bridges fundamental human rights, privatization, environmental, and health issues. We know that public control over water supplies is better than private control on all counts. Still Aboriginal communities are placed at significant risk because the federal government does not have the political will to implement policies that are contrary to the needs of the free market. As part of CUPE's overall water policy, we will lobby the federal government to provide the necessary funding and make the necessary changes to ensure water potable supplies to these communities.

Privatization of water is a threat in Aboriginal communities as much as it is in non-Aboriginal communities. CUPE will reach out to Aboriginal organizations and communities to work in coalition with them to ensure that water supply and delivery is not sold to large multinational water corporations who want to create and maintain a market for water. Our work will respect the principles of Aboriginal self-governance.

Health care in Aboriginal communities is often at crisis levels with inadequate or non-existent access to quality health services, social services and supplies. Educational and training opportunities are also limited and poorly devised for the Aboriginal population. CUPE will work with our allies in First Peoples' communities and with other progressive organizations to lobby the federal government for increased funding of health, education and social services programs in Aboriginal communities to bring those communities to the highest quality of service.

Overall, CUPE must develop new alliances within the First Nations and Aboriginal communities to engage in actions which are mutually beneficial no matter what the issue may be.

HIV/AIDS

CUPE hosted a successful strategic planning meeting on HIV/AIDS this year. It was extremely beneficial in assessing the work that CUPE has been engaged in both currently and historically and brought together CUPE members, staff and representatives from outside organizations. CUPE commits to:

- a) updating CUPE's policy on HIV/AIDS;
- b) developing education and awareness materials to implement key aspects of the revised policy;
- c) through our Equality Branch developing a work plan on HIV/AIDS for the next two years;
- d) developing international alliances and partnerships on HIV/AIDS through our international program and through attendance at international conferences on HIV/AIDS;
- e) sharing all CUPE work and information on HIV/AIDS with all national committees;
- f) hosting another meeting on HIV/AIDS within three years in order to conduct a review and update of progress in our work at that time.

Child care and early learning

CUPE's policy and strategic campaign initiatives on child care and early learning are solid and on-going. We support a pan-Canadian program that would deliver quality, affordable, public and non-profit, accessible, and inclusive child care programs for parents and their children with the following elements:

- ◆ A national plan to make high quality, non-profit early childhood education and care a reality over the next decade.
- ◆ Increased federal funds, starting with an additional \$2.2 billion in transfers to provincial child care programs in 2009-10, and \$2.8 billion in 2010-11, with the goal of reaching \$5 billion by 2013.
- ◆ Federal legislation (recognizing Québec's distinctiveness) to establish conditions, criteria and principles with accountability for the use of federal funds in the provinces and territories.
- ◆ Improved maternity/parental leave policy to complement the child care program.

CUPE will continue to provide resources for research, education and communications and work with coalitions to lobby all governments for legislative changes to make a national child care program a reality.

Environment

CUPE has made significant progress in developing new internal environmental policies and actions in the last two years. The CUPE national office is a gold level certified LEED building – the highest level yet achieved in the Ottawa area. We are working to implement a monumental cultural shift in the way we think about the distribution of information and the way we conduct meetings.

The national school boards meeting earlier this year was as close to paperless as we could make it. The National Environment Committee is conducting paperless meetings. At this convention we have implemented many environmental measures to reduce our greenhouse gas emissions including limiting paper and materials distribution in the gallery and replacing it with electronic distribution through the use of USB keys. We have retained an environmental consultant to guide us through this process, to conduct an audit of the environmental impact of our convention and to provide us with recommendations for future events.

CUPE will act on the results of the audit's recommendations to implement additional measures as appropriate and required such that CUPE's internal operations are as green as possible.

While reducing CUPE's carbon footprint is important, we must turn our focus to our employers and governments if large scale changes are to be made. We will strengthen our capacity to lobby governments to take more aggressive actions to meet Kyoto and other environmental targets as may be established at the UN Conference on Climate Change in Copenhagen in December 2009. CUPE will be present in Copenhagen to work with our international allies to ensure that strong environmental targets are established such that they are consistent with scientific evidence on the requirements to reduce greenhouse gas emissions.

We will undertake to create and promote additional materials on the need for environmental change. We will develop policies and collective agreement language that can be negotiated with employers such that CUPE is a leader in making workplaces green. We will champion "green jobs" as part of the new economy and we will champion "just transition" programs with training programs as work which is currently not environmentally-friendly is converted into green jobs in a green economy. Educational materials on environmental issues will be developed and delivered in a variety of formats including web-based.

Water is an overarching area which impacts on so many others. CUPE will develop a coordinated approach to our water work which incorporates our environmental objectives and links them to other areas such as anti-privatization, aboriginal issues, and health. We will develop

strategies to address the sustainability of our water system through conservation and other measures. We will begin this work by co-sponsoring and participating in Blue Summit in November 2009. Blue Summit is a celebration of 10 years of water watch work within CUPE and other community organizations such as the Council of Canadians.

Health and safety

More than five hundred delegates attended CUPE's highly successful 10th National Health and Safety Conference in October 2008. Participants made recommendations to move our health and safety work forward, and affirmed the importance of health and safety as a vital part of our union's work. While we have made significant progress in helping members and locals defend their health and safety rights, much more remains to be done. CUPE will continue our commitment to health and safety and will provide tools and resources to:

- ♦ Continue to research, educate and communicate with members about current and emerging health and safety hazards.
- ♦ Bargain health and safety into collective agreements as part of our free collective bargaining plan.
- ♦ Provide member health and safety training at all levels.
- ♦ Encourage health and safety militancy to protect our members' lives.
- ♦ Ensure the "Year of the Steward" actions include health and safety training for stewards.
- ♦ International Solidarity

CUPE will continue the international solidarity program from the 2007-2009 Strategic Directions policy paper and our international program for the next two years will be expanded to include the following three areas:

- a) A concerted effort to increase funding to our Global Justice Fund. The fund is healthy but is underfunded as expenditures on international projects consistently exceed revenues for any given period. At present the only way to ensure stability in the fund is to periodically place a moratorium on new projects and renewals for existing projects. CUPE will engage fundraising expertise to provide advice on how the fund can become financially stable. For example, if each CUPE local made an annual contribution of \$100 to the fund, the fund would have annual revenues of over \$200,000 and considerable ability to sponsor projects to defend and promote fundamental human and labour rights around the world. The Global Justice Fund sponsors worker to worker projects and support from CUPE locals will go directly to such projects.
- b) Access to water as a fundamental human right, struggles against the privatization of water, and the environmental sensitivity of the world's water supply are key issues the world over. CUPE will develop and

implement a coordinated approach linking our international work to our domestic work on water. We will continue to strengthen our work with coalitions and labour allies around the world, and strengthen coordination among, and between, CUPE's national committees.

- c) CUPE will strengthen our capacity to engage in political action and lobbying to ensure that human rights are protected wherever they are under attack. CUPE will develop materials and educational programs that focus on successful lobbying techniques. We will work to refine our systems for disseminating information and for engaging in electronic campaigns. We will campaign to ensure that pension funds are not invested in corporations that contribute to human rights abuses in Colombia, Burma and other countries where human rights are neglected.

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programs that focus on successful lobbying techniques. We will work to refine our systems for disseminating information and for engaging in electronic campaigns. We will campaign to ensure that pension funds are not invested in corporations that contribute to human rights abuses in Colombia, Burma and other countries where human rights are neglected.

Implementation

CUPE will resource and implement this strategic directions program and all resolutions adopted by delegates to the 2009 National Convention.

The committee's recommendation is one of concurrence, and I so move.

(M/S D. Légère, L. Levasseur – Carried)

RESOLUTIONS COMMITTEE REPORT

Resolution 7 covering **resolutions 6, 8 and 9** submitted by Local 2348, Manitoba, CUPE-Manitoba, Hospital Employees' Union, British Columbia, and CUPE-Saskatchewan:

CUPE NATIONAL WILL:

1. Call on the provincial, territorial and federal governments to recognize that there are a disproportionate number of violent acts committed against the women of Canada's First Peoples; and
2. Call on the Government of Canada to immediately establish a public inquiry into the missing First Peoples women across Canada as well as the disproportionate violence perpetrated on First Nations Women; and

Call on the CLC to provide the same support."

BECAUSE:

- A public inquiry would focus attention on the issues of violence against First Peoples women, it would raise awareness and is the best chance for leading to strategies and solutions and might uncover information that could lead to the conviction of perpetrators; and
- First Peoples women and girls deserve protection within society; and
- The loss of these women is a personal tragedy to their families and our communities; and
- Education is needed to stop the cycle of violence in society.

The committee's recommendation is one of concurrence as amended, and I so move.

(M/S J. Ravary, unidentified delegate – Carried)

Resolution 269 covering **resolution 270** submitted by CUPE Ontario and Local 1281, Ontario:

CUPE NATIONAL WILL:

1. Coordinate and work with provincial, service divisions and regional offices of the National Union to provide full coordination and access to lists and contract information of local union executives; and
2. Sign privacy agreements with provincial and service divisions to enable the flow of information regarding up-to-date lists and contract information of local union executives to occur and still uphold privacy legislation.

BECAUSE:

- Access to members is crucial for building support, conducting education and mobilizing a political fight back in our communities and in pursuing campaign affiliations and involvement; and
- In organizing and engaging our membership is a crucial element of building a strong union on every level: local, provincial and national; and
- Members change addresses and the list of members is ever evolving and the challenge to maintain up-to-date contact lists is a large task that can be assisted by the National Union and national staff representatives.

The committee's recommendation is one concurrency as amended, and I so move.

(M/S M.-C. Poole-Cotnam, L. MacKay – Carried)

Resolution 185 submitted by CUPE Newfoundland and Labrador and the Okanagan Mainline District Council, British Columbia:

CUPE NATIONAL WILL:

Provide access to training for local union executive members on the importance of properly functioning local health and safety committees.

BECAUSE:

- Occupational health and safety has to be a priority for all levels of CUPE; and
- Daily hazards in the workplace are overlooked; and
- Many local union health and safety committees are not functioning; and
- Some committees are pro-employer and do not give support to committee members carrying out their health and safety duties.

The committee's recommendation is one of concurrency, and I so move.

(M/S M. Reed, G. Lepine – Carried)

CLOSING REMARKS

CHAIRPERSON PAUL MOIST: Thank you to all delegates. You have done an incredible amount of work this week. You have recognized workers that put their lives on the line in recognizing Canjet flight attendants in one of the most moving moments in the history of our union in convention. Your support for the striking groups and for the Montreal Blue Collars was incredible.

Yesterday, we dealt with an incredibly difficult moment and you rose to the challenge. A retired member from Local 2936 e-mailed me last night and wrote: "Brother Moist, I want to thank you for honouring our friend and sister Kathy Patton. She represented the best of CUPE: the passion, the clarity of thought, the willingness to pursue ideals. She also loved a good time, a good laugh and good friends. She was passionate about her family and her grandchildren. By honouring her as you did today, you have honoured us all as a union that looks after its own."

What this retired brother is saying is that, with all our debates, with all the emotion at the microphones, when something hits our union that is difficult and hits one of our family, we come together. And if there is a message that I could leave with you as you travel home, beyond urging that you travel safely, it is to say to you that there is a spirit, a comradeship and a solidarity within our union that, when it comes together, when it reaches heights, makes us an unstoppable force for good in our workplaces and in our country.

It has been an incredible privilege to chair this convention. Delegates stopped me last night and said: "Thank you, you are very respectful in the convention", and I said, "Well, that should not be a surprise. We are in a convention, we are in a union because we respect each other and because we respect work. Showing you respect is what you deserve as workers. That is what we fight for in the workplace. Guess what happened? You were patient, you listened and you kept quorum. The level of debate was very high and we adopted a progressive agenda. We are an organizing union, a political union, a striking union at times, a fighting union and a good union."

On behalf of all the members who are not here today and who are working all across Canada, I say thank you to you delegates. You made this one of the biggest and best CUPE conventions ever, and I wish you Godspeed safe travel home.

Keep the fight up every day in our workplaces. We can change the world. We can be political. We can win strikes. We can beat privatization. We can build a bigger and better union and we can change the world!

Safe journey and keep up the fight.

"Solidarity Forever"

The convention was officially adjourned at 12:05 p.m.

APPENDIX TO THE REPORT OF THE 24TH NATIONAL CONVENTION

The National Executive Board dealt with the following resolutions that were referred to the Board by the Twenty-Fourth National Convention. The decisions on the referred resolutions were as follows:

Resolution No. 1
Submitted by CUPE Saskatchewan

CUPE NATIONAL WILL:

1. Lobby the federal government to declare June 21st (National Aboriginal Day) a statutory holiday for everyone; and
2. Encourage the Canadian Labour Congress to provide for the same lobbying effort.

BECAUSE:

- It assists in recognizing the contributions of First Nations, Métis and Inuit to the development of Canada; and
- Unions have traditionally played a leading role in influencing social change and advancing equity issues; and
- CUPE has cooperated in undertaking general initiatives including policy papers addressing equity; and
- The federal government has declared June 21st of every year as National Aboriginal Day; and
- Thousands of Canadians across the country celebrate this special day to celebrate the unique heritage and contributions of First Nations, Inuit and Métis Peoples of Canada; and
- CUPE National advertises and promotes National Aboriginal Day.

NEB decision - *CONCURRENCE -*
COVERS RESOLUTIONS 2 AND 3

Resolution No. 2
Submitted by CUPE British Columbia

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 21st 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 21st 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.

NEB decision - *COVERED BY RESOLUTION 1*

Resolution No. 3
Submitted by Local 5999 (Sask.)

CUPE NATIONAL WILL:

Lobby the federal government to declare June 21st a national holiday for everyone.

BECAUSE:

Canadians celebrate this day and in doing so acknowledge the unique heritage and contribution of Aboriginal Peoples of Canada.

NEB decision - *COVERED BY RESOLUTION 1*

Resolution No. 10
Submitted by CUPE Saskatchewan

CUPE NATIONAL WILL:

1. Support the principle of self-government for First Peoples and accordingly call upon the federal government to recognize and respect the rights of Aboriginal Peoples as guaranteed by the United Nations' international covenants on the political, economic, social and cultural rights of humanity and that this should apply to First Peoples, whether or not they have chosen to participate in the constitutional process; and
2. Engage in accelerated and comprehensive negotiations on outstanding native land claims. This would include negotiations for the ownership of and jurisdiction over traditional lands in order to provide a secure economic base for local self-government and self-development; and

3. Respect treaty obligations with Aboriginal Peoples on the same basis as any other treaties. The majority of lands in dispute are crown lands, which are neither owned nor used by non-Indian people; and
4. Entrench in the Constitution the aboriginal right of local self-government as set out above; and
5. Ensure that all Aboriginal Peoples have fair access to the process and to the financial resources required to negotiate such agreements; and
6. Guarantee appropriate native language and cultural rights; and
7. Make appropriate changes to the CUPE paper supporting self-government.

BECAUSE:

- The process leading toward local self-government will vary from one aboriginal group to another; and
- Many First Peoples are already developing an independent economic base; and
- Unsettled land claims and the lack of legal title to their existing lands remain serious obstacles to economic self-sufficiency; and
- CUPE's commitment to social justice captures all Canadians; we will not remain passive while governments ignore the aspirations of Native Peoples. Together with other trade unions and progressive organizations, we will make our voices heard; and
- Following the spirit of this declaration, and consistent with CUPE's existing policies on native rights, CUPE will move to educate members about the aspirations of Canada's existing policies on native rights and the goal of local self-government; and
- We act at all levels to strengthen ongoing links with Aboriginal Peoples to help achieve the goals outlined above, and to help combat discrimination and native unemployment; and
- Aboriginal Peoples are defined as descendants of the original inhabitants of North America. The Canadian Constitution recognizes three groups of Aboriginal Peoples — Indians, Inuit and Métis Peoples; and
- Those three separate groups have unique heritage, languages, cultural practices and spiritual beliefs; and
- First Peoples — Aboriginal Peoples — in Canada are recognized in the Canadian *Constitution Act*, 1982 as the Indians (First Nations), Métis and Inuit. The term First Peoples is often used synonymously.

NEB decision - CONCURRENCE AS AMENDED

Amend as follows:

Add 1st sentence:

"Call upon governments to take the following actions:"

Add the word "Canadian" before the word "Constitution" in paragraph 4.

Resolution No. 12

Submitted by CUPE Saskatchewan

CUPE NATIONAL WILL:

1. Hold a biannual meeting of activists and CUPE staff with regards to organizing aboriginal workplaces for staff and activists on a day before or after when the National Aboriginal Council is holding one of their two annual meetings to enable the council to attend and provide input beginning in 2010; and
2. The strategy shall focus on raising CUPE's profile through promotional items, donations, scholarships, flags, kits and member organizers from their communities.

BECAUSE:

- Our communities do not think highly of unionized workplaces; and
- Our union is not representative of the diversity of our membership; and
- Aboriginal members know their cultures and communities; and
- At a CUPE national organizing meeting held in Regina in 2001, many issues were talked about which included deplorable housing, high suicide rates, abuse issues and poor social conditions, not the usual list of why unions organize workers; and
- CUPE has already adopted many resolutions and statements of support of Aboriginal Peoples and their quest for social justice and fairness.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 901*

Resolution No. 15

Submitted by CUPE Saskatchewan

CUPE NATIONAL WILL:

1. Encourage local unions to form aboriginal councils within their local workplaces; and

2. Encourage divisions/provincial regions to form a provincial aboriginal council; and
3. Offer the necessary support for provincial aboriginal councils to succeed; and
4. Encourage the divisions to adopt the model terms of reference on the CUPE National website - Equality Branch for their provincial councils.

BECAUSE:

- Unions have traditionally played a leading role in influencing social change and advancing equity issues; and
- CUPE has agreed to cooperate in undertaking general initiatives including policy papers addressing equity; and
- CUPE National Aboriginal Council and those provincial divisions that have councils have demonstrated that the Aboriginal Council is vital in supporting aboriginal workers' issues and the challenges facing them.

NEB decision - CONCURRENCE

Resolution No. 16
Submitted by CUPE Saskatchewan

CUPE NATIONAL WILL:

Establish and fund education courses directed at aboriginal workers and in particular women aboriginal workers who aspire to leadership roles.

BECAUSE:

- Aboriginal workers have unique expertise and cultural understanding; and
- Aboriginals, especially aboriginal women, often have to navigate more barriers to attend education programs; and
- Education is a priority and assists in empowering aboriginal workers seeking leadership in our union; and
- Aboriginal women told the National Women's Task Force that their needs are unique as compared to the needs of their CUPE sisters.

NEB decision - CONCURRENCE

Resolution No. 17
Submitted by CUPE Saskatchewan

CUPE NATIONAL WILL:

1. Continue to support the Leonard Peltier campaign; and
2. Call on the Canadian government for an independent commission of inquiry into Canada's role and responsibility in Leonard Peltier's extradition in 1976; and
3. Call on the CLC to provide the same.

BECAUSE:

- Leonard Peltier has served more than 30 years in prison, based on FBI evidence which is false; and
- The extradition of Leonard Peltier violated international and constitutional safeguards to an individual's right to due process; and
- In 1999, the CLC and its members and affiliates adopted the Canadian clemency campaign of 2000-2001.

NEB decision - CONCURRENCE

Resolution No. 21
Submitted by Local 5999 (Sask.)

CUPE NATIONAL WILL:

1. Lobby the government to increase the recruitment and retention of aboriginal workers in all classifications and all levels of health care facilities, school boards, universities, municipalities, libraries and CBOs by implementing the representative workforce strategy; and
2. That all CUPE executive and staff at all levels take the 4 hour education on representative workforce strategy.

BECAUSE:

The implementation of the representative workforce strategy in Saskatchewan health care has increased the recruitment and retention of aboriginal workers.

*NEB decision - COVERED BY
SUBSTITUTE RESOLUTION 902*

Resolution No. 22
Submitted by Local 2348 (Man.)

CUPE NATIONAL WILL:

Urge the Government of Canada to sign and ratify the UN Declaration on Rights of Indigenous Peoples.

BECAUSE:

- Canada has been a vocal supporter of human rights declarations and conventions at the UN, and Canada was deeply involved in the decade long development of the UN Declaration on Rights of Indigenous Peoples; and
- CUPE has always accorded high priority to the rights' regimes articulated at the UN, and has been particularly concerned about the rights of Aboriginal Peoples in Canada, and this Declaration concerns the rights of citizens who are among the most vulnerable in Canada; and
- Canada voted against the Declaration at the General Assembly on September 13, 2007, even though it is non-binding.

NEB decision - CONCURRENCE

Resolution No. 23
Submitted by CUPE Newfoundland and Labrador

CUPE NATIONAL WILL:

Encourage locals across Canada to use *Union Calling* when there is a need to contact their members en masse for specific purposes, i.e. campaigns, important messages, etc.

BECAUSE:

- This automated method of contacting members is time efficient because a great number of members can be reached in a short period of time; and
- This method will alleviate the time demands on our already over-extended union activists; and
- This method has been used by political parties and with union campaigns with success.

NEB decision - CONCURRENCE AS AMENDED

Amend as follows:

Insert the words "automated telephone services such as" before the words "*Union Calling*"

Resolution No. 24
Submitted by CUPE Prince Edward Island, CUPE British Columbia, the Airline Division, the Toronto District Council (Ont.), Locals 1979, 2204, 3903 (Ont.), 500, 2153 (Man.), 3967 (Sask.)

CUPE NATIONAL WILL:

1. Offer a child care/dependent care allowance as an option to members when on-site 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; and
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; and
- All members who wish to attend CUPE functions should not be prevented from doing so due to family circumstances; and
- It is the right of all CUPE members to participate fully in the National Union.

NEB decision - MOTION TO NOT PROCEED WITH

Resolution No. 25
Submitted by Local 3907 (Ont.)

CUPE NATIONAL WILL:

1. Offer a child care/dependent care allowance as an option to members when on-site 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; and
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 - COVERED BY RESOLUTION 24

Resolution No. 26
Submitted by the Metropolitan Vancouver District Council (B.C.), Local 15 (B.C.)

CUPE NATIONAL WILL:

1. 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 their child(ren) to participate in special trip(s)/event(s); and

2. 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
3. Investigate ways to support divisions 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 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 - CONCURRENCE –
COVERS RESOLUTIONS 27, 28, 29
AND 30*

Resolution No. 27
Submitted by CUPE Ontario

CUPE NATIONAL WILL:

1. Provide on-site child care at CUPE National sponsored functions such as conventions, conferences and meetings. Such child care will be provided at no cost to the parent, however, a nominal fee may be charged for special trips or event(s); and
2. Investigate ways to support Divisions and regions to develop and implement on-site child care for their conventions and conferences; and
3. Recommend its locals, district councils and divisions to provide on-site child care at conferences 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; 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 these principles as the building blocks for a pan-Canadian early learning and child care system. We also believe quality child care is a right for all children and should be guaranteed by law.

NEB decision - COVERED BY RESOLUTION 26

Resolution No. 28
Submitted by Local 3907 (Ont.)

CUPE NATIONAL WILL:

1. Provide child care at CUPE National sponsored functions such as conventions, conferences and other events. Such on-site child care will be provided at no cost to the parent, however, a nominal fee may be charged to the parent for their child(ren) to attend special trip event(s); and
2. Investigate ways to support divisions and regions to develop and implement on-site child care for their conventions and conferences; and
3. Recommend its locals, district councils and divisions to provide child care at conferences 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; 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 these principles as the building blocks for a pan-Canadian early learning and child care system. We also believe quality child care is a right for all children.

NEB decision - COVERED BY RESOLUTION 26

Resolution No. 29
Submitted by CUPE Prince Edward Island, the Toronto District Council (Ont.), Locals 1979, 1999, 2204, 3903 (Ont.), 2153 (Man.)

CUPE NATIONAL WILL:

1. Provide child care at CUPE National sponsored functions such as conventions, conferences and other events. Such on-site child care will be provided at no cost to the parent, however, a nominal fee may be charged to the parent for their child(ren) to attend special trip event(s); and
2. Investigate ways to support divisions and regions to develop and implement on-site child care for their conventions and conferences; and
3. Recommend its locals, district councils and divisions to provide child care at conferences 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; 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 these principles as the building blocks for a pan-Canadian early learning and child care system. We also believe quality child care is a right for all children and should be guaranteed by law.

NEB decision - COVERED BY RESOLUTION 26

Resolution No. 30
Submitted by Local 500 (Man.)

CUPE NATIONAL WILL:

1. Provide child care at CUPE National sponsored functions such as conventions, conferences and other events. Such on-site child care will be provided at no cost to the parent, however, a nominal fee may be charged to the parent for their child(ren) to attend extramural event(s); and
2. Investigate ways to support divisions and regions to develop and implement on-site child care for their conventions and conferences; and
3. Recommend its locals, district councils and divisions provide child care at conferences in accordance with CUPE policy.

BECAUSE:

- Child care and family responsibilities are major barriers to members' participation in the union. It is difficult for many members to attend union meetings, conferences or schools unless they have child care or elder care support. CUPE is committed to reducing the barriers to participation, especially by women, in union functions; 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 these principles as the building blocks for a pan-Canadian early learning and child care system. We also believe quality child care is a right for all children and should be guaranteed in law.

NEB decision - COVERED BY RESOLUTION 26

Resolution No. 33
Submitted by the Toronto District Council (Ont.),
Locals 2191, 2204, 3902, 3903, 4092 (Ont.)

CUPE NATIONAL WILL:

1. Provide financial and staff resources to support the CUPE Ontario Child Care Council as it seeks to build the strength and effectiveness of child care members to engage in anti-privatization campaigns and overall advocacy efforts in Ontario; and
2. Support the CUPE Ontario Child Care Council to involve the nine (9) regional child care

representatives of the CUPE Ontario Child Care Council to work in their regions to support organizing efforts and increase bargaining power aimed at protecting CUPE member jobs, wages and benefits and high quality child care.

BECAUSE:

- The way in which child care is funded and delivered in Ontario creates fragmentation and isolation within the sector and dictates how child care workers are organized and represented inside CUPE; and
- For CUPE child care members to wage effective anti-privatization campaigns and to organize and represent child care members, we need more effective structures within our union to take on these fights; and
- We need new strategies and structures to undertake successful organizing campaigns, to build our bargaining power and to engage CUPE child care members in every community across the province in calling for a national public/non-profit early learning and child care system.

NEB decision - COVERED BY RESOLUTION 34

Resolution No. 34
Submitted by the Metropolitan Vancouver District Council
(B.C.)

CUPE NATIONAL WILL:

1. Provide financial and staff resources to support CUPE locals and coalitions as they seek to build the strength and effectiveness of child care members in engaging in anti-privatization campaigns and in overall advocacy efforts in Canada; and
2. Support CUPE child care members and regional child care representatives to work in their regions to support organizing efforts and increase bargaining power aimed at protecting CUPE member jobs, wages and benefits, and high quality child care.

BECAUSE:

- The way in which child care is funded and delivered in many provinces creates fragmentation and isolation within the sector and dictates how child care workers are organized and represented inside CUPE; and
- For CUPE child care members to wage effective anti-privatization campaigns, and to organize and represent child care members, we need more effective structures within our union to take on these fights; and
- We need new strategies and structures to undertake successful organizing campaigns, to build our

bargaining power and to engage CUPE child care members in every community across the province in calling for a national public/non-profit early learning and child care system.

*NEB decision - CONCURRENCE AS AMENDED –
COVERS RESOLUTIONS 33 AND 35*

Amend as follows:

Add the word “all” before “regional” in paragraph 2.

**Resolution No. 35
Submitted by Local 15 (B.C.)**

CUPE NATIONAL WILL:

1. Provide financial and staff resources to support CUPE locals and coalitions as they seek to build the strength and effectiveness of child care members in engaging in anti-privatization campaigns and in overall advocacy efforts in Canada; and
2. Support CUPE child care members and regional child care representatives to work in their regions to support organizing efforts and increase bargaining power aimed at protecting CUPE member jobs, wages and benefits, and high quality child care.

BECAUSE:

- The way in which child care is funded and delivered in many provinces creates fragmentation and isolation within the sector; and
- For CUPE child care members to implement effective anti-privatization campaigns, we need more effective structures within our union; and
- We need new strategies and structures to undertake successful organizing campaigns to build our bargaining power and country.

NEB decision - COVERED BY RESOLUTION 34

**Resolution No. 39
Submitted by CUPE New Brunswick**

CUPE NATIONAL WILL:

Continue to support a pan-Canadian publicly-funded, community-delivered, comprehensive non-profit child care system that:

1. Provides children from birth to 12 years of age with optimal environments in which to grow and thrive;
2. Provides families with a range of quality, affordable, inclusive, accessible choices;
3. Provides those who care for our children the wages, working conditions and respect that reflect the value of the work they do.

BECAUSE:

- Our children are our greatest asset, we need to ensure that any program must include the principals and policies of the labour movement; and
- We need to have a child care system that includes legislative accountability, non-profit delivery, and the principals of quality, universality, accessibility and inclusive programming.

NEB decision - CONCURRENCE

**Resolution No. 40
Submitted by CUPE Saskatchewan**

CUPE NATIONAL WILL:

Lobby the federal government to renew multilateral agreements with the provinces that provided funding for early learning and child care.

BECAUSE:

- UNICEF rated Canada's provision of early childhood education and care last among 25 developed countries; 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; and
- The Harper government has failed to create more child care spaces in the 2009 federal budget.

NEB decision - CONCURRENCE

**Resolution No. 41
Submitted by CUPE Manitoba**

CUPE NATIONAL WILL:

1. Lobby the federal government to make child care a priority for themselves; and

2. Lobby the Canadian Labour Congress and other national affiliates to continue to lobby the federal government to re-institute the cancelled child care agreements; and
3. Help policymakers realize that children are an asset and all families deserve affordable, accessible, quality, not-for-profit child care.

BECAUSE:

- The Harper government cancelled the signed National Child Care Agreements in 2006; and
- The promised new child care spaces have still not materialized; and
- Working Canadian families do not have access to quality, affordable, universal child care; and
- The Harper government continues to ignore the fact that their "Family Choices" plan of \$100/month does not address the child care issues Canadian families are facing.

NEB decision - CONCURRENCE AS AMENDED

Amend as follows:

Delete the words "for themselves" in paragraph 1.

Resolution No. 45
Submitted by CUPE Prince Edward Island, the Toronto District Council (Ont.), Locals 1979, 2191, 2204, 3902, 3903, 4092 (Ont.)

CUPE NATIONAL WILL:

1. Undertake an internal campaign with members and staff across the country about why clear language is important for CUPE members and working class people; and
2. Provide financial and staff resources to train CUPE committee members, bargaining councils, locals and shop stewards in clear language writing; and
3. Develop a clear language - standard/model collective agreement to support and encourage locals to move to clear language when negotiating contract language and grievance writing.

BECAUSE:

- Too many CUPE members and working class people are excluded by the use of overly complex legalistic and bureaucratic language; and
- When CUPE supports effective communication through clear language writing for grievance writing, contract language and committee work, it is an effective way for including more members including members with low literacy and education, those whose first language is not English/French and new Canadians; and
- Clear language contracts and grievance writing support members to enforce their collective agreements and to protect their rights and the rights of members in the workplace.

*NEB decision - CONCURRENCE AS AMENDED –
 COVERS RESOLUTIONS 46 AND 47*

Amend as follows:

Delete the word "class" from paragraph 1.

Resolution No. 46
Submitted by the Hospital Employees' Union (B.C.)

CUPE NATIONAL WILL:

1. Adopt clear language principles in communication with our members; and
2. Make it a priority to review and rewrite all CUPE application forms for conferences, conventions and courses; and
3. Provide instructions on how to write in clear language, including writing resolutions and constitutional amendments; and
4. Use simple visual tools and promote the use of clear language in all union education, workshops, conferences, meetings and all other CUPE events; and
5. Continue to facilitate clear language workshops.

NEB decision - COVERED BY RESOLUTION 45

Resolution No. 47
Submitted by Local 15 (B.C.)

CUPE NATIONAL WILL:

Develop a plain language interpretation manual translated into other languages of all CUPE collective agreements to facilitate understanding by all members.

BECAUSE:

- Many members have difficulty understanding the formal language of a collective agreement; and
- If members are not able to understand their collective agreement and their rights under it, they are not likely to become more involved in CUPE.

NEB decision - COVERED BY RESOLUTION 45

Resolution No. 48
Submitted by Local 4400 (Ont.)

CUPE NATIONAL WILL:

Provide CUPE National detailed budget documents (one per local) to delegates no later than one week prior to the convention.

BECAUSE:

- The convention is the highest decision making body of the union and an understanding of how much money we have (and how we choose to spend it) is an important part of fully participating in our “parliament”; and
- Financial transparency is an essential part of the democratic process; and
- Budgets are the monetary expression of political decisions; and
- Having an understanding of our financial position will allow us to make better decisions.

NEB decision - MOTION TO NOT PROCEED WITH

Resolution No. 49
Submitted by CUPE British Columbia

CUPE NATIONAL WILL:

1. Require all provincial divisions to undergo financial audits every year; and

2. 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 - NON-CONCURRENCE

Resolution No. 51
Submitted by Local 3500 (B.C.)

WHEREAS the new National Union's reporting forms constitute an unnecessary intrusive encroachment into local union autonomy; and

WHEREAS such encroachment could be seen as the thin edge of the wedge leading to the eventual remittance of all union dues deductions being initially going first to the National Union;

THEREFORE BE IT RESOLVED that this 24th Convention of the Canadian Union of Public Employees demand that the National Union abandon the new reporting forms.

NEB decision - NON-CONCURRENCE

Resolution No. 52
Submitted by Local 15 (B.C.)

CUPE NATIONAL WILL:

Cost share the fees to join a board or association that impacts the employment of CUPE members where the membership cost is \$25.00 or more.

BECAUSE:

By having many CUPE members on these boards or associations, they may affect how the employer treats

CUPE members, their working conditions and negotiates collective agreements.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 902*

Resolution No. 53

Submitted by CUPE Prince Edward Island, CUPE Saskatchewan, the Toronto District Council (Ont.), Locals 1870 (P.E.I.), 4091 (Que.), 1979, 1999, 2191, 2204, 3903, 3907, 4092 (Ont.), 500, 2348 (Man.)

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 - COVERED BY SUBSTITUTE
RESOLUTION 903*

Resolution No. 54

Submitted by the Metropolitan Vancouver District Council (B.C.)

CUPE NATIONAL WILL:

1. Form a working group for HIV/AIDS issues; and

2. Educate and promote HIV/AIDS awareness with our locals; and
3. Establish the position of HIV/AIDS staff coordinator.

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 - COVERED BY SUBSTITUTE
RESOLUTION 904*

Resolution No. 55

Submitted by Local 3550 (Alta.)

CUPE NATIONAL WILL:

Form a working group for HIV/AIDS issues to educate and promote HIV/AIDS awareness within our locals.

BECAUSE:

- 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 - COVERED BY SUBSTITUTE
RESOLUTION 903*

Resolution No. 56
Submitted by Local 15 (B.C.)

CUPE NATIONAL WILL:

1. Form a working group for HIV/AIDS issues; and
2. Educate and promote HIV/AIDS awareness with our locals; and
3. Establish the position of HIV/AIDS staff coordinator.

BECAUSE:

- 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 needs to continue the work of the CUPE HIV/AIDS strategic planning meeting that was held in May 2009; 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
- As a champion of human rights, CUPE 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.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 904*

Resolution No. 57

Submitted by CUPE Prince Edward Island, the Toronto District Council (Ont.), Locals 1979, 2204, 3903, 3907 (Ont.), 2153 (Man.)

CUPE NATIONAL WILL:

1. Constitute a national human rights committee that will include the co-chairs or her/his designate of each national equality committee and working group and the national diversity vice-presidents, ensuring regional representation; and
2. The national human rights committee will assist the union in deepening our understanding of the intersectionality (multiple types) of oppression and advancing a plan of action that will coordinate our response to oppression in all its forms; and
3. The national human rights committee will assist the union on the education required to broaden CUPE members' understanding of human rights issues, including planning advice on any national conferences, forums or workshops.

BECAUSE:

- Equality committees often work in isolation from one another while the issues discussed in each committee often have a connectedness to other forms of oppression; and
- CUPE National's human rights work will be strengthened by constituting a human rights committee whose mandate is to connect multiple forms of oppression and thereby assist in the work of all equality committees and working groups.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 903*

Resolution No. 58
Submitted by Local 500 (Man.)

CUPE NATIONAL WILL:

1. Constitute a national human rights committee that will include the co-chairs or their designate/alternate of each national equality

committee and working group and the national diversity vice-presidents, ensuring regional representation; and

2. The national human rights committee will assist the union in deepening our understanding of the intersectionality (multiple types) of oppression and advancing a plan of action that will coordinate our response to oppression in all its forms; and
3. The national human rights committee will assist the union on the education required to broaden CUPE members' understanding of human rights issues, including planning advice on any national conferences, forums or workshops.

BECAUSE:

- Equality committees often work in isolation from one another while the issues discussed in each committee often have a connectedness to other forms of oppression; and
- CUPE National's human rights work will be strengthened by constituting a human rights committee whose mandate is to connect multiple forms of oppression and thereby assist in the work of all equality committees and working groups.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 903*

Resolution No. 59
Submitted by Locals 4207, 4400 (Ont.)

CUPE NATIONAL WILL:

1. Establish a national injured workers committee; and
2. Hold the first meeting of this committee by spring 2010.

BECAUSE:

- Injured workers face common problems across the country, including poverty, negotiating return to work protocols, lack of accommodation, and workers' compensation systems that are set up in employers' interests not workers' interests; and
- Injured workers advocates will benefit from shared experiences and strategies, as well as national coordination on issues of similar concern.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 903*

Resolution No. 60
Submitted by Local 2191 (Ont.)

CUPE NATIONAL WILL:

1. Establish and fund a national injured workers committee; and
2. Form this national committee with representatives from each province across the country.

BECAUSE:

- Currently, injured workers have no voice nationally within our union; and
- Denying injured workers a national committee is a discriminatory practice of our union; and
- The legislation that impacts injured workers is different from the legislation that impacts other equality-seeking committees; and
- All other equality-seeking groups have a national committee and voice; and
- Both the National Health and Safety Committee and National Workers With Disabilities Working Group do not address the concerns specific to injured workers within CUPE.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 903*

Resolution No. 61
Submitted by Locals 1281, 4600 (Ont.)

CUPE NATIONAL WILL:

Change the name of the National Working Committee on Racism, Discrimination and Employment Equity (Rainbow Committee) to the National Racial Justice Committee.

BECAUSE:

- The name "Rainbow Committee" creates confusion to racialized members at conventions and conferences as to the constituency that falls within the mandate of the committee; and
- The name "Racial Justice Committee" speaks positively and affirmatively to the committee's mandate and mission.

*NEB decision - NON-CONCURRENCE –
COVERS RESOLUTION 62*

Resolution No. 62
Submitted by Locals 2191, 3907 (Ont.)

CUPE NATIONAL WILL:

Change the name of the National Working Committee on Racism, Discrimination and Employment Equity (National Rainbow Committee) to the National Racial Justice Committee.

BECAUSE:

- The name "National Rainbow Committee" creates confusion to racialized members at conventions, conferences and other CUPE events as to the constituency that falls within the mandate of the Committee.; and
- The name "National Racial Justice Committee" speaks positively and affirmatively to the committee's mandate and mission.

NEB decision - COVERED BY RESOLUTION 61

Resolution No. 63
Submitted by CUPE Ontario

CUPE NATIONAL WILL:

1. Create of a national education committee consisting of CUPE members from each province and service division; and
2. Ensure the new national education committee has a role in the design and development of courses and workshops.

BECAUSE:

- Union education is the foundation for building union involvement and activism; and
- Education is critical to developing a working class and equity consciousness within CUPE membership for the fight to secure social and economic justice; and
- It is necessary for members to be a part of the design, development and delivery of national education programs so that they can acquire the critical knowledge and skills to engage members and build political pressure on the ground.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 903*

Resolution No. 64
Submitted by Local 951 (B.C.)

CUPE NATIONAL WILL:

Establish a national university sector task force and appoint a staff representative as a national coordinator, dedicated to the university sector to do the following:

1. Develop CUPE's plan of action for open, accessible, public and affordable universities;
2. Develop a strategy to ensure CUPE's plan is at the forefront at the federal level;
3. Develop a strategy to coordinate bargaining at a national level;
4. Coordinate inter-provincial and national actions around university issues that impact CUPE members;
5. Develop coalitions with other education sector organizations to ensure CUPE's interests are at the forefront;
6. Hold a national university conference following the 2009 National Convention with a focus on coordinated bargaining and post-secondary funding.

BECAUSE:

- University funding and governance issues are increasingly complex due to the proliferation of corporate entities. The partnerships and universities' corporate status make it more difficult to hold universities accountable for policies and actions; and
- The universities have set up structures to coordinate amongst themselves on labour relations and human resources issues; and
- The CUPE university locals need to develop a national strategy to coordinate actions and gain public support in order to protect jobs, and ensure a future for public, accessible, quality universities.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 903*

Resolution No. 65
Submitted by CUPE British Columbia

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.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 903*

Resolution No. 66
Submitted by CUPE British Columbia

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 the same problems across the country; and
- There is no appropriate way for library workers to meet and discuss issues and exchange information; and
- A national committee would help to achieve this goal.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 903*

Resolution No. 68
Submitted by CUPE Prince Edward Island, the Toronto District Council (Ont.), the Airline Division, Locals 1979, 2204, 3903 (Ont.), 2153 (Man.)

CUPE NATIONAL WILL:

1. Organize a national employment equity/representative workforce conference to be held in 2010, in Saskatchewan, to bring together members to set goals, develop strategies and develop an ongoing network that will advance employment equity throughout the union; and

2. Update the *Bargaining Equality* binder and develop other employment equity resources for this conference; and

3. Provide resources and supports to allow diverse members and members from smaller locals to attend the conference.

BECAUSE:

- Our union needs to develop strategies to ensure that CUPE workplaces reflect the demographics of the community, particularly in urban centres where racialized workers live; and
- Representative workforce agreements in Saskatchewan have dramatically increased the workforce participation rate of Aboriginal Peoples as well as the retention rate and we must build on this success in other urban centres; and
- Aboriginal workers, women, racialized workers, workers with a disability and lesbian, gay, bisexual, transgendered and queer workers experience marginalization in the workplace and a strategy is needed to develop their representation and ensure their rights; and
- CUPE must continue to be on the forefront of winning and enshrining equality rights for all.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 901*

Resolution No. 69
Submitted by Local 3907 (Ont.)

CUPE NATIONAL WILL:

1. Organize a national employment equity/representative workforce conference to be held in 2010, in Saskatchewan, to bring together members to set goals, develop strategies and develop an ongoing network that will advance employment equity throughout the union; and

2. Update the *Bargaining Equality* binder and develop other employment equity resources for this conference; and

3. Provide resources and supports to allow diverse members and members from smaller locals to attend the conference.

BECAUSE:

- Our union needs to develop strategies to ensure that CUPE workplaces reflect the demographics of the community, particularly in urban centres where racialized workers live; and
- Representative workforce agreements in Saskatchewan have dramatically increased the workforce participation rate of Aboriginal Peoples as well as the retention rate and we must build on this success in other urban centres; and
- Aboriginal workers, women, racialized workers, workers with a disability and LGBT workers experience marginalization in the workplace and a strategy is needed to develop their representation and ensure their rights; and
- CUPE must continue to be on the forefront of winning and enshrining equality rights for all.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 901*

Resolution No. 70
Submitted by Local 500 (Man.)

CUPE NATIONAL WILL:

1. Organize a national employment equity/representative workforce conference to be held in 2010, in Saskatchewan, to bring together members to set goals, develop strategies and develop an ongoing network that will advance employment equity throughout the union; and
2. Update the *Bargaining Equality* binder and develop other employment equity resources for this conference; and
3. Provide resources and supports to allow diverse members and members from smaller locals to attend the conference.

BECAUSE:

- Our union needs to develop strategies to ensure that CUPE workplaces reflect the demographics of the community, particularly in urban centres where racialized workers live; and
- Representative workforce agreements in Saskatchewan have dramatically increased the workforce participation rate of Aboriginal/First Nations Peoples as well as the retention rate and we must build on this success in other urban centres; and

- Aboriginal workers, women, racialized workers, workers with a disability and LGBT workers experience marginalization in the workplace and a strategy is needed to develop their representation and ensure their rights; and
- CUPE must continue to be on the forefront of winning and enshrining equality rights for all.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 901*

Resolution No. 71
Submitted by CUPE Ontario, Locals 1281, 4600 (Ont.)

CUPE NATIONAL WILL:

1. Organize a national employment equity/representative workforce conference to be held in 2010 to bring together members to set goals, develop strategies and develop an ongoing network that will advance employment equity throughout the union; and
2. Update the *Bargaining Equality* binder and develop other employment equity resources for this conference; and
3. Provide resources and supports to allow diverse members and members from smaller locals to attend the conference.

BECAUSE:

- Our union needs to develop strategies to ensure that CUPE workplaces reflect the demographics of the community, particularly in urban centres where racialized workers live; and
- Representative workforce agreements in Saskatchewan have dramatically increased the workforce participation rate of First Peoples as well as the retention rate and we must build on this success in other urban centres; and
- Aboriginal workers, racialized workers, workers with a disability, lesbian, gay, bisexual, transgendered workers experience marginalization in the workplace and a strategy is needed to develop their representation and ensure their rights; and
- CUPE must continue to be on the forefront of winning and enshrining equality rights for all.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 901*

Resolution No. 74
Submitted by the Ontario Council of Hospital Unions

CUPE NATIONAL WILL:

Convene an annual meeting of health care provincial central bargaining teams to discuss cross-Canada bargaining issues.

BECAUSE:

- The economic crisis, growing government deficits, and a new wave of concession bargaining by employers make bargaining coordination by CUPE National much more important; and
- CUPE has achieved province-wide central bargaining in health care in almost all provinces; and
- Strategies adopted by health care employers in one province are being adopted by health care employers in other provinces; and
- Strategies adopted by health care employers in other countries are being adopted by Canadian health care employers; and
- Greater coordination by CUPE will allow us to anticipate and respond more effectively to these strategies and threats; and
- A meeting bringing together the key central bargaining leaders will enable a significant improvement in CUPE's coordination of bargaining.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 901*

Resolution No. 75
Submitted by Local 15 (B.C.)

CUPE NATIONAL WILL:

Organize a national health care conference to be held in 2010 aimed at improving health standards across the country.

BECAUSE:

- There are over 45,000 CUPE and HEU health care workers in Canada who have not had the opportunity to share experiences; and
- There is a strong need for a national strategy on health care issues; and
- CUPE health care workers need to get a better understanding about trends across the country on

privatization and deteriorating standards in order to develop and lobby for acceptable national standards.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 901*

Resolution No. 76
**Submitted by CUPE Newfoundland and Labrador,
the Okanagan Mainline District Council (B.C.)**

CUPE NATIONAL WILL:

1. Budget for a national conference to be held every two (2) years; and
2. Hold a national health and safety conference starting in the fall of 2010.

BECAUSE:

It is clear from CUPE members' record attendance at the National Health and Safety Conference held in Montreal, PQ in 2004 and in St. John's, NL in 2008 that:

- Health and safety affects all workers from coast to coast to coast; and
- Educating all activists on health and safety in a national environment is of extreme importance; and
- It is important to assist provincial and local communities to support functioning occupational health and safety committees and develop new activists' interest in occupational health and safety.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 901*

Resolution No. 77
Submitted by the Hospital Employees' Union (B.C.)

CUPE NATIONAL WILL:

1. Be encouraged to regularly schedule national occupational health and safety conferences; and
2. Hold a national health and safety conference in the fall of 2010.

BECAUSE:

- It is clear from CUPE members' record attendance at the National Health and Safety Conferences held in Montreal, QC in 2004 and in St. John's, NL in 2008 that the conference is supported and necessary; and

- Health and safety affects all workers from coast to coast to coast; and
- Educating all activists on health and safety in a national environment is of extreme importance; and
- It is important to assist provincial and local committees to support functioning occupational health and safety committees and develop new activists' interest in occupational health and safety.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 901*

Resolution No. 78
Submitted by Local 1983 (Que.)

CONSIDERING the record number of participants at the last two national meetings organized by CUPE (Montreal 2004 and St-John's 2008); and

CONSIDERING the said participants greatly appreciated the quality of the content of the conferences; and

CONSIDERING the information that the participants received during these meetings helps them fulfill their union duties; and

CONSIDERING health and safety is an important issue in all workplaces where CUPE represents employees; and

CONSIDERING national health and safety meetings complete the work carried out by the provincial health and safety committees;

CUPE NATIONAL WILL:

1. Organize a national health and safety conference every two years rather than every four years; and
2. Organize the next national conference in 2011.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 901*

Resolution No. 80
Submitted by CUPE British Columbia

CUPE NATIONAL WILL:

Hold a national library workers conference prior to the 2011 CUPE National Convention.

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 the same problems across the country; and
- There is no appropriate way for library workers to meet and discuss issues and exchange information; and
- A national conference would help to achieve this goal.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 901*

Resolution No. 81
Submitted by Local 1169 (Alta.)

CUPE NATIONAL WILL:

Hold a national libraries conference inclusive of issues of interest to all libraries that have CUPE members within their work unit.

BECAUSE:

The 2008 CUPE Western Canadian Libraries Conference was a successful example of the need for library workers to have the opportunity to address issues of common concern and network on challenges facing all library workers.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 901*

Resolution No. 82
Submitted by Locals 1281, 4600 (Ont.)

CUPE NATIONAL WILL:

Hold a national anti-racism conference in 2011.

BECAUSE:

- The National Women's Task Force revealed the equity deficit associated with the inclusion of racialized workers in CUPE's programs and structures; and

- The conference will allow members to measure how successful our National Union has been in implementing the commitment to work toward racial equality within its programs and structures since the 2006 Vancouver Declaration; and
- The conference will also allow members to identify priorities for organizing towards the full equality of racialized workers within CUPE.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 901*

Resolution No. 83
Submitted by the Ontario Council of Hospital Unions

CUPE NATIONAL WILL:

Convene a national conference for trades.

BECAUSE:

- CUPE represents a significant number of tradespersons; and
- The trades share common issues across provincial borders, especially with the advent of interprovincial trade agreements.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 901*

Resolution No. 88
Submitted by Locals 265, 1734, 2026, 2063 (Ont.)

CUPE NATIONAL WILL:

Instruct the Resolutions and Constitution Committees to present the order in which they will present the resolutions. Such lists will be presented in groups of ten (10) and this order will not be changed unless agreed to by the floor with simple majority.

BECAUSE:

- It is the practice of the Resolutions and Constitution Committees to present the order in which the submissions are to be heard; and
- After a committee stands down to convene at a later point in time, the list of submissions is often in a different order, or resolutions listed for discussion have been omitted completely; and

- This makes it difficult for delegates to prepare for debate, or know when to go to their microphone of choice.

NEB decision - NON-CONCURRENCE

Resolution No. 89
Submitted by CUPE Saskatchewan

CUPE NATIONAL WILL:

1. Establish an order of business which insists that all constitutional amendments submitted to the biennial National Convention be dealt with in the earliest days of the convention; and
2. Adjust the convention's program and order of business to ensure that the business which can only be conducted by delegates to the convention take precedence over all other business.

BECAUSE:

- The biennial convention is the supreme authority of the union; and
- The Constitution provides the boundaries under which our union is governed between conventions; and
- The Constitution can only be amended by a two thirds majority of the delegates present at the biennial convention; and
- Constitutional resolutions not brought to the floor as a result of lack of time or quorum deny the supreme authority of the delegates to change the rules under which they are governed; and
- As a matter of prioritizing our business as a union, some non-constitutional resolutions may be referred for consideration while proposed constitutional amendments may not.

NEB decision - MOTION TO NOT PROCEED WITH

Resolution No. 90
**Submitted by the Toronto District Council (Ont.),
Locals 1883, 1999, 3903, 3907 (Ont.), 500, 2153 (Man.)**

CUPE NATIONAL WILL:

1. Prepare a report card for each National Convention on the progress made on the action plan and resolutions passed at the previous National Convention; and

2. Make the report card available to all locals prior to convention.

BECAUSE:

- This will allow members in attendance to track the progress made on the previous action plan adopted at the National Convention prior; and
- This will allow members to see the change that has been made, and the results obtained over each two-year period, regardless of if they were a delegate at the previous National Convention; and
- This document will be useful to distribute to all locals, in order to see progress, and to facilitate the writing of new resolutions which will build on the success of the previous action plan.

NEB decision - MOTION TO NOT PROCEED WITH

Resolution No. 91
Submitted by Locals 265, 1734, 2026, 2063 (Ont.)

CUPE NATIONAL WILL:

Instruct the CUPE Executive Board not to schedule any conventions on major religious holidays of all major faith groups, e.g. Christian, Jewish, and Muslim.

BECAUSE:

- CUPE conventions must be accessible to all CUPE members whenever possible; and
- We must improve our practice and be inclusive to the diverse multi-faith and multicultural needs of CUPE members, and make a special effort to ensure CUPE conventions are accessible to all members regardless of their faith background.

NEB decision - CONCURRENCE AS AMENDED

Amend as follows:

Delete the word “major” both times; delete the words “e.g. Christian, Jewish and Muslim” and replace with the words “whenever possible” to read:

“Instruct the CUPE Executive Board not to schedule any conventions on religious holidays of all faith groups whenever possible”.

Resolution No. 92

Submitted by Local 3500 (B.C.)

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 - CONCURRENCE

Resolution No. 94

Submitted by Local 500 (Man.)

CUPE NATIONAL WILL:

1. Help promote the National Global Justice Fund and CUPE’s international solidarity work by providing CUPE Manitoba locals with opportunities to link with worker-to-worker exchanges; and
2. By requiring all locals to submit one dollar per member per year to be allocated to the National Global Justice Fund.

BECAUSE:

- Building the CUPE National Global Justice Fund within our locals promotes our commitment to quality public services domestically and internationally, and
- CUPE has a commitment to eradicate poverty, promote gender equality and empowerment of women, reduce child and maternal mortality, provide universal primary education, halt and/or reverse the spread of HIV/AIDS and promote environmental sustainability; and
- In strengthening our Global Justice Fund, CUPE will have the ability to promote the commitments highlighted in our 2007-2009 Strategic Directions Plan.

NEB decision - NON-CONCURRENCE

Resolution No. 95

Submitted by Local 301 (Que.)

CUPE NATIONAL WILL:

1. Amend article 7 of the National Strike Fund Regulations to provide for payment of strike pay, in addition to what

is set out under the said article, for any work stoppage up to a maximum of 48 hours within the waiting period (rotating or hidden round strikes); and

2. Set up a committee comprised of one representative from each region, one person designated from the NEB and a union representative. This committee will study concrete recommendations to be introduced to ensure appropriate support is provided to local unions in their struggle to defend public services. Such recommendations will be submitted to the members for a decision, at the latest by the National Convention in 2011.

BECAUSE:

- Public services are increasingly subject to attacks from all sides in the form of PPPs as well as by partial or complete privatizations; and
- Provincial legislation is increasingly limiting the right to strike in the public service; and
- A significant portion of our local unions in sectors such as education, health, municipalities and energy have less recourse to long-term work stoppages as a means of action to be favoured.

NEB decision - MOTION TO NOT PROCEED WITH

Resolution No. 96
Submitted by CUPE Prince Edward Island, the Toronto District Council (Ont.), Locals 1870 (P.E.I.), 4091 (Que.), 1979, 2191, 2204, 3903, 3907, 4092 (Ont.), 500, 2153, 2348 (Man.), 3550 (Alta.)

CUPE NATIONAL WILL:

Establish the position of HIV/AIDS staff coordinator.

BECAUSE:

- Internationally and here in Canada, 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 904

Resolution No. 97
Submitted by CUPE Prince Edward Island, the Hospital Employees' Union (B.C), the Toronto District Council (Ont.), Locals 1979, 2204, 3903 (Ont.)

CUPE NATIONAL WILL:

Create a coordinator of women's issues position within the Equality Branch immediately following the 2009 National Convention.

BECAUSE:

- The National Women's Task Force heard during its consultations with the membership that such a position is needed in order to move forward with the recommendations of the task force; and
- The Equality Branch does not have sufficient resources and staff; and
- The director of the Equality Branch has a double workload; and
- Such a position should be a priority in a union dominated by women.

NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 904

Resolution No. 98
Submitted by Local 3907 (Ont.)

CUPE NATIONAL WILL:

Create a coordinator of women's issues position within the Equality Branch immediately following the 2009 National Convention.

BECAUSE:

- The National Women's Task Force heard during its consultations with the membership that such a

position is needed in order to move forward with the recommendations of the task force; and

- The Equality Branch does not have sufficient resources and staff; and
- The director of the Equality Branch has a double workload; and
- Such a position should be a priority in a union with about 66% of its members being women.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 904*

Resolution No. 99
Submitted by Local 500 (Man.)

CUPE NATIONAL WILL:

Create a coordinator of women's issues position within the Equality Branch immediately following the 2009 National Convention.

BECAUSE:

- The National Women's Task Force heard during its consultations with the membership that such a position is needed in order to move forward with the recommendations of the task force; and
- The Equality Branch does not have sufficient resources and staff; and
- The director of the Equality Branch has a double workload; and
- Such a position should be a priority in a union where women make up the greater percentage of the membership.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 904*

Resolution No. 100
Submitted by Local 2153 (Man.)

CUPE NATIONAL WILL:

Create a coordinator of women's issues position within the Equality Branch immediately following the 2009 National Convention.

BECAUSE:

- The National Women's Task Force heard during its consultations with the membership that such a

position is needed in order to move forward with the recommendations of the task force; and

- The Equality Branch does not have sufficient resources and staff; and
- The director of the Equality Branch has a double workload; and
- Such a position should be a priority in a union that is numerically dominated by women.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 904*

Resolution No. 101
Submitted by CUPE Prince Edward Island, the Toronto District Council (Ont.), Locals 2204, 3903, 3907 (Ont.), 2153 (Man.)

CUPE NATIONAL WILL:

1. Ensure that every region of CUPE has a full-time equality representative; and
2. Provide funding to create full-time equality representative positions in the following two regions that do not have one by January 2010: Saskatchewan and Alberta.

BECAUSE:

- Our membership has become increasingly diverse and our union must be able to represent and address the needs of our members from equality-seeking groups; and
- Women, along with other members of equality-seeking groups, continue to experience discrimination in the workplace and the union; and
- Staff and locals have to deal with increasingly complex issues in the workplace, such as duty to accommodate, the emergence of transgender issues, employment equity, representative workforce and possible increase in age-related discrimination complaints with the abolition of mandatory retirement; and
- Our union has faced significant financial liability in the past and possibly in the future on issues of accommodation; and
- Every region needs a resource person who can advise elected members and staff with respect to diversity and equality issues.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 904*

Resolution No. 102
Submitted by Local 500 (Man.)

CUPE NATIONAL WILL:

1. Ensure that every region of CUPE has a full-time equality representative; and
2. Provide funding to create full-time equality representative positions in Saskatchewan and Alberta by January 2010.

BECAUSE:

- Our membership has become increasingly diverse and our union must be able to represent and address the needs of our members from equality-seeking groups; and
- Women, along with other members of equality-seeking groups, continue to experience discrimination in the workplace and the union; and
- Staff and locals have to deal with increasingly complex issues in the workplace, such as duty to accommodate, the emergence of transgender issues, employment equity, representative workforce and possible increase in age-related discrimination complaints with the abolition of mandatory retirement; and
- Our union has faced significant financial liability in the past and possibly in the future on issues of accommodation; and
- Every region needs a resource person who can advise elected members and staff with respect to diversity and equality issues.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 904*

Resolution No. 103
Submitted by the Metropolitan Vancouver District Council (B.C.)

CUPE NATIONAL WILL:

Provide additional resources to the servicing of job evaluation (JE) in British Columbia (B.C.) so that B.C. is provided with a representative dedicated to providing JE services strictly to locals within that province.

BECAUSE:

- Currently, having one JE representative servicing two provinces (B.C. and Alberta) is unrealistic given the needs, travel, time and other demands placed on that work(er); and

- Current staff representatives cannot be all things to all members and are constantly pressured to meet unrealistic timelines; and
- Our union has grown substantially, particularly in B.C., and the servicing component has not grown in proportion; and
- Issues are more complex and more specialized servicing is required such as job evaluation work; and
- Given the current economic climate and changes in our workplace structure, particularly in the public sector, changes in jobs, demands on workers and increased workload require review and experienced personnel to assist members in having their jobs appropriately rated.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 904*

Resolution No. 104
Submitted by Local 15 (B.C.)

CUPE NATIONAL WILL:

Provide additional resources to the servicing of job evaluation (JE) in British Columbia (B.C.) so that B.C. is provided with a representative dedicated to providing JE services strictly to locals within that province.

BECAUSE:

- Having one JE representative servicing two provinces (B.C. and Alberta) is inadequate given the needs, travel, time and other demands placed on that worker; and
- Issues are more complex and more specialized servicing is required such as job evaluation work; and
- Our union has grown substantially, particularly in B.C., and the servicing component has not grown in proportion; and
- Staff representatives cannot be all things to all members and are constantly pressured to meet unrealistic time lines; and
- Given the current economic climate and changes in our workplace structure, particularly in the public sector, changes in jobs, demands on workers and increased workload require review and experienced personnel to assist members in having their jobs appropriately rated.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 904*

Resolution No. 105
Submitted by Locals 1263, 2040, 3127, 3313 (Ont.)

CUPE NATIONAL WILL:

Support health care coordinated bargaining in Ontario by providing financial resources and a full-time associate health care coordinator.

BECAUSE:

- CUPE National promotes the principle of coordinated bargaining; and
- Coordinated bargaining is a complex process that requires sustained time, energy and commitment; and
- More than 50% of long-term care facilities are privately owned; and
- CUPE has had major organizing successes in health care in Ontario; and
- There continues to be a significant number of campaigns within the sector.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 904*

Resolution No. 106
Submitted by CUPE British Columbia

WHEREAS a great many aboriginal organizations and band councils are not unionized; and

WHEREAS there is a great need to organize aboriginal organizations and band councils to bring job security, benefits and fair working conditions to these workers through the collective bargaining process; and

WHEREAS there is a need to identify where potential aboriginal members are employed throughout the country;

THEREFORE BE IT RESOLVED that CUPE National hire an aboriginal organizer in order to inform aboriginal organizations about CUPE, and to work toward including aboriginal workers in our union.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 904*

Resolution No. 107
**Submitted by the Metropolitan Vancouver
District Council (B.C.)**

CUPE NATIONAL WILL:

1. Develop within CUPE organizing positions that focus on developing campaigns targeting unorganized workers; and
2. Provide support and opportunities for organizers to develop within CUPE the strategic plans and creative strategies for organizing; and
3. Develop strategies and long-term goals for and with locals as part of organizing long-term strategic goals to enable locals to receive newly organized members.

BECAUSE:

- Organizing within CUPE needs to be a priority and it is recognized within labour that we are growing less in numbers and weakening the labour movement; and
- The job of organizer needs to have specific skills and requires focused full-time work to develop strategies and long-term campaigns that will be successful; and
- It is essential to our success in organizing to work within our locals and our communities and to raise our profile, and raise awareness of the benefits of unionization and develop a sound transition for the newly organized into our union and develop their activism.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 904*

Resolution No. 108
Submitted by Local 15 (B.C.)

CUPE NATIONAL WILL:

1. Increase the number of CUPE organizing positions; and
2. Provide support and opportunities for organizers to develop strategic plans and creative strategies for organizing; and

3. Develop long-term strategies and goals for and with locals as part of organizing long-term strategic goals to enable them to welcome newly organized members.

BECAUSE:

- Organizing within CUPE needs to be a priority and it is recognized within labour that we are decreasing in numbers and weakening the labour movement; and
- The job of organizer needs to have specific skills and requires focused full-time work to develop strategies and long-term campaigns that will be successful; and
- It is essential to our success in organizing to work within our locals and communities to raise our profile; and
- We need to raise the benefits of unionization.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 904*

Resolution No. 109
Submitted by CUPE British Columbia

CUPE NATIONAL WILL:

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 - COVERED BY SUBSTITUTE
RESOLUTION 904*

Resolution No. 110
Submitted by Local 1979 (Ont.)

CUPE NATIONAL WILL:

1. Employ custodians and janitorial staff at national headquarters as regular employees with benefits,

pensions and acceptable wages. When the work is contracted in the existing workers shall be offered regular employment at CUPE; and

2. Employ custodial and janitorial staff as regular employees at CUPE regional offices wherever possible as opposed to contracting out this work

BECAUSE:

- CUPE is a leader in the struggle against contracting out; and
- All workers deserve respect and security; and
- Several other national unions have contracted in their cleaning and maintenance work and are satisfied with the results.

NEB decision - MOTION TO NOT PROCEED WITH

Resolution No. 111
Submitted by Local 3500 (B.C.)

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 - COVERED BY SUBSTITUTE
RESOLUTION 904*

Resolution No. 112
Submitted by Local 2087 (B.C.)

CUPE NATIONAL WILL:

1. Increase the number of legal national representatives in British Columbia; and
2. Develop an online application process for locals to use to request written legal opinions; and
3. Subsidize locals when it has been necessary for locals to obtain legal representation outside of CUPE.

BECAUSE:

- CUPE National has limited legal staff representatives in place in British Columbia; and
- Locals cannot get written legal opinions from the legal national representatives; and
- Employers obtain legal counsel and get written legal opinions at the early steps of the grievance procedure; and
- Locals are finding it increasingly difficult to get written legal opinions from national staff representatives within the required timelines; and
- Locals have found it necessary to seek legal counsel from outside of CUPE in order to represent members at arbitrations.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 904*

Resolution No. 113
Submitted by Local 4400 (Ont.)

CUPE NATIONAL WILL:

Develop a broad-based working group to examine the structure of CUPE National including all bodies such as provincial divisions, provincial councils of unions, provincial occupational groups, district councils, service divisions and locals (large and small).

BECAUSE:

- The economic crisis, coupled with decades of attacks on public services and public workers, has prepared the political, social and cultural basis for strengthening anti-worker and anti-government forces; and

- CUPE, the largest union in Canada, is a patchwork of historical compromises and solutions that were developed after the amalgamation of the two founding unions; and
- We must ensure that our union's organizational structure is as strong and dynamic as possible in order to achieve our goals (see Constitution, Article 2.1 OBJECTIVES) and be prepared to meet current and new challenges that will arise.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 903*

Resolution No. 114
Submitted by Local 4879 (B.C.)

WHEREAS Article III 3.8 of the CUPE Constitution provides terms of reference that when a CUPE local union holds certification for the members of a bargaining unit which has a separate employer, the bargaining unit may request a transfer of jurisdiction if a resolution of support is adopted by at least a simple majority of its members present and voting at a meeting for which notice of motion has been given. The issuance of a separate charter shall be at the discretion of the National Executive Board failing fulfillment of the requirements of Article B.1.1; and

WHEREAS CUPE National has no formal process or guidelines for the transfer to occur and no timelines to determine division of assets when the locals cannot come to mutual agreement on this matter, one or both of the locals involved may suffer undue hardship;

THEREFORE BE IT RESOLVED that CUPE National form an ad hoc committee to develop guidelines for future locals involved in the process of transferring jurisdiction of bargaining unit members to a new local to determine how the division of assets will be divided if the locals cannot agree to terms in a timely and effective manner. The committee will consist of members representing the Executive Board and delegates from both the parent locals and the newly formed locals who have recently exercised their rights as per the Constitution.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 903*

Resolution No. 122
Submitted by CUPE Nova Scotia, the Metropolitan Vancouver District Council (B.C.), Local 3350 (Que.)

CUPE NATIONAL WILL:

1. In collaboration with the CLC lobby, the federal government to create a fully funded program to retrain laid off workers; and
2. Encourage CUPE locals to include workers' recall rights in their contracts; and
3. Provide support and resources to respective locals for educating local executives and training laid off workers.

BECAUSE:

- It is crucial for workers to keep their recall rights; and
- It is important for them to return to their workplaces to maintain the experience that already exists - continuity of experience in the workplace saves money; and
- Good for workers' morale to maintain the financial situation of the workers.

*NEB decision - CONCURRENCE –
COVERS RESOLUTION 123*

Resolution No. 123
Submitted by Local 4400 (Ont.)

CUPE NATIONAL WILL:

1. In collaboration with the CLC, lobby the federal government to create a fully funded program to retrain laid off workers; and
2. Encourage CUPE locals to include workers' recall rights in their contracts; and
3. Provide support and resources to the respective locals in educating local executives and training laid-off workers.

BECAUSE:

- It is crucial for workers to keep their recall rights; and
- It is important for them to return to their workplaces to maintain the experience that already exists; and
- Continuity of experience in the workplace saves money; and
- It is good for workers' morale to maintain the financial situation of the workers; and

- CUPE members have become very diverse and these members need training in leadership of various aspects; and
- Staff and locals have to deal with issues such as representative workforce and discrimination; and
- Leaders in these locals need high notch training to be able to deal with the aforementioned issues efficiently.

NEB decision - COVERED BY RESOLUTION 122

Resolution No. 125
Submitted by the Metropolitan Vancouver District Council (B.C.)

CUPE NATIONAL WILL:

Develop and implement an education and mobilization campaign around the "Jobs and the Manufacturing and Forestry Crisis" adopted at the 2008 CLC convention.

BECAUSE:

- Over 300,000 jobs have been lost so far, with more expected; and
- Our federal government has no plans to protect Canadian jobs or our natural resources.

NEB decision - CONCURRENCE

Resolution No. 126
Submitted by the Ontario Council of Hospital Unions

CUPE NATIONAL WILL:

1. Undertake a review of the digitization, regionalization, and automation of clerical work and its impact on our members; and
2. Vigorously oppose any attempt to move publicly-funded office work to international locations.

BECAUSE:

- Digitization, speech recognition software and automation are eliminating many jobs once done by clerical staff represented by CUPE; and
- Other countries are beginning to see public and private sector office work moved offshore to international locations; and
- At least 150,000 CUPE members work in clerical jobs.

NEB decision - CONCURRENCE

Resolution No. 127
Submitted by Local 1582 (Ont.)

CUPE NATIONAL WILL:

1. In coordination with its provincial divisions, occupational groups and individual locals immediately undertake an aggressive campaign to increase the number and proportion of decent full-time permanent jobs; and
2. This campaign will include, but not be limited to the following:
 - a) Collective bargaining initiatives;
 - b) Media activities;
 - c) Political action.

BECAUSE:

- Decent full-time permanent jobs are essential to the welfare of individual workers, their families, and the economy; and
- Unorganized workers look to the unions to improve the standards for all workers; and
- Employer and corporate activities, such as the San José Way in the library sector, are increasingly seeking to reduce the number and proportion of such jobs.

NEB decision - CONCURRENCE

Resolution No. 128
Submitted by Local 2626 (Ont.)

CUPE NATIONAL WILL:

Strongly oppose the University of Ottawa's "Resources Optimization Plan":

1. Which aims to reduce spending by 5% in all services, departments and faculties;
2. Which instituted a hiring freeze;
3. Which aims to reduce workers' benefits;
4. Which aims to find new sources of revenues other than public;
5. Which solicits the help of external consultants during the resources optimization process.

BECAUSE:

- CUPE members, all students, are directly targeted by this plan; and
- This plan calls for a greater contribution from the public sector; and
- Ontario universities should remain public institutions whose independence is guaranteed by public funding; and
- uOttawa workers have not been consulted prior to the implementation of this plan.

NEB decision - CONCURRENCE

Resolution No. 130
Submitted by CUPE Prince Edward Island

CUPE NATIONAL WILL:

Support efforts to establish a national energy policy and programs which will promote public sustainable energy and programs which will ensure energy security for all Canadians.

BECAUSE:

- Many new alternative energy sources are developed in a privatized manner; and
- Canadians should expect energy security which is currently jeopardized by clauses in trade agreements (i.e. proportionality clause - NAFTA); and
- Canada needs national programs which help meet Kyoto and other environmental targets as set by our international commitments; and
- Sustainable energy policy should serve the interests of all Canadians and a healthy environment.

*NEB decision - CONCURRENCE –
COVERS RESOLUTION 132*

Resolution No. 131
Submitted by Local 1169 (Alta.)

CUPE NATIONAL WILL:

Lobby provincial governments to invest in the improvement of the electrical grid so as to enhance the acceptance of wind, solar, and any other non-fossil fueled energy, and to develop a fair market system for payment of the power produced.

BECAUSE:

Current grids are designed to accommodate large scale energy projects that are mostly suited to major utilities' business plan.

NEB decision - CONCURRENCE

Resolution No. 132
Submitted by Local 1169 (Alta.)

CUPE NATIONAL WILL:

Lobby (demand that) the Canadian government invest in research for improved wind and solar power, in addition to funding infrastructure for carbon capture on behalf of the oil industry.

BECAUSE:

- The current government's plans are designed to sustain business as usual for the oil industry at the taxpayers' expense; and
- Canada is suited for harvesting these types of energies; and
- Investing in these areas now could reap huge rewards for Canadian taxpayers and diversify the economy.

NEB decision - COVERED BY RESOLUTION 130

Resolution No. 133
Submitted by Local 1169 (Alta.)

CUPE NATIONAL WILL:

Lobby the Canadian Labour Congress to urge the federal Atomic Energy Commission to create a "nuclear power" watchdog, to be comprised of equal representation of government, industry and labour.

BECAUSE:

- As guardian and protector of the environment which includes the natural resources throughout Canada, the federal government bears the ultimate responsibility to current and future generations of Canadians to safeguard their well-being; and
- The construction of nuclear energy plants is being considered in a variety of provincial jurisdictions; and

- The known hazards of nuclear waste produced by the creation of nuclear energy must be monitored and reported on to the citizens of Canada through ongoing public information bulletins and community hearings; and
- Every precaution and safeguard must be put in place to prepare for and prevent nuclear disasters with full and immediate disclosure and accountability.

NEB decision - MOTION TO NOT PROCEED WITH

Resolution No. 134
Submitted by Local 4828 (Sask.)

CUPE NATIONAL WILL:

1. Oppose the construction and proliferation of nuclear reactors; and
2. Demand that the federal and provincial governments hold public forums on the building of any future nuclear reactors and the production of nuclear energy; and
3. Lobby the federal and provincial governments to develop environmentally safe energy alternatives such as wind or solar power, and to develop a comprehensive program of energy conservation.

BECAUSE:

- The massive amounts of coolant water needed for a nuclear reactor will irreversibly jeopardize the country's water system; and
- The building of nuclear reactors is extremely cost prohibitive; and
- There is no safe disposal method for radioactive wastes; and
- There are huge risks posed by nuclear energy for the health and safety of people of all ages. Recently published peer-reviewed research found statistically high incidence of childhood leukemia in the close vicinity of nuclear power plants in Germany and the United States (Joseph Mangano, Janette D. Sherman: Childhood Leukaemia Near Nuclear Installations, European Journal of Cancer Care, Vol. 17, Issue 4, July 2008); and
- It is a costly gamble for Canada and for the planet, and taxpayers will inevitably shoulder the risk.

NEB decision - CONCURRENCE

Resolution No. 136
Submitted by the Metropolitan Vancouver District Council (B.C.)

CUPE NATIONAL WILL:

Provide financial assistance and/or other resources to Toxic Free Canada in the amount of \$25,000 per year and consider additional donations upon application.

BECAUSE:

- Toxic Free Canada (TFC) was founded in 1998 to bring workers and environmentalists together in cooperative projects for toxics reduction; and
- TFC has launched and advocated for many initiatives that reduce negative effects on our members, their families, and the public. For example, the CancerSmart Consumer Guide, Getting Off the Bottle, and Right to Know labelling legislation; and
- TFC is a leader in advocating for the protection and use of public water which complements many CUPE initiatives; and
- Given the current economic situation it is difficult for non-profit organizations to obtain sufficient funding to ensure their ongoing existence and viability; and
- It is in our collective interest to have organizations such as TFC advocating for and promoting a sustainable green economy and developing policy and legislative best practices in the areas of toxics use reduction, cancer and pollution prevention.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 902*

Resolution No. 137
Submitted by Local 15 (B.C.)

CUPE NATIONAL WILL:

1. Provide financial assistance and/or other resources to Toxic Free Canada (TFC) in the amount of \$25,000 per year and will consider additional donations upon application; and
2. Implement an equal matching fund arrangement for all donations made by locals to TFC.

BECAUSE:

- Toxic Free Canada (TFC) was founded in 1998 to bring workers and environmentalists together in cooperative projects for toxics reduction; and

- TFC has launched and advocated for many initiatives that reduce negative effects on our members, their families, and the public. For example, the CancerSmart Consumer Guide, Getting Off the Bottle, and Right to Know labelling legislation; and
- TFC is a leader in advocating for the protection and use of public water which complements many CUPE initiatives; and
- Given the current economic situation it is difficult for non-profit organizations to obtain sufficient funding to ensure their ongoing existence and viability; and
- It is in our collective interest to have organizations such as TFC advocating for and promoting a sustainable green economy and developing policy and legislative best practices in the areas of toxics use reduction, cancer and pollution prevention.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 902*

Resolution No. 139
Submitted by CUPE Manitoba

CUPE NATIONAL WILL:

1. Explore providing delegates of the CUPE 2011 Convention and future National conferences with USB flash drives containing electronic copies of all pertinent conference documents that would normally go into a "convention/conference kit"; and
2. Explore providing paper copies of all conference documents for those delegates who request such prior to convention/ conference start.

BECAUSE:

- A little more than 1/3 of a tree is needed to make 3,000 sheets of copy paper; and
- Nearly 4 billion trees worldwide are cut down each year for paper, representing about 35% of all harvested trees; and
- The continued distribution of the multiple copies of conference documents is a negative impact on our environment; and
- Statistics Canada (2003) reports that 54% of households have a computer with Internet access, 36% of people use a computer at work, and 9% of people use the Internet at the public library. Therefore, "paperless" may not be viable for all members but a "less paper" transition is a fair compromise; and
- CUPE National's Environment Committee and the CUPE National School Division Conference succeeded in

going "paperless" by compiling meeting kits on memory sticks (flash drives), taking minutes using a laptop computer, and using a projector to display documents instead of distributing paper documents.

NEB decision - CONCURRENCE

Resolution No. 140
Submitted by CUPE Saskatchewan

CUPE NATIONAL WILL:

1. Urge the federal government to ensure that all mining companies accurately report toxic waste pollution from their total mining operations to the National Pollutant Release Inventory, so that remedial and preventative action plans may be put in place to protect human health and welfare and the environment; and
2. Urge the federal government to include public scrutiny of the reports and penalties for failure to comply with standards.

BECAUSE:

- Industrial mining facilities dispose of hundreds of millions of kilograms of toxic pollutants into their tailings ponds and waste rock piles, and this pollution heavily impacts human and wildlife health and welfare and has the potential to spoil ecosystems for generations; and
- Until 2006 mining facilities had an exemption from reporting the waste from mining to the National Pollutant Release Inventory. However in 2006, the Minister of the Environment permanently removed the exemption so that mining companies have been required to report the quantities of toxic chemicals they are depositing into their mining waste, to be made publicly available through the National Pollutant Release Inventory and mining facilities have so far failed to report same; and
- Despite the exemption removal, Environment Canada officials have subsequently advised mining facilities that they would not be required to report disposals of substances of concerns to tailing areas and waste rock areas for 2006.

NEB decision - CONCURRENCE

Resolution No. 141
Submitted by the Hospital Employees' Union (B.C.)

CUPE NATIONAL WILL:

Develop a new expense policy to compensate members who take time off to participate in teleconferences, WebEx sessions and other forms of alternative meetings that are less harmful to the environment than traditional meetings that involve travel by ways that damage the environment (such as via air or private automobile). Likewise, CUPE will consider means to compensate members who travel to meetings on foot, by bicycle, public transit, or by carpooling and encourage these less environmentally harmful ways of traveling.

BECAUSE:

- CUPE must start conducting its business in ways that are more environmentally friendly; and
- CUPE must show leadership in greening all facets of its business; and
- Alternative ways of conducting meetings and CUPE business should be encouraged for their environmental benefits; and
- Adequate compensation should be paid to members who choose greener methods of transportation.

NEB decision - MOTION TO NOT PROCEED WITH

Resolution No. 143
Submitted by Local 3500 (B.C.)

CUPE NATIONAL 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.

BECAUSE:

- Ecological global catastrophe is now at our doorsteps; and
- 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
- It is extremely doubtful that humanity can save the planet from this disaster within the framework of the capitalist economic system.

NEB decision - CONCURRENCE

Resolution No. 144
Submitted by Local 3500 (B.C.)

CUPE NATIONAL WILL:

1. Lobby the federal government to enact legislation that will phase out salmon farms in Canada; and
2. Call on trade union centers in other countries where salmon farms exist to work toward the elimination of salmon farms.

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.

NEB decision - CONCURRENCE

Resolution No. 146
Submitted by Local 1169 (Alta.)

CUPE NATIONAL WILL:

Call on the provincial governments to ban the use of plastic shopping bags in all businesses and replace them with environmentally friendly bags.

BECAUSE:

- Landfills are overstocked with non-biodegradable materials; and
- Plastic bags are easily strewn in the environment and hard to keep in check, and they endanger wildlife.

NEB decision - CONCURRENCE

Resolution No. 152
Submitted by CUPE Ontario, Locals 1999, 2191, 2204, 3907 (Ont.), 2153 (Man.)

CUPE NATIONAL WILL:

1. Commit resources to the immediate review of all CUPE courses and educationals to determine their relevance and contents towards the goal of advancing working class perspectives, equity, human rights and anti-oppression principles; and
2. Utilize the findings of such a review to integrate knowledge of anti-oppression, intersecting layers of oppression, equity, human rights and working class

perspectives throughout all relevant CUPE courses and educationals; and

3. Undertake this review process not later than April 1, 2010 and shall complete this process and present a final report to the 2011 National Convention.

BECAUSE:

- The principles of the union are based on equality/equity and the promotion of a working class outlook on labour and society; and
- It is through education that we may continue to strengthen our understanding of anti-oppression and working class principles and practices; and
- These principles need to be integrated into "mainstream" or "bread and butter" courses such as bargaining, labour law, WSIB and occupational health and safety; and
- The current crisis in capitalism has made it clear that the working class must be conscious of its interest and act as a class for itself; and
- The promotion of equity and anti-oppression will strengthen class solidarity.

NEB decision - MOTION TO NOT PROCEED WITH

Resolution No. 153
Submitted by Local 4600 (Ont.)

CUPE NATIONAL WILL:

1. Commit resources to the immediate review of all CUPE courses and educationals to determine their relevance and contents towards the goal of advancing working class perspectives, equity, human rights and anti-oppression principles; and
2. Utilize the findings of such review to integrate anti-oppression, intersectionality, equity, human rights and working class perspectives throughout all relevant CUPE courses and educationals; and
3. Undertake this review process not later than April 1, 2010 and shall complete this process and present a final report to the 2011 National Convention.

BECAUSE:

- The tenets of the union are based on equality/equity and the promotion of a working class outlook on labour and society; and
- It is through education that we may continue to strengthen our understanding of anti-oppression and working class principles and practices; and

- These principles need to be integrated into "mainstream" or "bread and butter" courses such as bargaining, labour law, WSIB and occupational health and safety; and
- The current crisis in capitalism has made it clear that the working class must be conscious of its interest and act as a class for itself; and
- The promotion of equity and anti-oppression will strengthen class solidarity.

NEB decision - COVERED BY RESOLUTION 152

Resolution No. 154
Submitted by Local 500 (Man.)

CUPE NATIONAL WILL:

1. Commit resources to the immediate review of all CUPE courses and workshops to determine their relevance and contents towards the goal of advancing working class perspectives, equity, human rights and anti-oppression principles; and
2. Utilize the findings of such a review to integrate knowledge of anti-oppression, intersecting layers of oppression, equity, human rights and working class perspectives throughout all relevant CUPE courses and workshops; and
3. Undertake this review process not later than April 1, 2010 and will complete this process and present a final report to the 2011 National Convention.

BECAUSE:

- The principles of the union are based on equality/equity and the promotion of a working-class perspective; and
- It is through education that we may continue to strengthen our understanding of anti-oppression and working class principles; and
- These principles need to be integrated into "mainstream" or "bread and butter" courses such as bargaining, labour law, workers compensation and occupational health and safety; and
- The current economic crisis has made it clear that the working class must be conscious of and able to protect its interests; and
- The promotion of equity and anti-oppression will strengthen working class solidarity.

NEB decision - COVERED BY RESOLUTION 152

Resolution No. 155
Submitted by Locals 1281, 4600 (Ont.)

CUPE NATIONAL WILL:

Establish an anti-racism task force to do the following:

1. Gather information about the situation of racialized workers at all levels of our union and review our education and leadership programs;
2. Seek advice from CUPE activists and staff on racial equality needs, the reasons why racialized workers are not represented at all levels of the union and possible changes to CUPE's structures to address the needs of racialized workers;
3. Make recommendations on programs that will advance equality for racialized workers in the union;
4. Report back to the members through the National Executive Board, provincial division conventions and the 2011 National Convention.

BECAUSE:

- The National Women's Task Force identified the need for CUPE to be more inclusive of all equality-seeking groups; and
- The NWTf also revealed the equity deficit associated with the inclusion of racialized workers in CUPE's programs and structures; and
- Our union needs to develop strategies to ensure that CUPE workplaces reflect the demographics of the community, particularly in urban centres where racialized workers live and where they are quickly acquiring majority status; and
- CUPE must continue to be on the forefront of winning and enshrining equality rights for all.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 903*

Resolution No. 156
**Submitted by CUPE Nova Scotia, the Metropolitan
Vancouver District Council (B.C.), Local 4400 (Ont.)**

CUPE NATIONAL WILL:

1. Ensure that there is equity training in all leadership training programs; and
2. Set aside funding so that people of colour can have access to such leadership training.

BECAUSE:

- CUPE members have become very diverse and these members need training in leadership on various aspects; and
- Staff and locals have to deal with issues such as a representative workforce and discrimination; and
- Leaders in these locals need high notch training to be able to deal with the aforementioned issues efficiently.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 902*

Resolution No. 159
Submitted by CUPE Ontario

CUPE NATIONAL WILL:

Provide 100% of the cost of all translation and interpretation services, such as French/English, American Sign Language, and real-time captioning that are required for the full participation of the membership in all of the structures that are recognized in our National Constitution.

BECAUSE:

- CUPE National is a multilingual union; and
- CUPE's Equality Statement, part of our Constitution, speaks to equality of access for all workers; and
- CUPE's Constitution recognizes jurisdictional committees in the regions as structures that coordinate bargaining, yet CUPE National no longer supports translation and interpretation needs for all regions at 100%; and
- CUPE National's Strategic Directions document speaks to participation and accessibility for all members, yet CUPE National continues to place economic expectation and strain on the locals and structures that are most in need of support.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 902*

Resolution No. 160
Submitted by the Metropolitan Vancouver District Council (B.C.)

CUPE NATIONAL WILL:

1. Create a National Ride Against Racism campaign and hold the first event by 2012; and

2. Make this event an annual occurrence that encourages all local unions and affiliates to participate in it.

BECAUSE:

- Racism still exists in Canada and an awareness campaign like this will assist in providing education around racism in the workplace and society; and
- This will create opportunities to form alliances and coalitions with community groups and organizations; and
- It will enhance the union philosophy of inclusiveness and CUPE's commitment to diversity.

NEB decision - MOTION TO NOT PROCEED WITH

Resolution No. 161
Submitted by Local 1169 (Alta.)

CUPE NATIONAL WILL:

Explore with all provincial divisions the feasibility of providing flight passes for local affiliates to attend CUPE national conferences, schools, workshops and conventions.

BECAUSE:

- Flight passes offer substantial savings to locals; and
- Flight passes were successfully used by locals in the western provinces to attend the 2008 National Occupational Health and Safety Conference; and
- CUPE National purchases flight passes in bulk and the financial savings should be passed on to the locals whose per capita funds the purchasing of the flight passes currently accessible only by NEB officers and staff.

NEB decision - CONCURRENCE

Resolution No. 162
Submitted by Local 4400 (Ont.)

CUPE NATIONAL WILL:

1. Lobby the federal government to rebate all of the GST paid by all publicly-funded school boards throughout Canada; and

2. Provide leadership in obtaining the support of the Canadian Labour Congress and its affiliates to have the federal government to rebate all GST paid by all publicly-funded school boards throughout Canada.

BECAUSE:

- School boards pay GST on almost everything they buy - pencils, paper, computers and software, telephones for the offices, heat for the buildings, renovations, etc; and
- Each month school boards claim a 68% GST rebate, but that means that they still pay 32%, and that adds up to almost \$200 million annually paid by school boards in Canada to the federal government, instead of being used to improve our children's education; and
- Municipal governments receive a 100% rebate on GST and prisons built by the federal or provincial governments are GST exempt, but the federal government still collects GST on school construction.

*NEB decision - CONCURRENCE –
COVERS RESOLUTION 163*

Resolution No. 163
Submitted by Local 3550 (Alta.)

CUPE NATIONAL WILL:

Lobby the federal government to exempt public school boards from GST payment.

BECAUSE:

- Public school boards are funded by the public purse; and
- Paying GST on expenditures paid for with provincial tax dollars amounts to double taxation and a "claw back" of the funding needed by some of the most vulnerable members of our society.

NEB decision - COVERED BY RESOLUTION 162

Resolution No. 164
Submitted by Local 3550 (Alta.)

CUPE NATIONAL WILL:

1. Lobby the federal government to return a portion of the GST paid by individual communities; and

2. Lobby the Canadian Labour Congress to increase pressure on the federal government to return a portion of the GST paid by individual communities.

BECAUSE:

- Municipalities are GST exempt; and
- Citizens in municipalities pay GST on most goods and services; and
- Municipalities deserve to utilize a portion of GST paid by their communities to provide services to their citizens; and
- Municipalities need an ongoing stream of taxpayers to provide revenue other than property taxes to fund stable services to citizens in their municipalities.

NEB decision - CONCURRENCE AS AMENDED

Amend as follows:

Add the words "citizens of" after the word "by" in both paragraphs 1 and 2.

Resolution No. 165
Submitted by Locals 3350, 3758, 5436 (Que.)

THEREFORE BE IT RESOLVED that CUPE adopt a policy against harassment and release the necessary resources in order to introduce the new policy. The objective of this policy will be to counteract and/or deal with situations of harassment involving a CUPE employee, an elected officer or a member of CUPE;

- This policy shall provide that a person independent from CUPE shall act as an ombudsperson who can make an investigation, propose mediation and make recommendations to the bodies he/she considers appropriate;

BECAUSE CUPE promotes effective mechanisms to prevent harassment and manage complaints among employers; and

BECAUSE there is no such mechanism within CUPE; and

BECAUSE intimidation and harassment can be present even within our union structures and because we are not exempt from such incidents within these structures any more than we are in our workplaces.

NEB decision - MOTION TO NOT PROCEED WITH

Resolution No. 167
Submitted by CUPE Saskatchewan, the Saskatchewan Health Care Council

CUPE NATIONAL WILL:

1. Start immediately the necessary action, lobby or campaign to ensure federal and provincial governments receive a strong message from CUPE that the hazards caused from bullying must have regulations developed to protect the health and safety of workers in federal and provincial governments; and
2. Demand that the federal and provincial governments introduce legislation through the *Occupational Health and Safety Act* and regulations to mandate protection for our members against workplace bullying; and
3. Ensure federal and provincial governments have trained qualified officers that are able to conduct investigations of alleged cases of bullying.

BECAUSE:

- Bullying is a behaviour that intimidates, belittles and humiliates people, is abuse of power or unfair penal sanctions which makes the recipient feel upset, threatened or vulnerable, undermines their self-confidence and which may cause them to suffer stress; and
- People who are targets of bullies may suffer a range of reactions: shock, anger, feelings of frustration/helplessness, inability to sleep, loss of appetite, stomach pains, headaches, panic or anxiety with going to work, family tension and stress, inability to concentrate, low morale and productivity; and
- Bullying effects can create an unhealthy workplace: absenteeism, turnover, stress, increased cost of EFAP programs, risk for accidents, decreased productivity and motivation, decreased morale.

NEB decision - CONCURRENCE

Resolution No. 168
Submitted by CUPE Airline Division

CUPE NATIONAL WILL:

Adopt a policy against harassment and will provide the necessary resources to put in place the new policy. This policy will aim to counter and manage every situation of

harassment between CUPE employees, between elected officers, and between officers and CUPE employees. This policy could have the following parameters:

1. An independent person from CUPE conducting an investigation for each case;
2. The person who makes the investigation must be impartial. The person must work in an autonomous way and independently from CUPE. The file must remain confidential;
3. The investigator must have the necessary investigation authority to carry out his or her work to the end;
4. The person must present a report at the end of the investigation to the appropriate authorities.

BECAUSE:

- CUPE is promoting effective mechanisms to prevent harassment and managing complaints among employers; and
- There are no such mechanisms at CUPE; and
- Intimidation and harassment may be present inside our own union structures and we are not more sheltered from it than we are in our own workplace.

NEB decision - COVERED BY
SUBSTITUTE RESOLUTION 904

Resolution No. 169
Submitted by Local 4041 (Que.)

THEREFORE BE IT RESOLVED that CUPE adopt a policy against harassment and release the necessary resources in order to introduce the new policy. The objective of this policy will be to counteract and manage situations of harassment between CUPE employees, between elected officers and between elected officers and CUPE employees. This policy could have the following parameters:

- A person who is independent from CUPE as investigator for each file;
- The person who carries out the investigation shall be impartial. He/she shall work in an independent manner and outside the CUPE structure. The file shall remain confidential;
- The person who carries out the investigation shall be provided with the necessary investigative power to complete his/her duties;

- Following the investigation, the person shall report to the appropriate bodies.

BECAUSE CUPE promotes effective mechanisms to prevent harassment and manage complaints among employers; and

BECAUSE there is no such mechanism within CUPE; and

BECAUSE intimidation and harassment can be present even within our union structures and we are no more exempt from such incidents within our structures than we are in our workplaces.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 904*

**Resolution No. 170
Submitted by Local 2316 (Ont.)**

CUPE NATIONAL WILL:

Work in consultation with the Equality Branch, equality committees and the Legal Branch to improve, develop or replace the manner and process through which complaints of harassment, under the Human Rights Codes, are dealt with through the current trial process, outlined in CUPE's Constitution.

BECAUSE:

- Issues of oppression are masked and at times subtle; and
- Members that are selected for the jury may not have training in anti-oppression and anti-racism; and
- Making a mistake or wrong judgment in issues of harassment has serious negative impact to the local, CUPE National and marginalized people both inside and outside the union; and
- Marginalized workers are able to provide a unique and necessary perspective in the labour force and labour movement; and
- While the trial process works for issues such as theft and corruption, it does not work for issues of harassment; and
- There must be a new method developed to address issues of harassment within locals and by elected union officers.

NEB decision - CONCURRENCE

**Resolution No. 171
Submitted by Local 951 (B.C.)**

CUPE NATIONAL WILL:

1. Lobby the federal and provincial governments to address the issue of workplace bullying and other forms of workplace harassment through the introduction of legislation to make workplace bullying and other forms of workplace harassment not currently covered by the Human Rights Codes illegal; and
2. Encourage locals to bargain collective agreement language to protect their members from workplace bullying and other forms of workplace harassment; and
3. Provide financial support to locals, where needed, to assist with initiatives to prevent and address workplace bullying and other forms of workplace harassment; and
4. Develop strategies and training to empower CUPE locals to deal effectively with individual and institutional workplace bullying and other forms of workplace harassment; and
5. Provide financial support to assist with initiatives to prevent and address workplace bullying and other forms of workplace harassment; and
6. Encourage CUPE provincial divisions to introduce initiatives in support of the need for an end to workplace bullying and other forms of workplace harassment.

BECAUSE:

- Workplace bullying and other forms of workplace harassment are four times more prevalent than other illegal forms of harassment such as sexual harassment or grounds-based discrimination; and
- 37% of workers have directly experienced destructive workplace bullying; and
- Workplace bullying compromises targets' health and safety; and
- Workplace bullying is a public health hazard; and
- 45% of targeted individuals suffer stress-related health problems such as: cardiovascular problems, adverse neurological changes, immunological impairment, fibromyalgia, chronic fatigue syndrome, psychological-emotional injuries, debilitating anxiety, panic attacks, clinical depression (new condition or an exacerbation of a previously controlled condition), post-traumatic stress disorder — all from the deliberate human-inflicted abuse of bullying; and

- Bullies bully because they can and they do so with impunity; and
- Employers can ignore bullying with little risk as workplace bullying is not currently illegal as are other forms of harassment such as sexual harassment or grounds-based discrimination under Human Rights Codes; and
- Only two Canadian provinces, Quebec and Saskatchewan, have addressed workplace bullying; and
- Workers need protection from workplace bullying and other forms of workplace harassment; and
- Legislation is needed to make workplace bullying illegal; and
- Many CUPE locals have contract language to prevent and address harassment and discrimination as defined in Human Rights Codes, which does not include workplace bullying or other forms of workplace harassment; and
- Legal, systemic and cultural changes are needed to ensure workplace bullying is as unacceptable as any other forms of workplace harassment or discrimination covered by Human Rights Codes; and
- The Creating Respectful Workplaces Conference hosted by the CUPE locals at the University of Victoria was a huge success; and
- Workplace bullying and other forms of workplace harassment issues are escalating within our locals; and
- Education of our members on this issue must be a priority for CUPE National; and
- Workplace bullying and other forms of workplace harassment must be stopped.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 902*

Resolution No. 172
Submitted by CUPE Newfoundland and Labrador, the Okanagan Mainline District Council (B.C.)

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 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 - CONCURRENCE

Resolution No. 173
Submitted by CUPE Saskatchewan, the Saskatchewan Health Care Council

CUPE NATIONAL WILL:

1. Take immediate action to develop a brief on the hazards of overtime and the effects on the health and safety of the membership; and
2. Lobby federal and provincial governments on the hazards of overtime to ensure adequate staffing complements for prevention of overtime; and
3. Develop a comprehensive fightback to demand employers take action on improving work organization and scheduling, and give all members who want them regular full-time hours; and
4. Develop an education package for CUPE members, distribute this package to CUPE locals and educate all members about the impact of overtime on the health and safety of sisters and brothers.

BECAUSE:

- Overtime can disrupt the physical, mental and social health of workers; and
- Overtime contributes to higher stress levels, fatigue, irritation, disrupted sleep patterns and increased exposures to occupational health and safety hazards; and
- Overtime often adds extra stress to workers' domestic lives and social relationships; and
- Overtime prevents full or part-time employment.

NEB decision - CONCURRENCE

Resolution No. 174
Submitted by CUPE British Columbia

CUPE NATIONAL WILL:

1. Lobby the federal government to recognize and compensate stress induced occupational mental illnesses; and

2. Provide all local unions with prevention strategies to counter occupational mental illnesses, inspired by existing models, when possible.

BECAUSE:

- In the 1960's, one person out of ten was forced to take time off work because of occupational mental illness; and
- In the 21st century, four people out of ten will be forced to take time off work if nothing is done to address occupational mental illness; and
- Many of our members are in distress and have suffered injury to their self-respect at unprecedented levels; and
- Workers' Compensation Boards have difficulty recognizing occupational mental illnesses; and
- This situation has forced CUPE members to take personal leaves of absence in cases of occupational mental illness; and
- Occupational mental illness often results from an exposure to occupational stress; and
- Members consider that occupational stress is caused, among other factors, by restructurings, layoffs, the lack of job security, intimidation from employers, new technologies, harassment, physical and/or psychological violence, work overload.

NEB decision - CONCURRENCE

Resolution No. 175
Submitted by CUPE Newfoundland and Labrador,
the Airline Division, the Okanagan Mainline District
Council (B.C.), Local 4041 (Que.)

CUPE NATIONAL WILL:

1. Lobby the federal government to properly enforce the Canada Labour Code (Part II); and
2. Lobby to eliminate the use of Safety Management Systems (SMS) in health and safety.

BECAUSE:

- The federal government is enforcing SMS over the legislation; and
- SMS strip away the rights of health and safety committees; and
- SMS decrease and restrict the union's ability to access health and safety reports necessary for the proper functioning of committees.

NEB decision - CONCURRENCE

Resolution No. 176
Submitted by CUPE Nova Scotia, the Metropolitan
Vancouver District Council (B.C.)

CUPE NATIONAL WILL:

1. Ensure that the use of Tasers is banned; and
2. Lobby the federal government to review the laws regarding the use of Tasers.

BECAUSE:

- Tasers have been used largely on people of colour more than any other group; and
- We believe there are safer ways of deterring people from wrongdoing or subduing them.

NEB decision - NON-CONCURRENCE

Resolution No. 177
Submitted by Local 2348 (Man.)

CUPE NATIONAL WILL:

1. Call on the federal, provincial and territorial governments to ban the use of stun weapons, except in the case of immediate threat of death or serious injury which could not be contained by lesser means and where a police officer would otherwise resort to firearms to protect life; and
2. Call on the federal, provincial and territorial governments to implement the following:
 - a) A complete and independent review, investigating the short-term and long-term effects of stun weapons employed in a wide variety of circumstances, physical conditions and combinations thereof;
 - b) That every instance of death or serious injury occurring within 72 hours of being stunned be treated and investigated in the same way as death or serious injury by firearm; and
 - c) That any police officer who uses a stun weapon in a situation contrary to this policy be subject to a disciplinary process.

BECAUSE:

- The International Convention on Civil and Political Rights, which was adopted by the United Nations

General Assembly on December 16, 1966, states: "(Part III, Article 12) ...No one shall be subjected to torture or cruel, inhuman or degrading treatment or punishment...", and stun weapons, also known as stun guns or Tasers™ or conductive energy weapons, inflict severe distress ranging from severe pain to complete incapacitation of the person stunned; and

- Over 260 people in North America have died within a few minutes of having been stunned with stun weapons, and a number of these' fatalities have occurred in situations where no one had been in serious danger from the person who was stunned, including situations in which people have been awakened from sleep by repeated use of the devices, and have been tasered while already restrained in handcuffs; and
- The presence of factors such as (but not limited to) age, gender, heart condition, drug exposure or deprivation, fear, exhaustion and pregnancy are known to exacerbate the effects of an electrical discharge, and exposure to even small amounts of electrical charge can interrupt the rhythm of the heart and cause ventricular fibrillation and death.

NEB decision - MOTION TO NOT PROCEED WITH

Resolution No. 178
Submitted by CUPE Newfoundland and Labrador,
the Okanagan Mainline District Council (B.C.),
Local 1294 (Que.)

CUPE NATIONAL WILL:

Research and educate members on inferior occupational health and safety standards associated with contracting out our work.

BECAUSE:

- Contractors put profit before health and safety; and
- Preliminary international research has confirmed our members' experience that contracted out work is more hazardous; and
- Most contractors are not unionized and have no internal organization to ensure worker participation in occupational health and safety matters; and
- Contractors must only meet minimal regulatory compliance; and
- Contractors do not provide the same level of training as our members; and
- Employers do not monitor contracted services for compliance of occupational health and safety; and

- Contractors are subject to different supervisors and may not be familiar with workplace health and safety practices.

NEB decision - CONCURRENCE

Resolution No. 179
Submitted by CUPE Newfoundland and Labrador,
the Okanagan Mainline District Council (B.C.)

CUPE NATIONAL WILL:

1. Develop and supply educational courses on health and safety to the membership at large; and
2. Focus the training on the union instead of joint management training; and
3. Ensure that the aspect of new and young workers is identified in the training material.

BECAUSE:

- It is important that members are offered education and training that are not influenced by management; and
- Basic knowledge of health and safety is important for new workers joining the workforce; and
- The union's health and safety goals and objectives need to be introduced to members; and
- Strengthening the members on goals of the union movement is important; and
- Some of the legislated training is not taking place; and
- Joint training can include management programs that may be against the union's goals.

NEB decision - CONCURRENCE

Resolution No. 180
Submitted by CUPE Newfoundland and Labrador

CUPE NATIONAL WILL:

Develop an educational program designed to address health and safety issues with regard to disabled workers.

BECAUSE:

CUPE is a leader in striving for the best health and safety practices in the workplaces and recognizes that:

- All workers face challenges; and
- Disabled workers face a double challenge; and
- Currently, there are no educational programs which address health and safety issues in the workplace for people with disabilities.

NEB decision - CONCURRENCE

Resolution No. 181
Submitted by Locals 4091 (Que.), 4094 (B.C.)

CUPE NATIONAL WILL:

Ask the International Civil Aviation Organization (ICAO) to:

1. Take immediate action to protect the health and safety of flight crews and airline passengers from contaminated cabin air;
2. Insist that appropriate detection and filtration systems be used for commercial aircraft along with safer jet oils and hydraulic fluids;
3. Enforce Resolution A35-12 of the Convention on International Civil Aviation.

BECAUSE:

- ***“The protection of the health of passengers and crews on international flights is an integral element of safe air travel...”*** (ICAO Aviation Medicine, 05 July 2007); and
- Neurotoxins and immunotoxins found in most jet engine oils and hydraulic fluids can leak past oil seals into the cabin air supply; and
- Few commercial aircraft have detection and filtration systems for contaminated air; and
- Representatives from aircraft manufacturers, suppliers, airlines, and crewmember unions wrote ***Air Quality within Commercial Aircraft*** (ASHRAE Standard 161 - 2007); and
- ***Exposure to Aircraft Bleed Air Contaminants Among Airline Workers*** was funded by the Federal Aviation Administration Office of Aviation Medicine; and
- Scientific research and medical evidence have established links between contaminated cabin air and ill health. Little has been done to protect airline crews and passengers.

NEB decision - CONCURRENCE

Resolution No. 184
Submitted by CUPE Newfoundland and Labrador, the Okanagan Mainline District Council (B.C.)

CUPE NATIONAL WILL:

1. Investigate and recommend expert research organizations who base their research from the perspective of workers; and
2. Promote Participatory Action Research (PAR) as a valuable tool to involve workers in all aspects of occupational health and safety.

BECAUSE:

- Employers often seek expert research when dealing with occupational health and safety investigations and don't usually consider PAR; and
- Some mainstream research does not take workers' health and safety experiences into consideration; and
- Employers can pay for research that is biased toward their objectives and profit.

NEB decision - CONCURRENCE

Resolution No. 186
Submitted by CUPE Newfoundland and Labrador, the Okanagan Mainline District Council (B.C.)

CUPE NATIONAL WILL:

1. Lobby the federal and provincial governments to allow worker members of a joint health and safety committee to issue compliance notices to employers; and
2. Lobby that these powers will not limit or minimize the workers' right to refuse unsafe work.

BECAUSE:

- Employers are not complying with the occupational health and safety legislation; and
- There is a visible lack of government enforcement; and
- Employers need to be identified if they are in non-compliance with occupational health and safety legislation; and
- Unsafe conditions need to be identified and addressed in a timely fashion.

NEB decision - MOTION TO NOT PROCEED WITH

Resolution No. 187

Submitted by CUPE Newfoundland and Labrador, the Okanagan Mainline District Council (B.C.)

CUPE NATIONAL WILL:

1. Draft collective agreement language to eliminate or remove asbestos wherever it is found in the workplace; and
2. Assist bargaining committees with their negotiations on asbestos with employers; and
3. Lobby government and employers to protect workers against exposure to asbestos.

BECAUSE:

- Local unions are looking for assistance regarding appropriate language; and
- Creating consistent application of wording will ensure the rights of workers; and
- We need to ensure that workers are not exposed to this confirmed carcinogen; and
- Workers need to be informed about the need to eliminate all forms of asbestos; and
- Workers must know the proper procedures if they are dealing with asbestos containing materials.

NEB decision - CONCURRENCE

Resolution No. 188

Submitted by CUPE Newfoundland and Labrador, the Okanagan Mainline District Council (B.C.)

CUPE NATIONAL WILL:

Develop collective agreement language calling for all occupational health and safety training to be developed and facilitated by the union.

BECAUSE:

- The union rejects any employer-driven health and safety training that assumes workers' behaviour is the primary cause of workplace injuries; and
- Employer-initiated training often puts the blame on the worker; and
- Such training is slanted to the objectivity of the employer and focuses on legal compliance to avoid prosecutions instead of prevention and eliminating root causes of illnesses and disease; and

- Employer education is more reactive than proactive.
-

NEB decision - CONCURRENCE

Resolution No. 189

Submitted by CUPE Newfoundland and Labrador, the Okanagan Mainline District Council (B.C.)

CUPE NATIONAL WILL:

1. Develop a "scent free" policy for all CUPE run conventions, courses, meetings and events; and
2. Ensure that the National Health and Safety Committee and the Workers with Disabilities Working Group are consulted about the policy.

BECAUSE:

- Members should have the right to be in a scent free environment; and
 - Some individuals experience severe reactions to various scented products including perfume, aftershaves, soaps and lotions; and
 - We should ensure that the health and safety of members is not put at risk; and
 - Breathing clean air is a health and safety issue; and
 - Scent-free functions would help to ensure that everyone can breathe easier.
-

NEB decision - CONCURRENCE

Resolution No. 190

Submitted by CUPE Saskatchewan, the Saskatchewan Health Care Council

CUPE NATIONAL WILL:

1. Research psychiatric injuries: what they are, what the causes are and the prevention of these injuries; and
2. Provide funding to the National Occupational Health and Safety Committee to be educated on psychiatric injuries; and
3. Work with the CUPE National Occupational Health and Safety Committee to develop a comprehensive information package on psychiatric injuries to be distributed to the membership.

BECAUSE:

- Members need to be aware of psychiatric injuries: what they are and what the causes are; and
- Psychiatric injury is not mental illness; it is caused by something or someone else who is liable; and
- Psychiatric injury is commonly caused by "workplace bullying"; and
- National Occupational Health and Safety Committee members are leaders and educators representing their provinces. Their knowledge is needed to assist the Occupational Health and Safety Committee on identifying and investigating incidents of psychiatric injuries.

NEB decision - CONCURRENCE AS AMENDED

Amend as follows:

Delete the words "Provide funding to" and the word "to" before the words "be educated" in paragraph 2 to read: "The National Occupational Health and Safety committee be educated on psychiatric injuries; and".

Resolution No. 191

Submitted by CUPE Prince Edward Island

CUPE NATIONAL WILL:

1. Work towards establishing the precautionary principle in ensuring all employers "take every precaution reasonable for the safety of a worker". This principle should be the priority in keeping our members safe with regards to radio frequency and other electromagnetic emissions; and
2. Have CUPE's Occupational Health and Safety Committee work with local health and safety committees in ensuring that ongoing research and concerns on this issue are monitored and that appropriate health and safety policies are adopted in keeping with the precautionary principle.

BECAUSE:

- Many health and safety committees recognize that there is no international scientific consensus on the safety or lack of safety to human health of levels of radio frequency exposure. Exposed workers are aware of the greater stringency and regulation to which the European Parliament Committee on the Environment,

Public Health and Food Safety adopted regarding the growing public and scientific concern over health risks from electromagnetic emissions including non-thermal effects; and

- Industry Canada has recently overturned a decision by the Charlottetown city council to deny a building permit regarding the location of a cell tower in Charlottetown in a low lying area adjacent to a residential area; and
- An expert panel report prepared at the request of the Royal Society of Canada for Health Canada in 1999 states that a variety of "biological effects brought about by non-thermal exposure of RF could potentially be associated with adverse health effects". Health Canada has not yet responded to this growing evidence, despite an epidemiological study published in *NeuroToxicology* and soon to be published in *Pathophysiology* showing the human body's sensitivity to EMF signals in the environment; and
- Ten out of 13 peer-reviewed studies on cell phone towers that conform to World Health Organization standards of scientific quality found significant increase in negative symptoms.

*NEB decision - CONCURRENCE –
COVERS RESOLUTION 193*

Resolution No. 192

Submitted by CUPE British Columbia

CUPE NATIONAL WILL:

1. Carry out research into the benefits and drawbacks of wellness and attendance management programs; and
2. Provide local unions with guidelines to warn our members about the shortcomings of such policies; and
3. Develop a policy on wellness and attendance management programs.

BECAUSE:

- CUPE members must deal with increasingly complex health and safety issues as well as occupational injuries, resulting from, among other factors, new employment practices and strategies such as wellness programs and attendance management programs being implemented by employers; and
- These new management models are used to reduce workers' compensation costs; and

- These management models interfere with certain workers' rights and freedoms by giving access to confidential and/or personal information; and
- These new management models are used to adapt workers to their workplace instead of the opposite.

NEB decision - CONCURRENCE

Resolution No. 193
Submitted by Local 1870 (P.E.I.)

CUPE NATIONAL WILL:

1. Work towards establishing the precautionary principle and this principle should be the priority in keeping our members safe as regards to radiofrequency and other electromagnetic emissions; and
2. Have CUPE's Occupational Health and Safety Committee work with local health and safety committees in ensuring that ongoing research and concerns on this issue are monitored and appropriate health and safety policies are adopted in keeping with the precautionary principle.

BECAUSE:

- There are greater stringency and regulations to which the European Parliament Committee on the Environment, Public Health and Food Safety adopted regarding the growing public and scientific concern over health risks from electromagnetic emissions including non-thermal effects; and
- Industry Canada has overturned democratically made zoning decisions re cell towers; and
- An expert panel report exposure of RF could potentially be associated with adverse health effects and Health Canada has not adopted more stringent regulations; and
- Ten out of 13 peer-reviewed studies on cell phone towers that conform to World Health Organization standards of scientific quality found significant increase in negative symptoms; and
- Expert panel commissioned from Royal Society of Canada as well as recent published studies in scientific journals (including *NeuroToxicology* and *Pathophysiology*) point to ongoing health concerns.

NEB decision - COVERED BY RESOLUTION 191

Resolution No. 194
Submitted by Local 1294 (Que.)

CUPE NATIONAL WILL:

1. Lobby the federal and provincial governments to enable workers who are members of a joint health and safety committee to issue notices of compliance to employers; and
2. Lobby to prevent having these powers limit or minimize workers' right to refuse dangerous work.

BECAUSE:

- Employers do not comply with occupational health and safety laws; and
- Visibly, the government does not ensure that its laws are applied; and
- Employers must be identified if they do not comply with occupational health and safety laws; and
- Dangerous conditions must be identified and corrected rapidly.

NEB decision - COVERED BY RESOLUTION 186

Resolution No. 196
Submitted by Local 2718 (Que.)

WHEREAS the number of assaults on workers while exercising their duties in youth protection agencies; and

WHEREAS the devastating effects on the health of workers who are victims of such assaults; and

WHEREAS the existence of various laws in the country designed to protect youth which have an impact on prevention and protection measures against assaults and which are legally accessible to workers in youth protection agencies; and

WHEREAS the lack of national and international data on the degree of efficiency of the various prevention and protection measures against assaults;

THEREFORE BE IT RESOLVED that CUPE National shall allocate the funds necessary to develop and carry out a Canada-wide research program to evaluate the efficiency of the various prevention and protection measures against assaults legally accessible to workers in youth protection agencies in Canada.

CUPE National shall communicate the results of this research so that CUPE and its local unions can adequately defend the health and safety of workers in youth protection agencies in their interventions with provincial governments.

NEB decision - MOTION TO NOT PROCEED WITH

Resolution No. 197
Submitted by Local 3500 (B.C.)

WHEREAS there is an alarming increase in the frequency of railway accidents, resulting in worker fatalities and environmental devastation; and

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 24th 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; and
- Identifying the ecological consequences of a dangerous goods spill in any of our river systems; and
- 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;
 - c) To affix special rules such as speed limits and other needed restrictions in order to ensure the highest standards of safety.

NEB decision - CONCURRENCE

Resolution No. 198
Submitted by Local 5500 (Ont.)

WHEREAS occupational health and safety is a key component in the everyday lives of CUPE members; and

WHEREAS the federal government and every province have vastly different occupational health and safety laws; and

WHEREAS the 10th National Health and Safety Conference held in 2008 in St. John's, NL provided an opportunity for members to come together and discuss the benefits of each jurisdiction's occupational health and safety legislation; and

WHEREAS it became clear during the National Health and Safety Conference that occupational health and safety legislation varies in the protection afforded to workers;

THEREFORE BE IT RESOLVED that CUPE National analyze each Canadian jurisdiction's occupational health and safety legislation and create a "model" occupational health and safety act that can be used to lobby governments for legislative improvements, and lobby the federal government to achieve and standardize legislation Canada-wide that provinces will support and adopt as provincial legislation also.

NEB decision - CONCURRENCE

Resolution No. 199
Submitted by Local 1169 (Alta.)

CUPE NATIONAL WILL:

Lobby both the federal and provincial governments to enact legislation to guarantee no worker shall work alone.

BECAUSE:

- Working alone places workers in an environment that is detrimental to the health and well-being of workers; and
- Employers should have a moral, ethical and legal responsibility to protect the workers that provide products and services; and
- Workers should have a guarantee that when they go to work they will be safe, protected and return home at the end of their shifts.

NEB decision - CONCURRENCE

Resolution No. 200
Submitted by Local 3550 (Alta.)

CUPE NATIONAL WILL:

Push for workplace and legislative changes, which put in place aggressive infection control programs in all workplaces of CUPE.

BECAUSE:

- When Severe Acute Respiratory Syndrome (SARS) affected Canada, it was apparent there were no safeguards in place to deal with it and other emerging infectious diseases; and
- Employers have been downsizing and laying-off CUPE members who provide cleaning and maintenance services, and these members are a crucial part of controlling infectious diseases; and
- All workplaces need aggressive infection control programs to eliminate or reduce infectious diseases through effective cleaning, disinfecting and through engineering controls; and
- The health and safety of CUPE members is compromised by the inaction of governments and employers when it comes to controlling infectious diseases.

NEB decision - CONCURRENCE

Resolution No. 201
Submitted by Local 3550 (Alta.)

CUPE NATIONAL WILL:

Lobby both provincial and federal governments for legislation protecting public education workers and all education workers from violence in the workplace.

BECAUSE:

- Schools are a reflection of the society and culture in which we live; and
- Schools are an integral part of our society and are held to be an oasis of harmony and further learning, when in fact education workers are constantly under threat of violence from the regular students, special needs students and the public they serve; and
- Education workers have been denied the basic protection of signage alerting the students and the public that verbal and physical abuse of staff will not be tolerated; and
- All education workers should feel safe at their place of employment.

NEB decision - CONCURRENCE

Resolution No. 204

Submitted by CUPE Saskatchewan, the Saskatchewan Health Care Council, Locals 3967, 4777, 5111 (Sask.)

CUPE NATIONAL WILL:

1. Lobby the federal government to treat addictions to illicit substances as a health care issue and not as a criminal matter; and
2. Lobby the federal government to support and expand across Canada the "Four Pillar" approach to addiction treatment: prevention, treatment, enforcement and harm reduction; and
3. Lobby the federal government to give permanent exemption and status to the Vancouver Insite facility and expand supervised injection sites to other areas in the country where there is a need.

BECAUSE:

- The Vancouver Coastal Health Board's Insite clinic, North America's first and only supervised injection site (<http://www.vch.ca/sis>), has operated since 2003 and has proven successful in saving lives; and
- A supervised injection site is a clean, safe environment where users can inject their own drugs under the supervision of clinical staff; and
- The Stephen Harper government still considers Insite a pilot project and could stop granting it an exemption under Section 56 of the *Controlled Drugs and Substances Act*; and
- The success of this program shows the need for permanent facilities.

NEB decision - CONCURRENCE AS AMENDED –
COVERS RESOLUTION 205

Amend as follows:

Add the words "and all other insite facilities" after the words "Vancouver Insite facility" in paragraph 3.

Resolution No. 205

Submitted by Local 15 (B.C.)

CUPE NATIONAL WILL:

1. Lobby the federal government to treat addictions to illicit substances as a health care issue and not as a criminal matter; and

2. Lobby the federal government to continue to support and expand the "Four Pillar" prevention, treatment, enforcement and harm reduction approach to addiction treatment throughout Canada; and
3. Lobby the federal government to give permanent exemptions and status to the Vancouver Insite facility and expand supervised injection sites to other areas in the country which have expressed a need.

BECAUSE:

- Insite, North America's first and only supervised injection site, has been operating in Vancouver's downtown eastside since 2003 and has proven successful in saving lives; and
- The Stephen Harper government still considers this as a pilot project and has extended the exemption under Section 56 of the legislation; and
- The success of this program shows the need for permanent facilities.

NEB decision - COVERED BY RESOLUTION 204

Resolution No. 206
Submitted by CUPE Saskatchewan, the Saskatchewan Health Care Council, Locals 3967, 4777, 5111 (Sask.)

CUPE NATIONAL WILL:

Defend public sector hospital services.

1. Demonstrate that public hospital services are vital to health care and local economies;
2. Demand stimulus spending on public hospital services;
3. Organize town hall meetings, rallies, and demonstrations;
4. Work with broad-based community coalitions;
5. Support the provision of a broad range of services in local hospitals;
6. Oppose regionalization where the centralization of hospital jobs and services threatens local communities;
7. Encourage full utilization of all health care workers, working as equal members of the team; and

8. Campaign for more housekeeping and infection control staff, maximum occupancy rates, an end to contracting out of cleaning services, mandatory public reporting on health care associated infections, and legislated standards for cleaning and other HAI-related support services.

BECAUSE:

- Government deficits are being used to justify cuts to hospital services even while governments are giving billions to the corporations that caused the crisis; and
- Funding public services is a very effective way to stimulate local economies and fight the recession; and
- Cutbacks have driven bed occupancy to dangerously high levels, causing cancelled surgeries, backed up ERs, ambulance delays, and deadly hospital superbug infections; and
- Communities will strongly defend local hospital services, given some leadership; and
- Government deficits and attacks on public sector workers will outlast the recession.

NEB decision - COVERED BY RESOLUTION 208

Resolution No. 207
Submitted by Local 5999 (Sask.)

CUPE NATIONAL WILL:

1. Demonstrate that public hospital services are vital to health care and local economies; and
2. Demand stimulus spending on public hospital services; and
3. Organize town hall meetings, rallies, and demonstrations; and
4. Work with broad-based community coalitions; and
5. Support the provision of a broad range of services in local hospitals; and
6. Oppose regionalization where the centralization of hospital jobs and services threatens local communities; and
7. Encourage full utilization of all health care workers, working as equal members of the team; and
8. Campaign for more housekeeping and infection control staff, maximum occupancy rates, an end to contracting out of cleaning services, mandatory

public reporting on health care associated infections, and legislated standards for cleaning and other HAI-related support services.

BECAUSE:

- Government deficits are being used to justify cuts to hospital services even while governments are giving billions to the corporations that cause the crisis; and
- Funding public services is a very effective way to stimulate local economies and fight the recession; and
- Cutbacks have driven bed occupancy to dangerously high levels, causing cancelled surgeries, backed up ERs, ambulance delays, and deadly hospital superbug infections; and
- Communities will strongly defend local hospital services, given some leadership; and
- Government deficits and attacks on public sector workers will outlast the recession.

NEB decision - COVERED BY RESOLUTION 208

Resolution No. 208
Submitted by the Hospital Employees' Union (B.C.)

CUPE NATIONAL WILL:

Defend public sector health services.

1. Demonstrate that public health services are vital to health care and local economies;
2. Demand stimulus spending on public health services;
3. Organize town hall meetings, rallies, and demonstrations;
4. Work with broad-based community coalitions;
5. Support the provision of a broad range of services in local hospitals and in the community;
6. Campaign to protect the job security of workers threatened by centralization and privatization;
7. Encourage utilization of all health care workers to full scope of practice, working as equal members of the team;
8. Campaign for more housekeeping and infection control staff, maximum occupancy rates, an end to

contracting out of cleaning services, mandatory public reporting on health care associated infections (HAI), and legislated standards for cleaning and other HAI-related support services.

BECAUSE:

- Government deficits are being used to justify cuts to health services even while governments are giving billions to the corporations that caused the crisis; and
- Funding public services is a very effective way to stimulate local economies and fight the recession; and
- Cutbacks have driven bed occupancy to dangerously high levels, causing cancelled surgeries, backed up ERs, ambulance delays, and deadly hospital superbug infections; and
- Communities will strongly defend local hospital services and public health care, given some leadership; and
- Government deficits and attacks on public sector workers will outlast the recession.

*NEB decision - CONCURRENCE –
COVERS RESOLUTIONS 206 AND 207*

Resolution No. 209
Submitted by CUPE Saskatchewan, the Hospital Employees' Union (B.C.), the Saskatchewan Health Care Council, Locals 3967, 4777, 5111, 5999 (Sask.)

CUPE NATIONAL WILL:

Make improvements in wages, benefits, unionization, and public delivery of home health care services an important priority.

BECAUSE:

- Governments of all stripes plan to expand home health care services; and
- Right-wing governments have expanded for profit delivery of home health care services; and
- Right-wing governments are using low wages, poor benefits, and low levels of unionization in home health care to undermine collective agreements in other health care sectors that have benefitted from decades of high levels of unionization; and
- Women workers and workers of colour are especially affected by the poor working conditions in home health care.

NEB decision - CONCURRENCE

Resolution No. 210
Submitted by CUPE Newfoundland and Labrador

CUPE NATIONAL WILL:

Lobby the federal government to develop mandatory standards, monitoring and public reporting of health care acquired infections in health care facilities and community settings.

BECAUSE:

Mandatory reporting:

- Will improve transparency and accountability; and
- Will assist in reducing the spread of these infectious diseases; and
- Will protect our members and their families from attracting illnesses associated with these infectious diseases.

*NEB decision - CONCURRENCE –
COVERS RESOLUTIONS 211 AND 212*

Resolution No. 211
Submitted by Local 15 (B.C.)

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 our members and their families from attracting illnesses associated with these infectious diseases.

NEB decision - COVERED BY RESOLUTION 210

Resolution No. 212
Submitted by CUPE New Brunswick

WHEREAS on a daily basis health care workers work in conditions where they are at risk of infectious diseases

and these members can be carriers of these super bugs and not even be aware; and

WHEREAS there is a responsibility of the employer to assure employees are not at risk of acquiring these conditions; and

WHEREAS there is no obligation to report the number of facilities due to these infectious diseases because of the *Canada Health Act*;

THEREFORE BE IT RESOLVED that CUPE lobby the federal government to change the law and to have mandatory reporting of these findings.

NEB decision - COVERED BY RESOLUTION 210

Resolution No. 213
Submitted by the Ontario Council of Hospital Unions

CUPE NATIONAL WILL:

Conduct an assessment of the effectiveness of the Canadian Health Coalition by consulting with its health councils and divisions.

BECAUSE:

The Canadian Health Coalition has been a disappointment to health care activists because of its focus on issues other than privatization of the public health care system, and its lack of energy and leadership, nationally.

NEB decision - MOTION TO NOT PROCEED WITH

Resolution No. 214
Submitted by the Ontario Council of Hospital Unions

CUPE NATIONAL WILL:

Mount a national campaign aimed at increasing public recognition of and respect for the training and skills of registered practical nurses/licensed practical nurses.

BECAUSE:

- Some provincial nurses' unions are speaking out and/or conducting advertising campaigns that suggest that RPNs/LPNs are not qualified nurses, which is not true; and

- CUPE represents about 50,000 RPNs/LPNs who are offended by these statements/campaigns and who want CUPE to be more active in advocating for them.

NEB decision - CONCURRENCE

Resolution No. 215
Submitted by the Ontario Council of Hospital Unions

CUPE NATIONAL WILL:

Continue its advocacy work and campaigning nationally around health care acquired infections, including a call for national cleaning standards and mandatory public reporting of health care acquired infections and deaths.

BECAUSE:

- Health care acquired infections are a leading cause of death in Canada; and
- Being advocates around hospital acquired infections allows us to fight the contracting-out of health care cleaning and to fight for the hiring of more health care cleaners and nursing staff; and
- CUPE issued a report on health care acquired infections in 2009, which was widely reported; and
- CUPE brought a British expert on health care acquired infections to Canada for a national tour, in 2009, which was widely reported.

NEB decision - COVERED BY RESOLUTION 219

Resolution No. 216
Submitted by Local 5999 (Sask.)

CUPE NATIONAL WILL:

1. Lobby the federal and provincial governments for publicly-funded Pharmacare; and
2. Join with the Canadian Health and Safety Coalition and other labour unions and social action groups to lobby for a national Pharmacare plan.

BECAUSE:

- Drug costs are rising by three times the rate of inflation, threatening both the public Medicare system and negotiated benefit plans; and

- Drug claims are 70% of the cost of our workplace extended health benefit plans and the premiums are rising by 15% a year (i.e. doubling every five years); and
- Most of the rising cost of drugs (80%) is the result of expensive "me-too" drugs that are the same as existing drugs, but with a new name and a higher price; and
- To be approved, drugs need only be better than a placebo, not better than existing drugs and only 10-15% of the drugs approved are actually new drugs; and
- The Health Canada drug approval agency is 58% funded by drug companies; and
- Drug companies spend three times more on advertising and promoting their drugs than on research for new cures; and
- Drug companies spend over \$35,000 per physician per year on sales representatives, information, giveaways, trips, and conferences to promote their drugs; and
- Pharmaceutical companies are among the most profitable in the world; and
- Only 58% of workers have a work-based drug plan and provincial government plans vary; and
- Three million Canadians are uninsured and under-insured for drugs.

NEB decision - CONCURRENCE AS AMENDED

Amend as follows:

Delete the words "and Safety", so it will read "Canadian Health Coalition" in paragraph 2.

Resolution No. 217
Submitted by Local 5999 (Sask.)

CUPE NATIONAL WILL:

1. Lobby the federal government to ensure all Canadians have timely access to health services on the basis of need, not ability to pay regardless of where they live or move in Canada; and
2. Ensure the health care services available to Canadians are of a high quality, effective, and that our health care system will be sustained and affordable for Canadians and their children in the future.

BECAUSE:

- Canadians do not have timely access to health services; and

- Some provinces pay health premiums while others don't.

NEB decision - CONCURRENCE

Resolution No. 218
Submitted by Local 15 (B.C.)

CUPE NATIONAL WILL:

Lobby the federal government through the CLC to ensure that all individuals have timely access to hospice palliative care at the end of their life, when the individual so chooses, by making hospice palliative care a core funded service.

BECAUSE:

- In 2007, only 22% of 27,000 people who died needing hospice care had access to it; and
- Families caring for an individual at the end of life need to take time off work which increases their stress and decreases their income.

NEB decision - CONCURRENCE

Resolution No. 219
Submitted by Local 3550 (Alta.)

CUPE NATIONAL WILL:

1. Mount a campaign to demand that the federal government legislate mandatory infection control procedures that would apply in all publicly-funded health care facilities that allow for proper staffing, cleaning and infection control; and
2. Work with provincial and service divisions and their health and safety committees to lobby for legislative changes at the provincial level and to ensure CUPE members have input into formulating infection control procedures in health care facilities and other workplaces.

BECAUSE:

- Hospital acquired infections can cause severe illness and death for not only front line CUPE members, but the general public as well; and
- Facility cleaning budgets and staff are being cut, resulting in downsizing and the laying-off of CUPE members who provide cleaning and maintenance

services, while at the same time, acquired infections have increased tenfold in the last decade; and

- The health and safety of CUPE members is compromised by the inaction of governments and employers when it comes to controlling infectious diseases.

*NEB decision - CONCURRENCE –
COVERS RESOLUTION 215*

Resolution No. 225
Submitted by Local 3500 (B.C.)

CUPE NATIONAL WILL:

Demand that the federal government commit to raising the current federal funding for housing which is 1% of the federal budget (approximately 2 billion dollars) to 2% (approximately 4 billion dollars) of the federal budget immediately for low income housing across Canada.

BECAUSE:

- Canada once had a world renowned national housing program; and
- The housing program was eliminated in the 1990's and since then municipalities have declared homelessness a national disaster; and
- There are currently 300,000 people in Canada experiencing homelessness with its violence, illness, and death.

NEB decision - COVERED BY RESOLUTION 226

Resolution No. 226
Submitted by Local 2348 (Man.)

CUPE NATIONAL WILL:

Lobby the federal, provincial and municipal levels of government to increase affordable housing for low income families.

BECAUSE:

- The occupancy rate for low income housing is less than one percent in Manitoba; and
- Single mothers in abusive relationships are often forced to remain in those situations for lack of alternative housing; and

- Waiting periods for subsidized housing tend to be extremely long, compelling families to live in separate quarters while searching for suitable accommodations; and
- Government sponsored refugees entering the country end up living in shelters due to lack of housing.

*NEB decision - CONCURRENCE –
COVERS RESOLUTIONS 225 AND 227*

Resolution No. 227
Submitted by Local 15 (B.C.)

CUPE NATIONAL WILL:

Lobby the provincial and federal governments to:

1. Embark jointly on a program to provide comprehensive social housing and cooperative housing plans;
2. To reinstate the previous policy whereby housing costs are kept below 30% of income.

BECAUSE:

- The basic need of housing and shelter is intertwined with social determinants of health issues of income and poverty; and
- There are no vacancies and a long waiting list for this type of housing.

NEB decision - COVERED BY RESOLUTION 226

Resolution No. 228
Submitted by Local 15 (B.C.)

CUPE NATIONAL WILL:

Lobby the federal government through the CLC to eliminate loopholes in the *Residential Tenancy Act* so that landlords cannot raise the rents above COLA percentages.

BECAUSE:

- As of 2003, 258,000 seniors were below the low income cut-off rate and the raises to their government pensions are not sufficient to cover rental increases of up to 15%; and
- Minimum wage earners do not have sufficient income or annual increases to cover increasing rental costs.

NEB decision - CONCURRENCE AS AMENDED

Amend as follows:

Amend “COLA” to read “Cost-of-living-allowance”.

Resolution No. 229
Submitted by CUPE Nova Scotia

CUPE NATIONAL WILL:

1. Collaboratively work with CLC in creating a national campaign for recognition of foreign credentials for immigrant workers; and
2. Lobby the federal government to create a program for assisting these immigrant workers with retraining to establish themselves up to the Canadian standards by providing education and financial assistance.

BECAUSE:

- There are shortages of qualified professionals to meet the needs of Canadians; and
- There is ghettoization of the skilled immigrant workers; and
- Continues the systemic discrimination to keep these workers from advancing.

NEB decision - COVERED BY RESOLUTION 230

Resolution No. 230
Submitted by Local 3350 (Que.)

CUPE NATIONAL WILL:

1. Collaborate with the CLC in creating a national campaign for recognition for foreign credentials for immigrant workers; and
2. Lobby the federal government to create a program for assisting these immigrant workers with retraining to establish themselves up to Canadian standards by providing education and financial assistance.

BECAUSE:

- There are shortages of qualified professionals to meet the needs of Canadians; and
- There is ghettoization of the skilled immigrant workers; and

- Continues the systemic discrimination to keep these workers from advancing.

*NEB decision - CONCURRENCE –
COVERS RESOLUTIONS 229, 231
AND 232*

**Resolution No. 231
Submitted by the Metropolitan Vancouver District
Council (B.C.)**

CUPE NATIONAL WILL:

1. Collaboratively work with the CLC in creating a national campaign for recognition of foreign credentials for immigrant workers; and
2. Lobby the federal government to create a program for assisting these immigrant workers with retraining to establish themselves up to Canadian standards by providing education and financial assistance.

BECAUSE:

- There are shortages of qualified professionals to meet the needs of Canadians; and
- There is ghettoization of skilled immigrant workers; and
- There continues to be systemic discrimination to keep these workers from advancing.

NEB decision - COVERED BY RESOLUTION 230

**Resolution No. 232
Submitted by Local 4400 (Ont.)**

CUPE NATIONAL WILL:

1. Collaboratively work with the CLC in creating a national campaign for the recognition of foreign credentials for immigrant workers; and
2. Lobby the federal government to create a program for assisting these immigrant workers with retraining to establish themselves up to the Canadian standards by providing education and financial assistance.

BECAUSE:

- There are shortages of qualified professionals to meet the needs of Canadians; and

- There is ghettoization of the skilled immigrant workers which continues systemic discrimination and keeps these workers from advancing.

NEB decision - COVERED BY RESOLUTION 230

**Resolution No. 233
Submitted by the Hospital Employees' Union (B.C.)**

CUPE NATIONAL WILL:

1. Lobby the federal and provincial governments to closely monitor temporary foreign worker programs, and use the existing immigration programs that offer Canadian citizenship to those workers wishing to live and work in Canada; and
2. Lobby the federal and provincial governments to ensure temporary foreign workers currently in Canada are guaranteed safe and healthy working conditions, fair compensation and expanded access to Canadian social benefit programs and the right to apply for permanent residency upon arrival; and
3. Work with the Canadian Labour Congress to evaluate the use of temporary foreign worker programs.

BECAUSE:

- Temporary foreign workers are easily exploited since their status in Canada depends on their employer and they fear being deported if they speak out about abuses; and
- They have wages deducted for programs like Employment Insurance which they cannot collect and are overcharged for daily living needs such as rent and food by their employers; and
- Temporary foreign workers, many of whom are women, must leave all their family members behind for their two year posting, and the new Canada Experience option for receiving citizenship at the end of their contract still relies on the employers' approval.

NEB decision - CONCURRENCE

**Resolution No. 234
Submitted by Local 389 (B.C.)**

CUPE NATIONAL WILL:

- Lobby the federal government to strengthen the penalties under Bill C-268 against human trafficking.

BECAUSE:

- An estimated 800,000 persons are trafficked into Canada annually worth over 600 million dollars to traffickers. Domestic servants, children, forced labourers and vulnerable women are victimized in the underground lucrative system, experiencing exposure to continuous threats of physical violence, sexual abuse, and long hours of work; and
- The penalties are not strong enough to protect the violation of these victims' rights.

NEB decision - CONCURRENCE

Resolution No. 235
Submitted by CUPE British Columbia

WHEREAS the WCB statistics for the province of B.C. in 2001 showed that 193 workers died on the job, 172,000 workers were injured at work, and 4,000 workers were permanently disabled as a result of a workplace injury or disease, and these figures are a mirror of statistics across the country; and

WHEREAS CUPE members continue to be killed and injured; and

WHEREAS CUPE membership across the country does not have consistent representation from one province to the next; and

WHEREAS CUPE National has always been a strong advocate of health and safety;

THEREFORE BE IT RESOLVED that CUPE National develop and maintain a national policy that will provide fair representation to all injured CUPE members for their Workers' Compensation Board (WCB) claims/appeals; and

BE IT FURTHER RESOLVED that injured CUPE members receive the same level of National Union representation as is provided for bargaining, grievance handling and arbitrations.

NEB decision - CONCURRENCE

Resolution No. 237
Submitted by the Metropolitan Vancouver District Council (B.C.)

CUPE NATIONAL WILL:

1. Condemn the repression of human rights and trade union rights in the Philippines; and
2. Support Filipino unions in their fight to realize an end to the killing and repression of trade unionists in the Philippines; and
3. Demand that the Canadian government link its foreign aid to the Philippines to support human rights; and
4. Join with the Philippines-Canada Task Force on Human Rights (PCTFHR) in calling on the Canadian government to hold a parliamentary hearing on the human rights situation in the Philippines.

BECAUSE:

- The use of intimidation, abduction and murder against trade unionists in the Philippines has increased since 2001; and
- The Philippines now ranks second, after Colombia, for trade union repression; and
- Many Canadian companies are doing business in the Philippines and the Canadian government provided \$25 million in aid in 2004.

NEB decision - CONCURRENCE

Resolution No. 240
Submitted by CUPE Nova Scotia, CUPE Newfoundland and Labrador, the Hospital Employees' Union (B.C.)

CUPE NATIONAL WILL:

1. Write letters to Canadian companies who invest in Burma condemning their business with Burma's military regime; and
2. Send a copy of these letters to Canada's Members of Parliament and CUPE locals; and
3. Recommend a boycott of products from Burma.

BECAUSE:

- Forced labour, forced relocation, beatings, murder, rape... These are just some of the violations companies who trade with or invest in Burma risk supporting; and
- When Levi Strauss pulled out of Burma in 1992, the company made the following statement: "It is not possible to do business in Burma without supporting the military regime and its pervasive human rights abuses."; and
- While international investment may help to bring positive change in some countries, this is not the case in Burma. Foreign investment and trade in Burma help perpetuate the cruelty of a repressive unelected junta; and
- Unfortunately, many Canadian companies continue to do business in Burma. In doing so they are acting against the express wishes of Nobel laureate, Aung San Suu Kyi, and Burma's democratically elected National League for Democracy (NLD), which won 82% of the vote in the country's 1990 elections.

*NEB decision - CONCURRENCE –
COVERS RESOLUTIONS 241 AND 242*

**Resolution No. 241
Submitted by Locals 3912 (N.S.), 2191, 3393 (Ont.)**

CUPE NATIONAL WILL:

1. Write letters to Canadian companies who invest in Burma condemning their business with Burma's military regime; and
2. Send a copy of these letters to Canada's Members of Parliament and CUPE locals; and
3. Recommend a boycott of products from Burma.

BECAUSE:

- Forced labour, forced relocation, beatings, murder, rape... These are just some of the violations companies who trade with or invest in Burma risk supporting; and
- When Levi Strauss pulled out of Burma in 1992, the company made the following statement: "It is not possible to do business in Burma without supporting the military regime and its pervasive human rights abuses." ; and
- While international investment may help to bring positive change in some countries, this is not the case in Burma. Foreign investment and trade in Burma help perpetuate the cruelty of a repressive unelected junta; and

- Unfortunately, many Canadian companies continue to do business in Burma. In so doing, these countries are acting against the express wishes of Nobel laureate, Aung San Suu Kyi, and Burma's democratically elected, National League for Democracy (NLD), which won 82% of the vote in the country's 1990 elections.

NEB decision - COVERED BY RESOLUTION 240

**Resolution No. 242
Submitted by Local 2440 (Ont.)**

CUPE NATIONAL WILL:

1. Write letters to condemn Canadian companies who do business with Burma's military regime; and
2. Send a copy of these letters to Canada's Members of Parliament and CUPE locals; and
3. Recommend a boycott of products from Burma.

BECAUSE:

- When Levi Strauss pulled out of Burma in 1992, the company made the following statement: "It is not possible to do business in Burma without supporting the military regime and its pervasive human rights abuses."; and
- Forced labour, forced relocation, beatings, murder, rape... These are just some of the continuing violations the companies who trade with or invest in Burma risk supporting; and
- While international investment may help to bring positive change in some countries, this is not the case in Burma. Foreign investment and trade in Burma help perpetuate the cruelty of a repressive junta; and
- Unfortunately, many Canadian companies continue to do business in Burma. In so doing they are acting against the express wishes of Nobel laureate Aung San Suu Kyi, and Burma's democratically elected National League for Democracy (NLD), which won 82% of the vote in the country's 1990 elections.

NEB decision - COVERED BY RESOLUTION 240

**Resolution No. 243
Submitted by Locals 3902, 3907 (Ont.), 2153 (Man.)**

CUPE NATIONAL WILL:

1. Provide resources for a member and public education campaign on the conflict in Darfur/Sudan

in our locals, district councils and the wider society;
and

2. Investigate and research the investment portfolios of universities, municipalities and other relevant CUPE employers to determine whether they have invested pension funds money in the stocks of oil, mineral extraction, power generation and defense firms whose activities in the Sudan contribute to the perpetuation of the conflict; and
3. Undertake a targeted divestment campaign with labour and community organizations against firms in the oil, mineral extraction, power and defense industries whose investments contribute to the capacity of the Government of Sudan to prosecute the war in Darfur; and
4. Work with unions and other stakeholders to pressure the Government of Canada to appoint a special envoy on Darfur as well as provide expert help and equipment in areas including communications, logistics and command that are critical to the success of the United Nations- African Union Mission in Darfur (UNAUMID); and
5. Work with the Canadian Labour Congress in pushing for peace and justice in the Sudan.

BECAUSE:

Over 300,000 have been killed, 64,000 women raped and 2.5 million are internally displaced in this conflict.

NEB decision - COVERED BY RESOLUTION 244

Resolution No. 244
Submitted by Local 2191 (Ont.)

CUPE NATIONAL WILL:

1. Organize an education campaign on the conflict in Darfur/Sudan in our locals, district councils and the wider society; and
2. Research the investment portfolios of universities, municipalities and other relevant CUPE employers to determine whether they have invested pension funds money in the stocks of oil, mineral extraction, power generation and defence firms whose activities in the Sudan contribute to the perpetuation of the conflict; and
3. Undertake a targeted divestment campaign with labour and community organizations against firms

in the oil, mineral extraction, power and defence industries whose investments contribute to the capacity of the Government of Sudan to prosecute the war in Darfur; and

4. Work with unions and other stakeholders to pressure the Government of Canada to appoint a special envoy on Darfur as well as provide expert help and equipment in areas including communications, logistics and command that are critical to the success of the United Nations-African Union Mission in Darfur (UNAUMID); and
5. Work with the Canadian Labour Congress in pushing for peace and justice in the Sudan.

BECAUSE:

Over 300,000 have been killed, 64,000 women raped and 2.5 million are internally displaced in this conflict.

*NEB decision - CONCURRENCE –
COVERS RESOLUTIONS 243 AND 245*

Resolution No. 245
Submitted by Local 500 (Man.)

CUPE NATIONAL WILL:

1. Provide resources for a member and public education campaign on the conflict in Darfur/Sudan in our locals, district councils and the wider society; and
2. Investigate and research the investment portfolios of universities, municipalities and other relevant CUPE employers to determine whether they have invested pension fund money in the stocks of oil, mineral extraction, power generation and defence firms whose activities in the Sudan contribute to the prolongation of the conflict; and
3. Undertake a targeted divestment campaign with labour and community organizations against firms in the oil, mineral extraction, power and defence industries whose investments contribute to the capacity of the Government of Sudan to prolong the war in Darfur; and
4. Work with unions and other stakeholders to pressure the Government of Canada to appoint a special envoy on Darfur as well as provide expert help and equipment in areas including communications, logistics and command that are

critical to the success of the United Nations-African Union Mission in Darfur (UNAUMID); and

5. Work with the Canadian Labour Congress in pushing for peace and justice in the Sudan.

BECAUSE:

Over 300,000 have been killed, 64,000 women raped and 2.5 million are internally displaced in this conflict.

NEB decision - COVERED BY RESOLUTION 244

Resolution No. 246
Submitted by Local 500 (Man.)

CUPE NATIONAL WILL:

Write a letter of protest to Colombia's President Uribe to protest the fact that indigenous human rights activists and unionized workers (especially their representatives and leaders) are being murdered with impunity in Colombia. We should note that Colombian refugees from political violence and human rights abuses are forced to come to Manitoba (and other places in Canada) to find a safe place to live.

BECAUSE:

- As the National Indigenous Organization of Colombia (ONIC) advises, indigenous Colombians are being forced off their lands and out of their homes and risk death for resisting the Colombian government's efforts to accommodate international industrial companies (including Canadian companies such as Colombia Goldfields Ltd., Coalcorp Mining Inc., and Frontier Pacific Mining Corporation); and
- As CUPE members, we cannot be silent while our brothers and sisters in Colombia have their lives, property and human rights violated through the Colombian government's drive to court investment from international corporations; and
- We believe Canadians are not supportive of the Free Trade Agreement signed with Colombia and that our government is, therefore, obligated to call on Colombia's Uribe government to honour and protect the basic human rights of its citizens.

NEB decision - COVERED BY RESOLUTION 247

Resolution No. 247
Submitted by Local 2348 (Man.)

CUPE NATIONAL WILL:

Write a letter of protest to President Uribe of Colombia who recently (November 2008) signed a Free Trade Agreement (FTA) with Canada and to copy such letter to Prime Minister Stephen Harper; to protest the fact that Canada (i.e. Manitoba for example) is put in the position of providing refuge to oppressed Colombians who are fleeing their country's political violence and human rights violations – including outright extra-judicial executions by paramilitaries and that official tolerance and lack of justice for the perpetrators of the violence is unacceptable in a Free Trade partner; and to ask what measures we can look for from his administration to stop the killing of indigenous activists and trade unionists.

BECAUSE:

- Amnesty International and the Canadian Council for International Co-operation advise that "the widespread and very serious human rights violations... the person who was stunned, including situations in which people have been awakened from sleep by repeated use of the devices, and have been tasered while already restrained in handcuffs; and
- The presence of factors such as (but not limited to) age, gender, heart condition, drug exposure or deprivation, fear, exhaustion and pregnancy are known to exacerbate the effects of an electrical discharge, and exposure to even small amounts of electrical charge can interrupt the rhythm of the heart and cause ventricular fibrillation and death. ...continue to be the daily reality in Colombia." (http://www.ccic.ca/e/004/news_2008-11-24_colombia_trade_deal_signed.shtml); and
- The Canadian collaboration on the FTA with Colombia was a secretive process without the transparency promised by Stephen Harper when he first campaigned to be prime minister; and
- Colombia's trade unionists and indigenous activists have the human right to live in peace, safety and security in the country of their birth; and
- It is unacceptable for Canadians to create opportunities and goods and services that are available through free trade to a country which allows the injustices that create political refugees who must seek asylum in Canada.

*NEB decision - CONCURRENCE –
COVERS RESOLUTIONS 246 AND 249*

Resolution No. 248
Submitted by Local 500 (Man.)

CUPE NATIONAL WILL:

Ask the Manitoba government to write a letter of protest to Prime Minister Stephen Harper to express our concerns about the recently (November 2008) signed Free Trade Agreement (FTA) between Canada and Colombia. The letter could note that Manitoba has been put in the position of providing refuge to oppressed Colombians who are fleeing their country's political violence and human rights violations. The letter could also ask what measures this administration is using to stop the killing of indigenous activists and trade unionists in Colombia.

BECAUSE:

- Amnesty International and the Canadian Council for International Co-operation advise that "the widespread and very serious human rights violations continue to be the daily reality in Colombia." (http://www.ccic.ca/e/004/news_2008-11-24_colombia_tradedeal_signed.shtml); and
- Canadian collaboration on the FTA with Colombia was done through a secretive process without the transparency promised by Stephen Harper when he campaigned to be prime minister; and
- Colombia's trade unionists and indigenous activists have the internationally recognized right to live in peace, safety and security in the country of their birth; and
- We believe that Manitobans would strongly object to helping create opportunities, goods and services through any international trade agreement with a country which allows the injustices that exist in Colombia and therefore which create political refugees who must seek asylum in Manitoba and elsewhere in Canada.

NEB decision - CONCURRENCE

Resolution No. 249
Submitted by Local 2348 (Man.)

CUPE NATIONAL WILL:

The President of CUPE National will write a letter of protest to Colombia's President Uribe to protest the fact that indigenous human rights activists and unionized workers (especially their representatives and leaders) are being murdered with impunity; and that Colombian

refugees from political violence and human rights abuses are forced to come to Canada to find a safe place to live.

BECAUSE:

- As the National Indigenous Organization of Colombia (ONIC) advises, indigenous Colombians are being forced off their lands and out of their homes and risk death for resisting the Colombian government's efforts to accommodate international industrial companies (including Canadian companies such as Colombia Goldfields Ltd., Coalcorp Mining Inc., and Frontier Pacific Mining Corporation); and
- We CUPE members cannot be silent while our brothers and sisters in Colombia have their lives, property and human rights violated via the Colombia government's drive to court investment from international corporations; and
- We Canadian CUPE members, as reluctant and unwilling but apparently legal free trade partners of Colombia, (at least until such time as the FTA is suspended, rescinded or abrogated) have a duty to call on Colombia's Uribe government to honour, and protect the basic human rights of its citizens.

NEB decision - COVERED BY RESOLUTION 247

Resolution No. 250
Submitted by CUPE Manitoba

CUPE NATIONAL WILL:

1. Re-affirm CUPE National's policy that was adopted at our 2003 National Convention and re-affirmed at our 2007 Convention. That policy states that we:
 - a) "Demand that the Israeli Government immediately withdraw from the occupied territories and abide by UN Resolutions 242 and 338;
 - b) Call for and actively work towards an end to all acts of violence that take the lives of innocent people, whether they be Palestinian or Israeli;
 - c) Help develop a peace process based on equality between Israelis and Palestinians and based on the implementation of United Nations resolutions and international law"; and
2. Add to the above policy that we not take actions that only target one side of this conflict.

BECAUSE:

- There is a long and terrible conflict that continues to cost many lives today; and
- We must condemn all acts of violence and aggression that continue to emanate from the region; and

- Our international work and actions should be coordinated through our national body and have National Convention support where possible; and
- This issue continues to be a source of discussion and debate in our union with our provinces interpreting the intent of the 2003 policy differently and the place to clarify the intent would be our National Convention; and
- Taking sides in any conflict as long standing and complex as this does not help us resolve it; and
- Actions in one region of our country repeatedly cause other regions to respond to a position on an international issue in another region.

NEB decision - MOTION TO NOT PROCEED WITH

Resolution No. 251
Submitted by CUPE British Columbia

CUPE NATIONAL WILL:

1. Support the Bil'in Popular Committee Against the Wall Campaign against the construction of illegal Israel settlements and the illegal Israel separation wall; and
2. Condemn Israeli attempts to violently disrupt Bil'in's demonstrations against illegal settlements and the separation wall; and
3. Support the Palestinian village of Bil'in and its fight in the Quebec Superior Court against Green Park International and Green Mount International, Quebec construction companies actively building illegal Jewish-only settlements within Bil'in, in violation of international law and the Canadian *Crimes Against Humanity and War Crimes Act*; and
4. Investigate additional steps CUPE can take to support Bil'in and sister villages in the struggle against illegal settlements and the separation wall.

BECAUSE:

- Bil'in is a Palestine village near Ramallah which has over 60% of its land confiscated by illegal settlements and the illegal separation wall; and
- Bil'in is waging a non-violent campaign with weekly demonstrations to defend its land that is fully supported by the Israeli peace movement and international supporters; and
- Bil'in is typical of the situation of Palestinian villages subjected to Israeli land theft; and

- Two Quebec development companies are building illegal settlements on Bil'in contrary to international law, namely the Fourth Geneva Convention.

NEB decision - MOTION TO NOT PROCEED WITH

Resolution No. 252
Submitted by Local 3393 (Ont.)

CUPE NATIONAL WILL:

1. Develop an education campaign to inform and activate CUPE members about the injustice of Israel's 42-year old military occupation of Palestine, based on CUPE B.C.'s *The Wall Must Fall*, and CUPE Ontario's *Towards Peace and Justice in the Middle East*; and
2. Organize a delegation of CUPE members to Palestine to investigate first hand why increasingly leaders like South African Archbishop Desmond Tutu call the current situation a present-day apartheid; and
3. Investigate and develop policy regarding divestment of CUPE National funds invested in Israel or in corporations involved with the Israeli occupation of the Palestinian territories.

BECAUSE:

- Working people in Palestine lack ready access to their workplaces, medical care, water, housing because the military occupation denies their basic civil, human and labour rights; and
- This past winter we witnessed the indiscriminate bombing of thousands of Gazan civilians, including a number of schools; and
- Divestment campaigns were instrumental in the struggle to liberate South Africa from apartheid; and
- Diplomatic efforts during the last 42 years of military occupation have not been successful in ending the military occupation and establishing a just peace for Israel and Palestine.

NEB decision - MOTION TO NOT PROCEED WITH

Resolution No. 253
Submitted by Local 3903 (Ont.)

CUPE NATIONAL WILL:

1. Develop an education campaign to inform and activate CUPE members about the injustice of Israel's

42-year old military occupation of Palestine, based on CUPE B.C.'s *The Wall Must Fall* and CUPE Ontario's *Towards Peace and Justice in the Middle East*; and

2. Organize a delegation of CUPE members to Palestine to investigate first hand why increasingly leaders like South African Archbishop Desmond Tutu call the current situation a present-day apartheid; and
3. Investigate and develop policy regarding divestment of CUPE National funds invested in Israel or in corporations involved within the Israeli occupation of the Palestinian territories.

BECAUSE:

- Working people in Palestine lack ready access to their workplaces, medical care, water, housing because the military occupation denies their basic civil, human and labour rights; and
- This past winter we witnessed the indiscriminate bombing of thousands of Gazan civilians; and
- Divestment campaigns were instrumental in the struggle to liberate South Africa from apartheid; and
- Diplomatic efforts during the last 42 years of military occupation have not been successful in ending the military occupation and establishing a just peace for Israel and Palestine.

NEB decision - COVERED BY RESOLUTION 252

Resolution No. 254
Submitted by Local 1979 (Ont.)

CUPE NATIONAL WILL:

1. Support the international campaign of boycott, divestment and sanctions (BDS) against Israel until it fully complies with UN resolutions and international law, notably by dismantling the separation wall, recognizing the right of return of Palestinian refugees, and putting an end to its occupation of Palestinian territories; and
2. Work with human rights organizations to call for an end to all acts of violence that take the lives of innocent people in Israel and the occupied territories.

BECAUSE:

- The situation today in Israel has been described by South African observers as worse than the old apartheid regime of South Africa; and
- In 2005, over 170 Palestinian organizations issued a call for a global campaign of boycotts and divestment against Israel similar to those imposed against South African apartheid; and
- In May 2009, CUPE 1979 participated in a delegation to Israel and Palestine where it witnessed the devastating effects of Israeli apartheid policies; and
- All the organizations met by the delegation, including Palestinian and Jewish organizations in Israel, reiterated the call to support the BDS campaign, stating that it was the single most effective action the international solidarity movement could undertake to help bring about a just and lasting peace.

NEB decision - MOTION TO NOT PROCEED WITH

Resolution No. 255
Submitted by Locals 3907 (Ont.), 2153 (Man.)

CUPE NATIONAL WILL:

1. Undertake a public and member education campaign in collaboration with community partners, and other unions on systematic sexual violence against women and the plundering of natural resources by multinational corporations in the Democratic Republic of the Congo (DRC); and
2. Use its own resources to leverage a national educational and fundraising tour by relevant Congolese stakeholders; and
3. Lobby unions and the CLC to contribute resources to women's advocacy organizations to lobby and educate political authorities as well as to credible Congolese NGOs that are doing on-the-ground rehabilitative, skills development and/or income-generating initiatives with women who have experienced sexual violence; and
4. Initiate the organizing work for a solidarity visit to the DRC by a delegation of labour and women's organizations, faith groups, political leaders and other stakeholders.

BECAUSE:

- Over 250,000 women have been raped in the Congo as a weapon of war and over 5.5 million people have died from war and war-related causes; and
- Some Canadian mining companies were implicated by the United Nations for contributing to the conflict in the Congo; and
- The root cause of the conflict in the DRC stems from its abundant mineral natural resources such as coltan, diamond, gold and copper.

*NEB decision - CONCURRENCE –
COVERS RESOLUTION 256*

Resolution No. 256
Submitted by Local 500 (Man.)

CUPE NATIONAL WILL:

1. Undertake a public and member education campaign in collaboration with community partners, and other unions on systematic sexual violence against women and the plundering of natural resources by multinational corporations in the Democratic Republic of the Congo (DRC); and
2. Use its own resources to leverage a national educational and fundraising tour by relevant Congolese stakeholders; and
3. Lobby unions and the Canadian Labour Congress to contribute resources to **women's advocacy organizations to lobby and educate political authorities** and to credible Congolese NGOs that are doing on-the-ground rehabilitative, skills development and/or income-generating initiatives with women who have experienced sexual violence; and
4. Initiate the organizing work for a solidarity visit to the DRC by a delegation of labour and women's organizations, faith groups, political leaders and other stakeholders.

BECAUSE:

- Over 250,000 women have been raped in the Congo as a weapon of war and over 5.5 million people have died from war and war-related causes; and
- Some Canadian mining companies were implicated by the United Nations for contributing to the conflict in the Congo; and

- The root cause of the conflict in the DRC stems from its abundant mineral natural resources such as coltan (columbite-tantalite), diamonds, gold and copper.

NEB decision - COVERED BY RESOLUTION 255

Resolution No. 257
Submitted by Local 2191 (Ont.)

CUPE NATIONAL WILL:

1. Take the lead in developing a campaign against the use of our members' pension funds by Canadian mining corporations, in particular, Gold Corp. in Central, South America and the Caribbean; and
2. Work with CUPE divisions, the CLC and community organizations to underline the negative impacts of mining, especially in the indigenous communities.

BECAUSE:

- This campaign will help our members and the public at large to understand the mining investment promoted by the Canadian corporations and the federal government, including Canada's obligations under C169 of the ILO; and
- Gold Corp. mining operations in Mexico, Guatemala and Honduras are contributing to the displacement of the indigenous communities in the mining areas, water contamination and social conflicts; and
- This campaign will promote solidarity with our counterparts in Central, South America and the Caribbean and strengthen our international work; and
- It will help to stop environmental contamination, water contamination and promote ethical investments and corporate social responsibility mechanisms, which have to be enforced by independent bodies.

NEB decision - CONCURRENCE

Resolution No. 258
Submitted by Local 3393 (Ont.)

WHEREAS over 300,000 internally displaced persons herded into military run barb-wired camps without access to international media and observers; and

WHEREAS the Canadian government pledged \$3 million as aid to support the displaced persons; and

WHEREAS lack of a political solution to the national question resulted in killing of over 100,000 people and brought agony and misery to civilians; and

WHEREAS the privatization of public services and corporatization of agriculture sector brought unprecedented hardships to the workers and the peasants;

THEREFORE BE IT RESOLVED that CUPE National will call upon the Canadian government:

- To demand the Sri Lankan government to allow International media and observers to all IDP camps;
- Pledged aid money only through international humanitarian organizations;
- To demand the Sri Lankan government for immediate and safe return of IDPs to their land with the assistance of the ICRC;
- To push for an immediate political solution to the national questions which will address the aspirations of the Tamil and Muslim people; and

BE IT FURTHER RESOLVED that CUPE National will build links with trade unions which stand up for the rights of the Tamil and Muslim people and also combatting privatization of public services and corporatization of agricultural sector.

NEB decision - CONCURRENCE AS AMENDED

Amend as follows:

Amend "IDP" to read "Internally Displaced People"; amend "ICRC" to read "International Committee of the Red Cross".

Resolution No. 259
Submitted by Local 3913 (Ont.)

CUPE NATIONAL WILL:

Denounce the military coup that occurred in Honduras on June 28, 2009, that removed the constitutionally elected President Manuel Zelaya from power, and demand the following:

1. That the Canadian government publically denounce the coup d'état and not recognize the illegal government of Roberto Micheletti;

2. That the Canadian government call for the immediate and unconditional reinstatement of President Zelaya, and an end to the repression and criminalization of those who support him;
3. Full respect for human rights and civil liberties of the Honduran people;
4. Freedom of information and freedom of the press, including an end to the media blackout and censorship of news outlets;
5. That the Honduran authorities guarantee the full democratic exercise of the non-binding popular consultation that was to take place on June 28, 2009, an exercise in direct democracy, which is a fundamental tenet of the labour movement.

BECAUSE:

- There is a long and bloody history in Latin America of democratically-elected leaders being deposed by military coups, which then turn on the civilian population, murdering or disappearing political opponents, including thousands of labour activists; and
- This repetition of history cannot be allowed to occur.

NEB decision - CONCURRENCE

Resolution No. 260
Submitted by Local 3913 (Ont.)

CUPE NATIONAL WILL:

In solidarity with protestors in Iran, call on the Canadian government to demand that the Iranian regime:

1. Support the right to vote;
2. Promote the freedom of expression and dissent;
3. End the violence against the peaceful protests, and demand that those responsible for violence be brought to justice;
4. Allow families and friends to claim the bodies and without fear mourn the death of their relatives and friends;
5. Establish transparent voting procedures and counts;
6. Stop blocking local and independent, external media coverage of elections and protests, including the filtering of web access;

7. Stop the arrests of people expressing dissenting opinions and demand the release of those already arrested.

BECAUSE:

- Massive irregularities have been uncovered in the counting of votes from the June 12, 2009 presidential election in Iran; and
- The violent crackdown against protestors by the Iranian regime has led to dozens of deaths, hundreds of injuries and thousands of arrests among innocent civilians; and
- The basic human rights of freedom of speech and freedom of assembly have been denied to the Iranian people.

NEB decision - CONCURRENCE

Resolution No. 261
Submitted by Local 389 (B.C.)

CUPE NATIONAL WILL:

Lobby the federal government against proposed lawful access legislation.

BECAUSE:

- Lawful access legislation will give the police sweeping powers to collect information without a warrant, such as the ability to view anyone's e-mail, activate tracking devices in cell phones and cars which will randomly reveal anyone's personal details eliminating any privacy rights; and
- The current system, which requires reasonable and probable grounds for a warrant to access personal information, is in place to balance rights of law and the rights of a person's privacy; and
- This new lawful access would take away a person's rights and there would be no limitations on the abuse of our right to privacy.

NEB decision - CONCURRENCE

Resolution No. 263
Submitted by CUPE Saskatchewan

CUPE NATIONAL WILL:

1. Support the current efforts underway by the trans community in British Columbia, Ontario and Newfoundland, to have their provincial Human Rights

Codes to include "gender identity" as a "visible" ground; and

2. Support the current private members' bill submitted by Bill Siksay M.P. (NDP B.C.) on getting "gender identity" added as a ground in the *Canadian Human Rights Code*; and
3. Develop an awareness campaign in all provinces on the need for "visible" human rights protection for transsexual and transgendered and inclusion in their provincial codes; and
4. Continue to encourage our locals to bargain in protection for our trans members by including "gender identity" in our collective agreements.

BECAUSE:

- Trans people and trans CUPE members are still stigmatized and vulnerable in society, and are not recognized to have rights as their protection in human rights codes usually falls under the "ground of sex" or "disability" and is not widely known; and
- A "visible" ground of "gender identity" would give value, dignity, and would help to recognize that transsexual and transgendered people are equal persons in society.

NEB decision - CONCURRENCE

Resolution No. 264
Submitted by CUPE British Columbia

CUPE NATIONAL WILL:

1. Encourage local unions to bargain language in collective agreements to include protections from discrimination on the basis of gender identity and expression; and
2. Encourage local unions to bargain benefit protections with health care providers for medical coverage for transgender and transsexual health needs including but not limited to electrolysis, medical leaves for surgery, payment of surgical procedures including sex reassignment surgery if it is not covered by provincial health care plans; and
3. Provide resources and training to CUPE locals, leaders and staff on the needs of transgender and transsexual members to ensure that CUPE collective agreements protect the human rights of these members.

NEB decision - CONCURRENCE

Resolution No. 265
Submitted by the Metropolitan Vancouver District Council (B.C.)

CUPE NATIONAL WILL:

Incorporate into the utilization of member organizers a program of mentoring, training, and guidance that provides a clear path to prospective opportunities within CUPE for organizer positions (acting, temporary and permanent positions).

BECAUSE:

- Organizing workers (unorganized and organized) is fundamental to the continuation of the trade union movement; and
- Utilizing the knowledge and experience of activists within our union is favourable over bringing in people from outside; and
- Member organizers (MOs) are known activists who are specifically interested in organizing and are often very talented or keen; and
- MOs are assisting in the area of organizing and developing skills as organizers; and
- Often a great deal of time and effort has been put into organizing by MOs and their work and dedication should be acknowledged; and
- The vast amount of experience and knowledge MOs gain will assist our union and therefore should not be ignored; and
- Successorship planning and development is crucial to the ongoing success and development of our union. Member organizers should be part of this plan.

*NEB decision - CONCURRENCE –
COVERS RESOLUTION 266*

Resolution No. 266
Submitted by Local 15 (B.C.)

CUPE NATIONAL WILL:

Incorporate into the utilization of member organizers a program of mentoring, training, and guidance that provides a clear path to prospective opportunities within CUPE for organizer positions (acting, temporary and permanent positions).

BECAUSE:

- Organizing workers is fundamental to the continuation of the trade union movement; and
- Utilizing the knowledge and experience of activists within our union is favourable over bringing in people from outside; and
- Member organizers (MOs) are known activists who are specifically interested in organizing and are often very talented and keen; and
- MOs are assisting in the area of organizing and developing skills as organizers; and
- Often a great deal of time and effort has been put into organizing by MOs and their work and dedication should be acknowledged; and
- The vast amount of experience and knowledge MOs gain will assist our union and therefore should not be ignored; and
- Successorship planning and development is crucial to the ongoing success and development of our union. Member organizers should be part of this plan.

NEB decision - COVERED BY RESOLUTION 265

Resolution No. 267
Submitted by the Metropolitan Vancouver District Council (B.C.)

CUPE NATIONAL WILL:

1. Ensure that member organizers are compensated for their work by developing a classification with a wage that is appropriate; and
2. Ensure that member organizers who are working on long-term campaigns and are required to take on increased responsibilities such as those of an organizer are recognized for their work and compensated equal to that of a staff representative.

BECAUSE:

- Many CUPE member organizers are being used by the National Union to work on campaigns due to their organizing knowledge, skills and abilities that they bring into the work; and
- Many of the member organizers come from the sectors that are being targeted as they are the unorganized and as such are potentially earning lower wages than the work a member organizer deserves; and

- CUPE has an obligation for pay equity and to establish pay equity for the workers that they book off their jobs to do the work for CUPE; and
- Many member organizers who are working on various organizing campaigns are working for extended periods of time due to their organizing abilities and taking on much more responsibilities than that of a member organizer.

*NEB decision - COVERED BY SUBSTITUTE
 RESOLUTION 904*

Resolution No. 268
Submitted by Local 15 (B.C.)

CUPE NATIONAL WILL:

1. Ensure that member organizers (MO's) are compensated for their work by developing a classification with a wage that is appropriate; and
2. Ensure that MO's who are working on long-term campaigns and are required to take on increased responsibilities such as those of an organizer are recognized for their work and compensated equal to that of a staff representative.

BECAUSE:

- Many CUPE MO's are being used by the National Union to work on campaigns due to their organizing knowledge, skills and abilities that they bring into the work; and
- Many of the MO's come from the sectors that are being targeted as they are unorganized and as such are potentially earning lower wages than the work a MO deserves; and
- CUPE has an obligation to establish pay equity for the workers that they book off their jobs to do the work for CUPE; and
- Many MO's who are working on various organizing campaigns are working for extended periods of time due to their organizing abilities and taking on many more responsibilities than that of a member organizer should be appropriately compensated.

*NEB decision - COVERED BY SUBSTITUTE
 RESOLUTION 904*

Resolution No. 271
Submitted by Locals 2656, 4835 (Que.)

WHEREAS the National Film Board is an important cultural institution that reflects our social values, diversity and identity, both national and local; and

WHEREAS, for the past 70 years, the NFB has served as a common memory for all Canadians; and

WHEREAS, since 1939, the population has invested in this cultural jewel and we refuse to allow the demise of this investment made by our parents, grandparents and great grandparents; and

WHEREAS the NFB is experiencing repeated reorganizations and job cuts; and

WHEREAS, over the years, the NFB has cut the number of employees from 719 to 356; and

WHEREAS the employees of the NFB are carrying out a cost-shared campaign with CUPE National to denounce the precarious situation at the NFB; and

WHEREAS CUPE National has asked to meet with Minister Moore and we are still waiting; and

WHEREAS the NFB needs to see its parliamentary credits increased in order to maintain its mission;

THEREFORE BE IT RESOLVED that CUPE National, through its President, denounce the attitude of Minister Moore toward the NFB, our common cultural wealth; and

BE IT FURTHER RESOLVED that all delegates to the convention support the initiative of CUPE Locals 2656 and 4835 by going to the CUPE website to complete the letter to be sent to MPs in order to create additional pressure on our federal elected officials.

NEB decision - CONCURRENCE AS AMENDED

Amend as follows:

Add the words "CUPE National will encourage" before the words "all delegates" in the final paragraph.

Resolution No. 272
Submitted by CUPE Newfoundland and Labrador

CUPE NATIONAL WILL:

Encourage all CUPE locals and individual CUPE members to affiliate with the New Democratic Party.

BECAUSE:

- The New Democratic Party is the only political party that consistently represents the interests and welfare of working people in Canada; and
- The New Democratic Party is also the only political party that is genuinely concerned about residents of our country and not just the interests and concerns of big business; and
- The New Democratic Party works actively to promote the beliefs and concerns of labour and the community; and
- As public employees we are in the unique position of having the ability to elect our bosses and we should be promoting and electing the party that is labour and people friendly.

NEB decision - CONCURRENCE

Resolution No. 273
Submitted by CUPE Newfoundland and Labrador

CUPE NATIONAL WILL:

Endeavour to have a presence from the New Democratic Party at all CUPE conferences, conventions and workshops held across the country.

BECAUSE:

- The New Democratic Party is the political party that supports unions, the working people and communities across Canada; and
- It is important that we are part of the process of promoting the political party that speaks for labour and the community; and
- Political action should be a component of all union functions as this is the avenue we need to protect our members and fight for their rights as well as the rights of our communities in general.

NEB decision - CONCURRENCE

Resolution No. 276
Submitted by CUPE Newfoundland and Labrador, the Airline Division, the Okanagan Mainline District Council (B.C.), Local 4041 (Que.)

CUPE NATIONAL WILL:

Draft collective agreement language on pandemic outbreaks to assist bargaining committees in their negotiations with employers.

BECAUSE:

- Local unions are looking for assistance in regards to appropriate language; and
- Creating consistent collective agreement language will ensure the rights of workers.

NEB decision - CONCURRENCE

Resolution No. 278
Submitted by Local 3550 (Alta.)

CUPE NATIONAL WILL:

Lobby the federal government to prepare workers for a pandemic outbreak by announcing a benefit program for workers unable to work due to a pandemic outbreak.

BECAUSE:

- It is important that the two-week waiting period for Employment Insurance special sick leave benefits be waived for all workers who are off work due to a pandemic outbreak and who do not receive paid sick leave from their employer; and
- This waiver must also apply to employees who have been placed in quarantine by medical authorities, sent home by their employers or stayed home (put themselves in quarantine) on the recommendation of a public health official, doctor or nurse; and
- During a pandemic no doctor's certificate should be required for the 10-day quarantine period; and
- These provisions should be in force and apply to any pandemic-related EI claims.

NEB decision - CONCURRENCE

Resolution No. 281
Submitted by the Toronto District Council (Ont.),
Locals 2191, 2204, 3902, 3903, 4092 (Ont.)

CUPE NATIONAL WILL:

1. Provide training and support for all CUPE national servicing representatives in Ontario to assist them to support and inform CUPE Ontario locals of their legal obligations for pay equity and to establish pay equity maintenance committees; and
2. Provide financial and staff resources to undertake member education about the legal obligation of CUPE Ontario locals in the broader public sector to meet their pay equity and maintenance obligations; and
3. Provide support and assistance to CUPE staff and members to undertake a campaign with the Ontario Pay Equity Coalition to demand the province to resume funding for pay equity.

BECAUSE:

- CUPE women members continue to earn on average 29% less than men doing comparable work; and
- Pay equity maintenance is a legal requirement for locals that must be understood as a basic requirement of national servicing representatives similar to collective bargaining and grievance handling; and
- Pay equity maintenance is a legal obligation for CUPE locals and therefore must be made a priority for our union.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 902*

Resolution No. 282
Submitted by CUPE Airline Division

CUPE NATIONAL WILL:

Press the CLC to lobby the opposition parties at the federal to have them propose a bill on pay equity at the next parliamentary session that will take the principles of a proactive bill as suggested by the workgroup and the CLC will invite the federal political parties to make pay equity an issue of the next federal election.

BECAUSE:

- The companies under federal jurisdiction are not subjected to a proactive law on pay equity; and
- The resources available under the Canadian law on human rights are inefficient to prevent pay discrimination based on gender; and
- The federal workgroup on pay equity recommended in 2003 the adoption of a proactive law on pay equity; and
- In May 2007, the three leaders of the opposition parties told the representatives of The Pay Equity Network at the federal that they supported our demands.

NEB decision - COVERED BY RESOLUTION 283

Resolution No. 283
Submitted by Locals 3350, 3758, 5436 (Que.)

THEREFORE BE IT RESOLVED that CUPE lobby the CLC so it may propose to the federal opposition parties that they present, during the next session of parliament, a bill on pay equity that presents the principles of a proactive law as recommended by the task force; and

BE IT FURTHER RESOLVED that CUPE invite the federal political parties to make pay equity an issue during the next federal elections;

BECAUSE companies under federal jurisdiction are not subject to a proactive law on pay equity; and

BECAUSE the remedy available by virtue of the *Canadian Human Rights Act* is ineffective in wiping out pay discrimination founded on gender; and

BECAUSE in 2003, the federal Pay Equity Task Force recommended adopting a proactive law on pay equity; and

BECAUSE FINALLY in May 2007, the three leaders of the opposition parties indicated to representatives of the federal Pay Equity Network that they supported our claims.

*NEB decision - CONCURRENCE –
COVERS RESOLUTIONS 282 AND 284*

Resolution No. 284
Submitted by Locals 4041 (Que.)

THEREFORE BE IT RESOLVED that CUPE will lobby the CLC so it may propose to the federal opposition parties that, during the next session of parliament, it present a bill on pay equity that presents the principles of a proactive law as recommended by the task force; and

BE IT FURTHER RESOLVED that the CLC will invite the federal political parties to make pay equity an issue during the next federal elections;

BECAUSE companies under federal jurisdiction are not subject to a proactive law on pay equity; and

BECAUSE the remedy available by virtue of the *Canadian Human Rights Act* is ineffective in wiping out pay discrimination founded on gender; and

BECAUSE in 2003, the federal Pay Equity Task Force recommended adopting a proactive law on pay equity; and

BECAUSE FINALLY in May 2007, the three leaders of the opposition parties indicated to representatives of the federal Pay Equity Network that they supported our claims;

NEB decision - COVERED BY RESOLUTION 283

Resolution No. 289
Submitted by CUPE Prince Edward Island, the Toronto District Council (Ont.), Locals 1979, 2191, 2204, 3903, 4092 (Ont.)

CUPE NATIONAL WILL:

1. Create a fund for a national campaign to promote the Multi-Sector Pension Plan (MSPP); and
2. Create a fund to provide educationals on the Multi-Sector Pension Plan (MSPP) for CUPE members and staff.

BECAUSE:

- Many CUPE members, especially women and social services sector workers, do not have access to an employer-sponsored defined-benefit pension plan; and
- The MSPP was created by CUPE and SEIU for union members, and CUPE needs to better promote it; and

- All CUPE members should have access to a defined-benefit pension plan; and
- Workers without pension plans are more likely to retire into poverty; and
- Many CUPE members and staff need access to more information on the Multi-Sector Pension Plan.

*NEB decision - CONCURRENCE AS AMENDED –
COVERS RESOLUTIONS 290 AND 291*

Amend as follows:

Replace the words “Create a fund” with the words “Provide resources” in paragraphs 1 and 2.

Resolution No. 290
Submitted by the Hospital Employees’ Union (B.C.)

CUPE NATIONAL WILL:

1. Create a fund for a national campaign to promote the Multi-Sector Pension Plan (MSPP); and
2. Create a fund to provide educationals on the Multi-Sector Pension Plan (MSPP) for CUPE members and staff.

BECAUSE:

- Many CUPE members, especially women in the social services sector, privatized health care sector and child care sector do not have access to an employer-sponsored defined-benefit pension plan; and
- The MSPP was created by CUPE and SEIU for union members, and CUPE needs to better promote it; and
- All CUPE members should have access to a defined-benefit pension plan; and
- Workers without pension plans are more likely to retire into poverty.

NEB decision - COVERED BY RESOLUTION 289

Resolution No. 291
Submitted by the Metropolitan Vancouver District Council (B.C.)

CUPE NATIONAL WILL:

1. Create a fund for a national campaign to promote the Multi-Sector Pension Plan (MSPP); and

2. Create a fund to provide education on the Multi-Sector Pension Plan for CUPE members and staff.

BECAUSE:

- Many CUPE members, especially women and social service sector workers, do not have access to an employer sponsored defined benefit pension plan; and
- The MSPP was created by CUPE and the SEIU for union members, and CUPE needs to better promote it; and
- All CUPE members should have access to a defined benefit pension plan; and
- Workers without pension plans are more likely to retire into poverty; and
- Many CUPE members and staff need access to more information on the Multi-Sector Pension Plan.

NEB decision - COVERED BY RESOLUTION 289

Resolution No. 294
Submitted by CUPE Manitoba

CUPE NATIONAL WILL:

1. Call on the Government of Canada to increase the Canada Pension Plan Survivor Benefit from the present maximum to \$5,000; and
2. Call on the CLC to do the same.

BECAUSE:

- This benefit has remained unchanged since at least the early 1970's; and
- The cost of a funeral in Canada has risen dramatically; and
- The average worker's wage has not kept up with inflation and this benefit is no longer meeting the needs of burying a loved one in Canada.

*NEB decision - CONCURRENCE –
COVERS RESOLUTION 295*

Resolution No. 295
Submitted by Local 2348 (Man.)

CUPE NATIONAL WILL:

1. Call on the Government of Canada to increase the Canada Pension Survivor Benefit from the present \$2,500 to \$5,000; and
2. Call on the CLC to provide the same.

BECAUSE:

- This benefit has remained unchanged since at least the early 1970's; and
- The cost of a funeral in Canada has risen dramatically; and
- The average workers' wage has not kept up with inflation and this benefit is no longer meeting the needs of burying a loved one in Canada.

NEB decision - COVERED BY RESOLUTION 294

Resolution No. 296
Submitted by CUPE Newfoundland and Labrador

CUPE NATIONAL WILL:

Undertake a study on pension indexation primarily focused on the Public Service Pension Plan in Newfoundland and Labrador for the benefit of our members in that plan.

BECAUSE:

- There have been certain groups that have called for full indexation of the Public Service Pension Plan without any thought about the long-term consequences that this action will have on the plan; and
- There is confusion among our members about the pros and cons of full indexation; and
- The members in Newfoundland and Labrador need a full study into the indexation of the plan in order to fully understand the implications and repercussions of indexation.

NEB decision - CONCURRENCE

Resolution No. 301
Submitted by Local 865 (N.B.)

CUPE NATIONAL WILL:

Lobby the federal government to amend the *Canada Pension Act* so that single people have the same rights as every citizen in regards to this benefit.

BECAUSE:

- Single people are not allowed to name a beneficiary to collect any monies upon their death; and

- Married couples, same sex couples and common law couples all have the benefit of collecting a sum after the death of a spouse or partner; and
- Single people contribute the same into the Canada Pension as does everyone that works; and
- This is discrimination towards single people; and
- Human Rights will not act on this as the *Canada Pension Act* was written after the *Human Rights Act*.

NEB decision - CONCURRENCE

Resolution No. 307
Submitted by Local 15 (B.C.)

CUPE NATIONAL WILL:

1. Make funds available on a cost share basis to help locals assist their communities in between federal, provincial, municipal, school board and park board elections to advocate for progressive change; and
2. Consider funding research, education, communication, community organizing and other services as may be applicable upon request by a local.

BECAUSE:

- Providing ongoing support to elected officials between elections will further assist them to be efficient and effective advocates for progressive change; and
- We need to strengthen the lines of communication and keep these open to ensure accountability; and
- We need to assist those we worked to elect in between elections to help them maintain profile and build bridges for future successes.

NEB decision - COVERED BY SUBSTITUTE RESOLUTION 902

Resolution No. 309
Submitted by Local 82 (Ont.)

CUPE NATIONAL WILL:

1. Advocate and lobby the federal and provincial/territorial governments of Canada to establish and make available a program for basic post-retirement benefits for all working Canadians. These benefits

would be available only after retirement and having reached the age of 65. The minimum benefits would include reasonable coverage for prescriptions, eyeglasses, dental and out of province; and

2. Allocate the funds and staff resources to launch a nationwide campaign detailing the importance of post-retiree benefits and the impact for generations of workers.

BECAUSE:

- Union and non-union workers need to be made aware of and understand the importance of post-retiree benefits; and
- After a lifetime in the workplace, benefits have an even greater value in retirement and this should be recognized; and
- As CUPE members, we try to promote the benefits of a unionized workplace and strive to improve conditions for all workers in general.

NEB decision - CONCURRENCE AS AMENDED

Amend as follows:

Delete the words "the funds and staff" in paragraph 2.

Resolution No. 310
Submitted by CUPE Prince Edward Island

CUPE NATIONAL WILL:

1. Join the Campaign for a Poverty Free Canada by supporting the Dignity For All Campaign; and
2. Lobby for a federal plan for poverty elimination that complements existing provincial and territorial plans; and
3. Lobby for sufficient federal investment in social security for all Canadians; and
4. Lobby for a federal anti-poverty act that ensures enduring federal commitment and accountability for results; and
5. Encourage activism and membership in this campaign from our members and locals across Canada.

BECAUSE:

We believe that freedom from poverty is a human right. We believe in equality among all people and that everyone is entitled to social and economic security. We believe in dignity for all.

*NEB decision - CONCURRENCE –
COVERS RESOLUTION 311*

**Resolution No. 311
Submitted by Local 1870 (P.E.I.)**

CUPE NATIONAL WILL:

1. Join the Campaign for a Poverty Free Canada by supporting the Dignity For All Campaign; and
2. Encourage activism and membership in this campaign from our members and locals across Canada.

BECAUSE:

- We believe that freedom from poverty is a human right. We believe in equality among all people and that everyone is entitled to social and economic security and we believe in dignity for all; and
- We want a federal plan for poverty elimination that complements provincial and territorial plans; and
- We want a federal anti-poverty act that ensures enduring federal commitment and accountability for results; and
- We want sufficient federal investment in social security for all Canadians.

NEB decision - COVERED RESOLUTION 310

**Resolution No. 312
Submitted by CUPE Newfoundland and Labrador,
the Okanagan Mainline District Council (B.C.)**

CUPE NATIONAL WILL:

1. Research the connection between privatization and declining health and safety standards; and
2. Develop educational programs to assist members facing privatization; and

3. Develop a fact sheet on the impacts of privatization on health and safety standards.

BECAUSE:

- Health and safety standards are lowered when public services are privatized; and
- Privatization places our members at higher risk of injuries; and
- Privatization focuses on profit instead of health and safety.

NEB decision - CONCURRENCE

**Resolution No. 314
Submitted by the Hospital Employees' Union (B.C.)**

CUPE NATIONAL WILL:

Fund a further \$5 million over the next two years in the fight against privatization in order to defend our members' jobs.

BECAUSE:

- The Ron Parks report from British Columbia proves that public private partnerships have been costing hundreds of millions of dollars more than if they had been executed publicly; and
- We need to continue to educate both our members and the public about the true cost of public private partnerships; and
- Public private partnerships continue to erode public service jobs; and
- When public service jobs are eroded, it affects our communities.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 902*

**Resolution No. 316
Submitted by Local 4207 (Ont.)**

CUPE NATIONAL WILL:

1. Launch a public campaign to push for the nationalization of all private enterprises, beginning with the commanding heights of the economy; and

2. Make every effort to include the provincial divisions of CUPE, the CLC, provincial labour federations and other unions in the campaign to extend democratic control over production and distribution.

BECAUSE:

- Privatization is a threat to public services and public sector workers; and
- Union density is highest in the public sector; and
- Public ownership of industry is the best strategy to fight against the loss of industrial jobs in Canada; and
- Public ownership has the potential to allow for greater democratic control of production and distribution of public goods and services.

NEB decision - MOTION TO NOT PROCEED WITH

Resolution No. 317
Submitted by Local 1169 (Alta.)

CUPE NATIONAL WILL:

Lobby the federal, provincial and territorial governments in all jurisdictions to review the formula used to provide funding for public libraries.

BECAUSE:

- Public libraries are under siege, and their funding is on the chopping block in the face of the economic downturn and a general misconception of the important role libraries hold in our society; and
- Libraries need assistance to have a vocal, powerful voice with which to lobby for increased funding; and
- Libraries are not just about borrowing books - libraries are about information which is the most valuable currency of our time; and
- Libraries bridge the digital divide in offering free access to computers to all citizens who are needing to look for a job, submit a resumé, a university application or search for affordable housing; and
- Libraries are about education - education changes people, education changes society, libraries are not a luxury but a lifeline that desperately need realistic funding to continue to be the cornerstone of an educated, progressive and enlightened society.

NEB decision - CONCURRENCE

Resolution No. 318
Submitted by Local 2348 (Man.)

CUPE NATIONAL WILL:

1. Call for, encourage and support models of restorative justice to be enacted and/or expanded in both federal and provincial jurisdictions; and
2. Do research to compile examples of models that work to both make perpetrators of crimes more responsible for their actions to their victims and communities and which also offer forms of restitution to victims and communities damaged by the criminal offences.

BECAUSE:

- The punishment model serves to warehouse people in environments that often serve as crime schools and vectors of infections such as HIV and hepatitis C that have further negative consequences for society when inmates are released; and
- The punishment model does not provide restitution to victims or communities but further victimizes them through taxation required to manage prison warehouses; and
- Sentences like "150 years" for Bernard Madoff are both laughable and absurd and do nothing to enhance public perception of "justice" or to undo the damage caused but serve to further insult the community by charging it for the upkeep of someone who should be spending what remaining years he has to provide restitution to his victims.

NEB decision - MOTION TO NOT PROCEED WITH

Resolution No. 319
Submitted by Local 4400 (Ont.)

CUPE NATIONAL WILL:

1. Lobby the federal government for a national school food program in all schools across the country; and
2. Request the assistance of the Canadian Labour Congress and its affiliates to support such lobby efforts.

BECAUSE:

- Children form the largest group of people living below the poverty line; and
- Poverty and child hunger have grown exponentially over the last fifteen years; and
- Obesity amongst children due to poor nutrition has led to increased diabetes and related diseases; and
- Canada is one of the few countries in the world with no food program for children.

NEB decision - CONCURRENCE

Resolution No. 320
Submitted by CUPE Saskatchewan, Local 3967 (Sask.)

CUPE NATIONAL WILL:

1. Lobby municipal, provincial and federal governments to declare March 20th as Shift Work Day to honour the contributions of shift workers in our society; and
2. Call on national unions, federations of labour and the CLC to join us in this cause.

BECAUSE:

- Almost 1/3 of Canadian workers are involved in some kind of shift work; and
- Between 80 and 90 per cent of shift workers express concerns about fatigue and drowsiness on the job; and
- Sleep, alertness, hunger, and many other aspects of life are controlled by biological rhythms; and
- Shift work upsets these rhythms and takes a toll on the long-term health, well-being and safety of workers both on and off the job.

NEB decision - CONCURRENCE

Resolution No. 321
Submitted by CUPE Manitoba

CUPE NATIONAL WILL:

Call on all of its affiliates to join federations of labour and local labour Councils.

BECAUSE:

- Together we are stronger; and

- We all benefit when we can learn with and from other unions; and
- We all benefit from the lobbying, campaigns and work of our central labour bodies.

NEB decision - CONCURRENCE

Resolution No. 322
Submitted by CUPE Manitoba

CUPE NATIONAL WILL:

1. Pursue new and innovative ideas on how to engage the membership and get members interested and involved in union activities; and
2. Strike a committee and research the ways to develop union activists.

BECAUSE:

- That CUPE set out to engage its membership and recruit new activists; and
- CUPE should provide more information in packages to the activists and stewards in regards to what union dues are used for and what the union does for its membership.

NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 903

Resolution No. 323
Submitted by Local 2081 (B.C.)

CUPE NATIONAL WILL:

1. Advocate and embrace the use of Open Source software; and
2. Encourage the use of Open Source software by members, locals, employers, government and others; and
3. Provide educational opportunities to members on Open Source software; and
4. To the degree possible, move with all deliberate speed to eliminate proprietary software from its computer systems; and

- To the degree possible, ensure all new software acquisition or development by CUPE National be Open Source software.

BECAUSE:

- Open Source software is developed by the community for the community; and
- Open Source software ensures transparency through the inclusion and free redistribution of source code; and
- Open Source software does not discriminate against persons or groups, or against fields of endeavour; and
- This is consistent with the community based social values that CUPE shares; and
- CUPE National has a responsibility to show leadership in the labour and social justice movements; and
- Open Source software movements are powerful allies in the fight for social justice and against corporate and private agendas; and
- Open Source software movements have produced alternatives to brand name software manufacturers, and these are generally superior to for-profit manufacturers' offerings.

NEB decision - MOTION TO NOT PROCEED WITH

Resolution No. 325
Submitted by the Metropolitan Vancouver District Council (B.C.)

CUPE NATIONAL WILL:

- Lobby and inform all municipalities of the dire consequences of TILMA and how it will weaken their abilities to be effective local governments; and
- Lobby B.C. and Alberta municipalities to force the provincial governments to rescind the agreement.

BECAUSE:

- TILMA was fully implemented in B.C. and Alberta on April 1, 2009; and
- Other provinces are looking at joining this agreement.

NEB decision - CONCURRENCE AS AMENDED

Amend as follows:

Amend "TILMA" to read "Trade Investment and Labour Mobility Agreement".

Resolution No. 326

Submitted by the Metropolitan Vancouver District Council (B.C.)

CUPE NATIONAL WILL:

- Work with library locals and associations across Canada to ensure that provincial and territorial governments fully exempt library and information services from TILMA (Trade, Investment and Labour Mobility Agreement) and TILMA-like agreements and the AIT (Agreement on Internal Trade); and
- Work cross-sectorally with other public service entities to discourage expansion of TILMA to other provinces until full consultation with local governments and professional and occupational associations are undertaken and implications of the agreement on public services are made apparent.

BECAUSE:

- TILMA enables private investors to sue provincial governments for up to \$5 million if new or existing regulations "restrict or impair investment" (Articles 3 and 5.3), or if regulations are not "reconciled" between the provinces (Article 5.1); and
- Without a specific exemption from TILMA or the AIT, provincial and municipal public sector services are government entities subject to these agreements (which may include library boards and any other bodies operating under a provincial library); and
- Both the AIT and TILMA have potentially profound implications for our communities and our society, including the ability of library boards and associations to meet the needs of their communities.

NEB decision - CONCURRENCE

Resolution No. 327

Submitted by Local 3500 (B.C.)

CUPE NATIONAL WILL:

Petition the federal government to call for Canada's unilateral withdrawal from the Security and Prosperity Partnership of North America pact.

BECAUSE:

- The so-called Security and Prosperity Partnership of North America pact (SPP) was signed in March 2005 in Waco, Texas by the leaders of Canada, Mexico, and the United States at the behest of the corporate elite of these countries; and

- This pact continues to be formulated in secrecy without any involvement from the citizenry of the involved three countries; and
- This pact further forfeits our sovereignty to the point we would lose our social programs, energy supplies, water, national security and our right to reject unjust wars.

NEB decision - CONCURRENCE

Resolution No. 328
Submitted by Local 5999 (Sask.)

CUPE NATIONAL WILL:

Lobby the federal government to ban all imports of toys from China or any other country that do not have labour laws and further to educate CUPE members on ethical shopping.

BECAUSE:

- 75% of the world’s toy production takes place in China; and
- Workers are forced to work 14-hour days, 7 days a week with no health and safety protection or education; and
- Workers are forced to work for starvation wages; and
- Workers get jailed for trying to organize unions.

NEB decision - CONCURRENCE AS AMENDED

Amend as follows:
 Add the word “adequate” before the words “labour laws”.

Resolution No. 329
Submitted by Local 4600 (Ont.)

CUPE NATIONAL WILL:

1. Formalize a standard and transparent process for selecting candidates for future national training representative programs; and
2. Ensure that racialized worker candidates are represented in proportion to their representation in the community each time a training representative program is offered; and
3. Ensure that the diversity vice-president and the Equality staff are involved in the selection process.

BECAUSE:

- Racialized workers are not yet reflected within CUPE staff in proportion to their representation in the community; and
- A large percentage of current national representatives will be retiring over the next ten years, and it is the ideal time for CUPE National to rectify the representation of future national staff representatives.

NEB decision - COVERED BY RESOLUTION 331

Resolution No. 330
Submitted by Local 15 (B.C.)

CUPE NATIONAL WILL:

1. Develop and implement an acceptable trainee representative program to meet the servicing requirements of locals across the country which will help address current shortages; and
2. Implement a successionship planning program, which will address current and potential shortages of permanent representatives; and
3. Provide yearly progress reports, including statistics on training, hiring and successes.

BECAUSE:

- CUPE locals have been faced with the frustration of rotating temporary representatives which causes undue hardship and unnecessary challenges; and
- CUPE has a strong tradition of providing quality service to its members; and
- Mentoring and developing future servicing representatives from within the membership will ensure that these traditions continue; and
- These actions will help address the urgent current situation.

NEB decision - CONCURRENCE

Resolution No. 331
Submitted by Local 2348 (Man.)

CUPE NATIONAL WILL:

1. Re-evaluate the National Representative Training Program and current CUPE hiring practices; and

2. Address the barriers faced by equity seeking groups looking for employment as CUPE national representatives.

BECAUSE:

- Seventy percent of CUPE's workforce is eligible for retirement within five years; and
- CUPE National wants a diverse workforce representative of all of its members; and
- "Temping" is not a fair or equitable practice for CUPE members employed in the social services sector or members of equity-seeking groups.

NEB decision - *CONCURRENCE –
COVERS RESOLUTION 329*

Resolution No. 332
Submitted by CUPE Newfoundland and Labrador

CUPE NATIONAL WILL:

1. Develop and provide training sessions on domestic violence and violence in all forms; and
2. Lobby the Government of Canada to increase the penalty for domestic violence.

BECAUSE:

- There is a silent terror in our communities that can affect the residents of Canada; and
- This terror is known as domestic violence and persons affected by this try to keep it secret because they are ashamed and terrified of repeated attacks; and
- All people have the right to a violence-free life; and
- CUPE has a zero tolerance policy against violence of any kind.

NEB decision - *CONCURRENCE*

Resolution No. 336
Submitted by Local 4207 (Ont.)

CUPE NATIONAL WILL:

1. Create a CUPE National internship program; and
2. Strike an ad hoc committee to design the program; and
3. Make applications to the program available to all CUPE members; and

4. Accept the first interns by May 2010; and
5. Adequately resource the program; and
6. Ensure CUPE equality representatives have participation in the ad hoc committee.

BECAUSE:

- We need to train young workers and new activists as trade unionists; and
- Without meaningful training, experience and support, the institutional memory of our organization will be lost; and
- It is a necessary step towards building an activist union that can more effectively do the work of the union.

NEB decision - *COVERED BY SUBSTITUTE
RESOLUTION 902*

Resolution No. 339
**Submitted by CUPE Nova Scotia, the Metropolitan
Vancouver District Council (B.C.)**

CUPE NATIONAL WILL:

1. Provide anti-racism and anti-oppression training to all National Executive Board committee members; and
2. Encourage all divisions, HEU and Airlines leadership to participate in the same training.

BECAUSE:

- Awareness will broaden their decision making abilities and enhance their understanding; and
- The saturation of diversity is ever increasing in the workplace and society at large; and
- It will enhance the union philosophy of inclusiveness and CUPE's commitment to diversity.

NEB decision - *CONCURRENCE –
COVERS RESOLUTION 340*

Resolution No. 340
Submitted by Local 4400 (Ont.)

CUPE NATIONAL WILL:

1. Provide anti-racism and anti-oppression training to all NEB committee members; and

2. Encourage all divisions, HEU and Airlines leadership to participate in the same training.

BECAUSE:

- Awareness will broaden their decision making abilities and enhance their understanding; and
- As the saturation of diversity is ever increasing in the workplace and society at large, it will enhance the union philosophy of inclusiveness and CUPE's commitment to diversity.

NEB decision - COVERED BY RESOLUTION 339

Resolution No. 341
Submitted by CUPE British Columbia

CUPE NATIONAL WILL:

Update and offer the technological change course in B.C. within the following budget year.

BECAUSE:

- Many CUPE members may not be aware of the adverse effects of technological change within their own workplaces; and
- Technological change has been increasingly prevalent throughout the workforce; and
- Our members need to be educated in recognizing technological change and its effects, and in ways to respond to those changes.

*NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 902*

Resolution No. 342
Submitted by CUPE Nova Scotia, the Hospital Employees' Union (B.C.), Locals 3912 (N.S.), 569 (N.L.), 2191, 3393 (Ont.), 500 (Man.)

CUPE NATIONAL WILL:

1. Lead the fight to ensure water and sanitation remain a public service throughout Canada; and
2. Join with like-minded organizations to demand Canada recognize water as a fundamental human right.

BECAUSE:

- Over 90 First Nations communities are forced to boil their water; and
- CUPE is committed to fighting all forms of privatization; and
- The federal government is pushing P3s; and
- One child dies every 8 seconds as a result of drinking dirty water and over half of all hospital beds worldwide are occupied by persons suffering from water-related diseases.

NEB decision - CONCURRENCE

Resolution No. 346
Submitted by CUPE Manitoba

CUPE NATIONAL WILL:

1. Along with the Canadian Labour Congress and all affiliated CLC bodies, call upon and lobby municipal and provincial governments not to proceed to a P3 model for the delivery of water services; and
2. Encourage that all CUPE members attending this convention not purchase any bottled water; and
3. Recognize and promote access to clean affordable water as a public trust and that water should be for everyone and not for profit.

BECAUSE:

- As CUPE members we should not take for granted clean safe drinking water; and
- Everyone should have available clean water that is safe and this should be a top priority for all governments including our provincial government; and
- In Winnipeg on March 19, 2008, the City of Winnipeg city council voted on a motion that takes the first steps to privatize our water services. In other communities across Canada we've seen the same steps being taken; and
- Private public partnerships or privatization initiatives will cost more to and lose public control over our public water system.

*NEB decision - CONCURRENCE –
COVERS RESOLUTION 353*

Resolution No. 347
Submitted by the Metropolitan Vancouver District
Council (B.C.)

CUPE NATIONAL WILL:

1. Include in the Constitution the principle that access to clean, safe water is a right of Canadians; and
2. Introduce a clean water policy to make that principle effective by ensuring that ownership and control of this resource remains in public hands, in line with the principles articulated in the recent motion by New Democratic Party Member of Parliament Peggy Nash; and
3. Prohibit bulk water exports and implement strict restrictions on new diversions; and
4. Establish national standards for safe, clean drinking water and implement a national investment strategy to enable municipalities and Aboriginal communities to upgrade desperately needed infrastructure without resorting to privatization through public private partnerships; and
5. Oppose measures in international agreements that promote the privatization of water services and re-proliferation of bottled water, and ensure water does not become a tradable commodity in current and future trade deals; and
6. Take immediate actions to ensure community controlled public water systems protect public health, ensure accountability, protect the environment, ward off profiteers and provide skilled jobs in our communities by supporting public ownership and management of such water systems; and
7. Work with the Assembly of First Nations, the Métis Nations, the Council of Canadians, the Polaris Institute and other allies to support a national Aboriginal water watch campaign to ensure that Aboriginal communities across Canada have access to safe, clean, affordable, public water; and
8. Press the federal government to urge the World Bank to ensure access to clean, affordable water for the world's poor, and strengthen the role of the public sector and individual communities in setting water policies and delivering and maintaining public water plants.

BECAUSE:

- Access to clean, safe water is a fundamental human right and water should not be a commodity to be sold to the highest bidder; and
- There is a growing water crisis, in particular on many First Nations reserves where sub-standard conditions exist.

NEB decision - CONCURRENCE AS AMENDED

Amend as follows:

Add the words "Lobby the federal and provincial governments to" at the beginning of paragraph 1.

Resolution No. 352
Submitted by Local 1169 (Alta.)

CUPE NATIONAL WILL:

Lobby the provincial governments to ensure that any changes or renewal to the "water" strategies adequately address the issue of all water allocations and water licenses issued to all industries, agriculture and municipalities.

BECAUSE:

- The water resources in all provinces are decreasing due to weather changes and issues related to climate change; and
- A large portion of our water resources has been already allocated for use; and
- Provincial governments need to enhance the conservation and protection of our water resources for future generations, to ensure a reliable and good quantity and quality of water to support a sustainable economy.

NEB decision - CONCURRENCE

Resolution No. 353
Submitted by Local 1169 (Alta.)

CUPE NATIONAL WILL:

Not allow commercially bottled water at its events.

BECAUSE:

- Drinking water should be a human right; and
- Water provided through public utilities is clean, safe and should be free for all; and
- The production of commercially bottled water creates a high level of greenhouse gas emissions and is a negative contributor to landfills.

NEB decision - COVERED BY RESOLUTION 346

Resolution No. 354
Submitted by Local 1169 (Alta.)

CUPE NATIONAL WILL:

Demand the Alberta government sets a higher standard for the emissions of toxins into the river systems situated downstream from the Alberta tar sands.

BECAUSE:

- All life forms must be guaranteed the right to clean, safe drinking water; and
- The negative impact the emissions of toxins on the watershed will affect wildlife habitat, wildlife and quality of life for all life forms for many generations.

NEB decision - CONCURRENCE

Resolution No. 355
Submitted by Local 3550 (Alta.)

CUPE NATIONAL WILL:

Lobby the federal government to enact legislation governing the consumption of water by industrial corporations.

BECAUSE:

- The preservation of Canada's ecosystems from overuse and pollution should be a non-negotiable issue; and
- Canada's ecosystems must be protected from industry misuse to ensure consumable water for future generations.

NEB decision - CONCURRENCE AS AMENDED

Amend as follows:

Amend "federal government" to read "federal and provincial governments".

Resolution No. 356
Submitted by CUPE British Columbia

WHEREAS we agree that it is the right of employees to notify appropriate authorities of an apparent wrongdoing; and

WHEREAS a wrongdoing means:

- a) a violation of any law or regulation; or
- b) a misuse of public funds or assets; or
- c) a gross mismanagement; or
- d) a significant and specific danger to the life, health and safety of Canadians or the environment; or
- e) the suppression of information that is necessary to provide an informed analysis of issues and would cause a reasonable person concern over governments' fulfilment of its public trust to protect the environment and the life, health and safety of Canadians; and

WHEREAS CUPE has resolved to protect employees who expose environmentally unfriendly practices by employers, through collective agreement language; and

WHEREAS CUPE members are well placed to serve in the vital role of environmental watch dog and must be protected when they do so; and

WHEREAS it is in the public interest for public service employees to disclose environmental and other wrongful acts or omissions;

THEREFORE BE IT RESOLVED that CUPE endorse and support whistle blower legislation and collective agreement language that affords special protection to public service employees who, in good faith and on the basis of reasonable belief, disclose unlawful, negligent or improper public sector conduct or dangers to public health or the environment; and

BE IT FURTHER RESOLVED that CUPE in conjunction with the Canadian Labour Congress aggressively lobby the federal government and other public bodies to implement whistle blower legislation or policies in their jurisdiction; and

BE IT FURTHER RESOLVED that CUPE develop “whistle blower” collective agreement language.

NEB decision - CONCURRENCE

Resolution No. 357
Submitted by Local 2626 (Ont.)

CUPE NATIONAL WILL:

Denounce the implementation of the anonymous denunciations system ClearView Connects at the University of Ottawa:

1. Which aims to be a tool to denounce administrative and financial frauds;
2. Which targets all persons acting on behalf of the University, including the administrative staff, students, professors and teaching and research support staff;
3. Which implemented a phone "snitch line" where complaints can be submitted;
4. Which only reports to the administration of the University.

BECAUSE:

- ClearView Connects undermines the presumption of innocence and the right of a suspect to face his/her accuser; and
- The workers and the broader uOttawa community have not been consulted prior to the implementation of the system; and
- ClearView Connects’ reporting processes are not transparent; and
- Information gathered with the help of the system might be used in a malevolent way and not linked to financial or administrative frauds; and
- Other Canadian universities could be inspired by the University of Ottawa's experiment and could implement a similar system.

NEB decision - CONCURRENCE

Resolution No. 358
Submitted by Locals 3350, 3758, 5436 (Que.)

THEREFORE BE IT RESOLVED that CUPE pressure the CLC to have it call on the federal and provincial governments

in regard to preventive withdrawal so that workers who are pregnant or who are breastfeeding have access to preventive withdrawal and compensation paid by the CSST or any other equivalent system;

BECAUSE pregnant workers who work in companies under federal jurisdiction do not have access to the provincial program of preventive withdrawal, while all other workers in Quebec under provincial jurisdiction are covered;

BECAUSE this situation places these workers in a situation in which they may be obliged to work under conditions that are dangerous to their health or to the survival of their child;

BECAUSE FINALLY even though they may be authorized to take an unpaid leave, they do not have access to any benefit from a public plan, contrary to most workers in Quebec.

NEB decision - CONCURRENCE AS AMENDED –
COVERS RESOLUTIONS 359 AND 363

Amend as follows:

Replace “CSST” with the words “workers’ compensation boards” in paragraph 1.

Resolution No. 359
Submitted by Local 4041 (Que.)

WHEREAS pregnant workers who work in companies under federal jurisdiction do not have access to the provincial program of preventive withdrawal, while all other workers in Quebec under provincial jurisdiction are covered; and

WHEREAS this situation places these workers in a situation in which they may be obliged to work under conditions that are dangerous to their health or to the survival of their child; and

WHEREAS even though they may be authorized to take an unpaid leave, they do not have access to any benefit from a public plan, contrary to most workers in Quebec;

THEREFORE BE IT RESOLVED that CUPE lobby the CLC to have it call on the federal and provincial governments in regard to preventive withdrawal of pregnant workers under federal jurisdiction. Quebec and Canadian workers

who work under federal jurisdiction and who are pregnant should have access to compensation paid by the CSST or any other equivalent system.

NEB decision - COVERED BY RESOLUTION 358

Resolution No. 360
Submitted by CUPE New Brunswick

CUPE NATIONAL WILL:

Take a strong stance against the funding cuts to women's organizations and advocacy groups that assist women.

BECAUSE:

- Studies show that about one in eight women is battered by her male partner and that about one in four women is sexually abused during her life; and
- More than 100 women are killed each year by their male partners, accounting for half of all female homicides; and
- Violence against women is linked to the economic, political, and social inequalities faced by women; and
- The cuts to women's programs by the Harper government are blatant attacks on women.

NEB decision - CONCURRENCE

Resolution No. 361
Submitted by CUPE Manitoba

CUPE NATIONAL WILL:

1. Actively lobby against any proposed legislation that may re-criminalize abortion or that grants fetuses personhood; and
2. Educate members and the public about the dangers of such legislation and the true impact such legislation could and has had on women's rights; and
3. Lobby the Canadian Labour Congress and other national affiliates to continue the fight against such legislation.

BECAUSE:

- There have been many Conservative private members' bills that have been advanced (such as Bill C-484) that have threatened women's rights to choice, under the guise of protecting fetuses; and

- Such legislation has been used in other jurisdictions to jail pregnant women; and
- Such legislation conflicts with the Criminal Code (Section 223[1]); and
- Such bills do not protect women from violence; and
- Legislation like this takes the focus away from the real issue of violence against women; and
- Such legislation conflicts with women's guaranteed rights and equality under our Charter of Rights and Freedoms.

NEB decision - CONCURRENCE

Resolution No. 362
Submitted by CUPE British Columbia

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 8th 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 8th International Women's Day in communities around the country; and

BE IT FURTHER RESOLVED that CUPE National continue to lobby the Canadian Government to proclaim March 8th International Women's Day.

NEB decision - CONCURRENCE

Resolution No. 363
Submitted by the Airline Division

CUPE NATIONAL WILL:

Press the CLC to lobby the federal and provincial governments on preventative leave for pregnant workers under federal jurisdiction. The workers from Quebec and

Canada who are working under federal jurisdiction and who are pregnant must have access to compensation given by the CSST or any other equivalent system.

BECAUSE:

- Pregnant women working for companies under federal jurisdiction do not have access to the provincial preventative leave program, while every other worker in Quebec under provincial jurisdiction are covered; and
- This situation puts these workers in a situation where they might have to work in harmful conditions to their health and the survival of their infant; and
- Even if they are able to take an unpaid leave, they do not have access to any compensation from a public plan, contrary to the majority of workers in Quebec.

NEB decision - COVERED BY RESOLUTION 358

Resolution No. 364
Submitted by Local 5999 (Sask.)

CUPE NATIONAL WILL:

Lobby the federal and provincial governments to support gender equality and women in higher education.

BECAUSE:

The higher wage jobs are still predominately men.

NEB decision - CONCURRENCE

Resolution No. 365
Submitted by Local 2348 (Man.)

CUPE NATIONAL WILL:

CUPE National will organize campaigns to raise awareness that youth have serious lack of resources and mentorship available to them.

BECAUSE:

- Youth programs often struggle financially, making it difficult to provide much needed services to communities they serve; and
- Adults in communities need to be involved in mentoring the youth; and
- Youth organizations need subsidies to survive; and

- "One size fits all" approach to solving youth problems does not seem to be effective enough.

NEB decision - CONCURRENCE

Resolution No. C33
Submitted by Local 4091 (Que.)

CUPE NATIONAL WILL:

1. Review and amend the current trials by-laws as contained in section B.VI of the CUPE Constitution; and
2. Strike a committee that would be responsible for studying and implementing change to the current manner by which a Trial Panel and Trial Committee are selected as outlined in section B.6.3 of the CUPE Constitution; and
3. According to the recommendations of the committee (outlined above), implement a process whereby those nominated and elected to the Trial Panel and Trial Committee are selected from outside the local where the trials procedures are being enacted.

BECAUSE:

- Impartiality is upheld when a member sitting on the Trial Panel or Trial Committee has no prior knowledge of the circumstances surrounding the alleged offense; and
- Impartiality is further upheld when a member sitting on the Trial Panel or Trial Committee is not acquainted with the accused of the defendant; and
- Controversy is kept to a minimum and the integrity of the local remains intact when those sitting on the Trial Panel or Trial Committee are nominated and elected from outside the local.

NEB decision - COVERED BY SUBSTITUTE
RESOLUTION 903

SUBSTITUTE RESOLUTION No. 901
**(Covering Resolutions 12, 68, 69, 70, 71, 74, 75, 76, 77,
78, 80, 81, 82 and 83)**

Moved that the following resolution concerning national meetings and conferences be referred to the CUPE National Executive Board for immediate consideration:

CUPE NATIONAL WILL:

1. a) Hold an annual meeting of CUPE activists and staff with regard to organizing aboriginal workplaces on a day before or after one of the two regular meetings each year of the National Aboriginal Council to enable the council to attend and provide input beginning in 2010;

b) The meeting will focus on raising CUPE's profile through promotional items, donations, scholarships, flags, kits and member organizers from their communities; and
2. Organize a national employment equity/representative workforce conference to be held in 2010 in Saskatchewan, to bring together members to set goals, develop strategies and develop an ongoing network that will advance employment equity throughout the union; and provide resources and supports to allow diverse members and members from smaller locals to attend the conference; and
3. Convene an annual meeting of health care provincial central bargaining teams to discuss cross-Canada bargaining issues; and
4. Hold a national health and safety conference every two years, starting in the fall of 2010; and
5. Hold a national library workers' conference prior to the 2011 CUPE National Convention; and
6. Hold a national anti-racism conference in 2011; and
7. Convene a national conference for trades.

NEB decision - MOTION TO NOT PROCEED WITH

**SUBSTITUTE RESOLUTION No. 902
(Covering Resolutions 21, 52, 136, 137, 156, 159, 171,
281, 307, 314, 336 and 341)**

Moved that the following resolution be referred to the CUPE National Executive Board for immediate consideration:

CUPE NATIONAL WILL:

1. Cost-share the fees to join a board or association that impacts the employment of CUPE members where the membership cost is \$25.00 or more; and
2. Provide financial assistance and/or other resources to Toxic Free Canada (TFC) in the amount of \$25,000

per year and will consider additional donations upon application; and implement an equal matching fund arrangement for all donations made by locals to TFC; and

3. Ensure that there is equity training in all leadership training programs and set aside funding so that people of colour can have access to such leadership training; and
4. Provide 100% of the cost of all translation and interpretation services, such as French/ English, American Sign Language, and real-time captioning that are required for the full participation of the membership in all of the structures that are recognized in our National Constitution; and
5. Provide financial support to locals, where needed, to assist with initiatives to prevent and address workplace bullying and other forms of workplace harassment; and
6. Provide training and support for all CUPE national servicing representatives in Ontario to assist them to support and inform CUPE locals of their legal obligations for pay equity and to establish pay equity maintenance committees; provide financial and staff resources to undertake member education about their legal obligations under pay equity maintenance; and provide support and assistance to CUPE staff to undertake a campaign with the Ontario Pay Equity Coalition to demand the province resume funding for pay equity; and
7. Make funds available on a cost-share basis to help locals assist their communities in between federal, provincial, municipal, school board and park board elections to advocate for progressive change; and consider funding research, education, communication, community organizing and other services as may be applicable upon request by a local; and
8. Fund a further \$5 million over the next two years in the fight against privatization in order to defend our members' jobs; and
9. Create a CUPE National internship program, designed by an ad hoc committee that includes equality representatives, to be available to all CUPE members and to begin in May 2010; and
10. Update and offer the technological change course in British Columbia within the following budget year.

NEB decision - MOTION TO NOT PROCEED WITH

SUBSTITUTE RESOLUTION No. 903
(Covering Resolutions 53, 55, 57, 58, 59, 60, 63, 64,
65, 66, 95 (b), 113, 114, 155, 322 and C33

Moved that the following resolution concerning national committees and task forces be referred to the CUPE National Executive Board for immediate consideration:

CUPE NATIONAL WILL:

1. Form a working group for HIV/AIDS issues to educate and promote HIV/AIDS awareness within our locals; and
2. Constitute a national human rights committee that will include the co-chairs or their designate/alternate of each national equality committee and working group and the national diversity vice-presidents, ensuring regional representation that will assist the union in deepening our understanding of the intersectionality (multiple types) of oppression and advancing a plan of action that will coordinate our response to oppression in all its forms and assist the union on the education required to broaden CUPE members' understanding of human rights issues, including planning advice on any national conferences, forums or workshops; and
3. Establish and fund a national injured workers' committee with representatives from each province; and
4. Create a national education committee consisting of CUPE members from each province and service division; and
5. Establish a national university sector task force to:
 - a. Develop CUPE's plan of action for open, accessible, public and affordable universities;
 - b. Develop a strategy to ensure CUPE's plan is at the forefront at the federal level;
 - c. Develop a strategy to coordinate bargaining at a national level;
 - d. Coordinate inter-provincial and national actions;
 - e. Develop coalitions with other education sector organizations;
 - f. Organize a national university conference to focus on coordinated bargaining and post-secondary funding; and
6. Establish a national library committee; and
7. Establish a trades occupation working group that is gender balanced and is representative of all trades which will develop a national campaign to increase awareness, lobby governments and stop the dismantling of our trades workforce; and
8. Develop a broad-based working group to examine the structure of CUPE National including all bodies such as provincial divisions, provincial councils of unions, provincial occupational groups, district councils, service divisions and locals (large and small); and
9. Establish an anti-racism task force to:
 - a. Gather information about the situation of racialized workers at all levels of our union and review our education and leadership programs;
 - b. Seek advice from CUPE activists and staff on racial equality needs, the reasons why racialized workers are not represented at all levels of the union and possible changes to CUPE's structures to address the needs of racialized workers;
 - c. Make recommendations on programs that will advance equality for racialized workers in the union;
 - d. Report back to the members through the National Executive Board, provincial division conventions and the 2011 National Convention; and
10. Strike a committee to research and pursue new and innovative ideas on how to engage the membership and get members interested and involved in union activities; and
11. Strike a committee that would be responsible for reviewing and amending the current trials by-laws as contained in section B.VI of the CUPE Constitution, for studying and implementing change to the current manner by which a Trial Panel and Trial Committee are selected, and implement a process whereby those nominated and elected to the Trial Panel and Trial Committee are selected from outside the local where the trial procedures are being enacted; and
12. Set up a committee comprised of one representative from each region, one person designated from the NEB and a staff representative. This committee will study concrete recommendations to be introduced to ensure appropriate support is provided to local unions in their struggle to defend public services. Such recommendations will be submitted to the members for a decision, at the latest by the National Convention in 2011; and
13. Form an ad hoc committee to develop guidelines for future locals involved in the process of transferring jurisdiction of bargaining unit members to a new

local to determine how the division of assets will be divided if the locals cannot agree to terms in a timely and effective manner. The committee will consist of members representing the National Executive Board and delegates from both the parent locals and the newly formed locals who have recently exercised their rights as per the Constitution.

NEB decision - MOTION TO NOT PROCEED WITH

SUBSTITUTE RESOLUTION No. 904
(Covering Resolutions 54, 56, 96, 97, 98, 99, 100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 111, 112, 168, 169, 267 and 268)

Moved that the following resolution be referred to the CUPE National Executive Board for immediate consideration:

CUPE NATIONAL WILL:

1. Establish the position of HIV/AIDS staff coordinator; and
2. Create a coordinator of women's issues position within the Equality Branch immediately following the 2009 National Convention; and
3. Ensure that every region of CUPE has a full-time equality representative, creating full-time equality representative positions in Saskatchewan and Alberta by 2010; and
4. Provide additional resources to the servicing of job evaluation (JE) in British Columbia so that British Columbia is provided with a representative dedicated to providing JE services strictly to locals within that province; and
5. Support health care coordinated bargaining in Ontario by providing financial resources and a full-time associate health care coordinator; and

6. Hire an aboriginal organizer in order to inform aboriginal organizations about CUPE, and to work toward including aboriginal workers in our union; and
7. Develop organizing positions that focus on campaigns targeting unorganized workers, provide support and opportunities for strategic planning and creative strategies for organizing, and develop strategies to enable locals to receive newly organized members; and
8. 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; and
9. Allocate specialist staff permanently to area offices throughout the provinces; and 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; and
10. Increase the number of legal national representatives in British Columbia and subsidize locals when it is necessary for them to obtain legal representation outside of CUPE; and
11. Adopt a harassment policy which will include having an impartial person from outside of CUPE conduct investigations who will have the necessary authority to carry out his or her work, who will keep all files confidential; and who will present a final report to the appropriate authorities in CUPE; and
12. Ensure that member organizers are compensated for their work by developing a classification with a wage that is appropriate; and ensure that member organizers who are working on long-term campaigns and are required to take on increased responsibilities such as those of an organizer are recognized for their work and compensated equal to that of a staff representative.

NEB decision - MOTION TO NOT PROCEED WITH

CONGRÈS NATIONAL DU SCFP 2009

CUPE 2009 NATIONAL CONVENTION

**LISTE FINALE DES PERSONNES DÉLÉGUÉES PRÉSENTES
AU VINGT-QUATRIÈME CONGRÈS NATIONAL**

**FINAL LIST OF DELEGATES IN ATTENDANCE TO THE
TWENTY-FOURTH NATIONAL CONVENTION**

**AU 22 OCTOBRE 2009
AS AT OCTOBER 22, 2009**

**ACCRÉDITÉ(E)S SUIVANT LA SECTION 1 DE
L'ARTICLE XI DES STATUTS DU SCFP**

**SEATED IN ACCORDANCE WITH ARTICLE XI,
SECTION 1, OF THE CUPE CONSTITUTION**

PAUL MOIST
PRÉSIDENT NATIONAL / NATIONAL PRESIDENT

CLAUDE GÉNÉREUX
SECRÉTAIRE-TRÉSORIER NATIONAL / NATIONAL SECRETARY-TREASURER

DANIEL LÉGÈRE
VICE-PRÉSIDENT GÉNÉRAL / GENERAL VICE-PRESIDENT

LUCIE LEVASSEUR
VICE-PRÉSIDENTE GÉNÉRALE / GENERAL VICE-PRESIDENT

PATRICK (SID) RYAN
VICE-PRÉSIDENT GÉNÉRAL / GENERAL VICE-PRESIDENT

KEVIN REBECK
VICE-PRÉSIDENT GÉNÉRAL / GENERAL VICE-PRESIDENT

BARRY O'NEILL
VICE-PRÉSIDENT GÉNÉRAL / GENERAL VICE-PRESIDENT

CONSEILS RÉGIONAUX / DISTRICT COUNCILS

CUPE Niagara District Council	0401-1228	Rhonda McCabe
CUPE Toronto District Council	0401-1229	Helen Kennedy
	Supp/Alt	Stephen Seaborn
CUPE Windsor District Council	0401-1230	Andrea Madden
CUPE Lakehead District Council	0401-1231	Midge McTaggart
CUPE London District Council	0401-1232	Judith Callahan
CUPE Region of Durham District Council	0401-1233	Glenn Marsh
CUPE Sault Ste. Marie District Council	0401-1516	Anthony Bumbacco
	Supp/Alt	Tom Eng
CUPE Hamilton District Council	0401-1439	Bill Hickey
CUPE Sudbury & District Council	0401-1236	Wyman MacKinnon
CUPE Eastern Great Lakes District Council	0401-1466	Paul Norris
	Supp/Alt	Alex Cooper
Ottawa District CUPE Council	0401-1238	Steve Sanderson
	Supp/Alt	Chitra Kanhere
CUPE North Bay & District Council	0401-1494	Ian McCharles
CUPE Region of Peel District Council	0401-1240	Claude Duchesneau
CUPE Central Western Ontario District Council	0401-1242	Gord McMurrain
CUPE Kootenay District Council	0801-0376	Gerry Shmon
CUPE Vancouver Island District Council	0801-0377	Keith Todd
CUPE Metro Vancouver District Council	0801-0378	Ken Davidson
CUPE Fraser Valley District Council	0801-0379	Paul Albrecht
CUPE Okanagan/Mainline District Council	0801-0380	Marlene Kantz
CUPE Northern Area District Council	0801-0381	Dan Weiman

CONSEILS PROVINCIAUX DE SYNDICATS / PROVINCIAL COUNCILS OF UNIONS

N.B. Council of Hospital Unions	0211-0209	Norma Robinson
N.B. Council of School Board Unions	0211-0210	Delalene Harris Foran
N.B. Council of Nursing Homes Unions	0211-0211	Valerie Black
Conseil provincial des affaires sociales	0301-0594	Pierre Soucy
Conseil provincial du secteur universitaire	0301-0787	Sylvain Allard
Conseil provincial du soutien scolaire	0301-0596	Sylvain Ladouceur
Conseil provincial du secteur municipal	0301-0598	Mario Sabourin
Conseil provincial des sociétés d'état et organismes publiques québécois	0301-0599	Patrick Langevin
Ontario Council of Hospital Unions	0401-1480	Helen Fetterly
Saskatchewan Health Care Council of Unions	0601-0190	Gordon Campbell

DIVISIONS PROVINCIALES / PROVINCIAL DIVISIONS

CUPE Nova Scotia	0111-0150	Danny Cavanagh
CUPE Newfoundland and Labrador	0151-0051	Wayne Lucas
	Supp/Alt	Edward Whelan
CUPE New Brunswick	0211-0208	Rick MacMillan
CUPE Prince Edward Island	0251-0030	Milo Murray
CUPE Ontario	0401-1227	Fred Hahn
CUPE Saskatchewan	0601-0189	Tom Graham
CUPE Alberta	0701-0172	Dennis Mol
CUPE British Columbia	0801-0375	Mark Hancock

DIVISIONS DE SERVICE / SERVICE DIVISIONS

Airline Division	1721-0036	Nathalie Stringer
Hospital Employees Union	0043-0065	Judy Darcy

CONTRATS DE SERVICE / SERVICE CONTRACTS

Syndicat des professionnel(les) de Laval-Rive-Nord	0301-0696	Roger Bazinet
	0301-0697	Patrick Carrière
Syndicat des employé(e)s d'hôpitaux d'Arthabaska (SEHA Inc.)	0301-0622	Diane Paradis
	0301-0694	Yvonne Paul
	0301-0695	Francine Lamothe

SECTIONS LOCALES / LOCAL UNIONS**NOUVELLE-ÉCOSSE / NOVA SCOTIA**

Section locale/Local 227	Halifax	0111-0156 0111-0157	Richard Masters Dave Dort
Section locale/Local 759	Sydney	0111-0195 0111-0196 0111-0197	Michael Mombourquette John Tubrett Michael Mac Adam
Section locale/Local 761	Sydney	0111-0001 Supp/Alt	Eleanor Roach Deborah Weeks
Section locale/Local 933	Sydney	0111-0003 0111-0004	Heather MacKinnon Dale Young
Section locale/Local 955	Petit de Grat	0111-0063 0111-0064 0111-0065	Agnes Boudreau Sadie Fee Wilfridine Crowdis
Section locale/Local 1082	Halifax	0111-0100	Darlene Hynes
Section locale/Local 1245	Eastern Passage	0111-0180 0111-0181	Carolyn Tobin Janet Rolfe
Section locale/Local 1259	Halifax	0111-0072 0111-0073	Michael McNeil Louise Riley
Section locale/Local 1472	Waterville	0111-0106	Metilda Warford
Section locale/Local 1867	Halifax	0111-0162 0111-0163 0111-0164 0111-0165 0111-0166	Joe Slauenwhite Mike MacIsaac Joanne MacPherson Ritchie Hartley Gareth Drinnan
Section locale/Local 1933	South Shore	0111-0136 0111-0137 0111-0138 0111-0139 Supp/Alt	Barbara Hatt Claire Wentzell Dianne Frittenburg Neil Dorey Jonathan Fourdraine

SECTIONS LOCALES / LOCAL UNIONS

NOUVELLE-ÉCOSSE / NOVA SCOTIA

Section locale/Local 2094	Glace Bay	0111-0097 0111-0098	Marie (Mae) Smith Jennifer Melissa King
Section locale/Local 2305	Halifax	0111-0099	Trevor Mercer
Section locale/Local 2330	New Glasgow	0111-0126 0111-0128	Liz Paris Nan McFadgen
Section locale/Local 2431	Sydney	0111-0191 0111-0192	Tammy Provost Winnie Burt
Section locale/Local 2525	New Glasgow	0111-0109 0011-0110 0111-0111 0111-0112 0111-0113	Sean Foley Karen MacKenzie Joanne Smith Shannon Goldrich Neeraj Bhanot
Section locale/Local 2618	Kentville	0111-0133 Supp/Alt	Trevor Surette Tom Arnold
Section locale/Local 2761	Halifax	0111-0014 0111-0015	Eveline Clayton Olive Murphy
Section locale/Local 2774	Dartmouth	0111-0016	Maureen Ethier
Section locale/Local 2784	Halifax	0111-0018 0111-0019	Sandra Wilson Beverley Connors
Section locale/Local 2859	Bridgetown	0111-0054	Joyce King
Section locale/Local 3131	Sydney	0111-0103	Donald MacNeil
Section locale/Local 3513	Sydney	0111-0198 0111-0199	Patricia Newman-MacLean Angus MacLean
Section locale/Local 3876	Greenwood	0111-0119 0111-0121	Ted Llewellyn Sharon Gallant
Section locale/Local 3885	Liverpool	0111-0153	Marlene Gaudet
Section locale/Local 3890	Truro	0111-0066 0111-0067 0111-0068	Ron Davis Clayton Eagles Clinton Eagles
Section locale/Local 3912	Halifax	0111-0032 0111-0033 0111-0034 0111-0035	Barbara Moore Carmel Forde Christina Behme Jennifer Dimoff
Section locale/Local 3928	New Glasgow	0111-0037 Supp/Alt	John Atwater Shane Ranahan
Section locale/Local 4044	Halifax	0111-0069 0111-0070	Mary Fougere Cathrena Nauss

SECTIONS LOCALES / LOCAL UNIONS**NOUVELLE-ÉCOSSE / NOVA SCOTIA**

Section locale/Local 4150	Bridgewater	0111-0158 0111-0159 0111-0160 0111-0161	Donald Llewellyn Elaine Lightfoot Tracy Mahaney Gail Smith
Section locale/Local 4459	New Glasgow	0111-0122	Patricia Perry
Section locale/Local 4669	Windsor	0111-0062	Susan Cater
Section locale/Local 4745	Halifax	0111-0185	Karen Wright
Section locale/Local 4840	Cape Breton	0111-0104	Lorie Beaton
Section locale/Local 5050	Cape Breton	0111-0078 0111-0079 0111-0080 0111-0081 0111-0082	Ella Carey Mary Elizabeth Jessome Todd MacPherson David Fraser Elizabeth MacDonald

SECTIONS LOCALES / LOCAL UNIONS**TERRE-NEUVE-ET-LABRADOR / NEWFOUNDLAND AND LABRADOR**

Section locale/Local 488	Corner Brook	0151-0001 0151-0002 0151-0003 0151-0005	Corrina Simmonds Ernest Green Sherry Collett Todd Rolls
Section locale/Local 569	St. John's	0151-0047 0151-0048 0151-0049 Supp/Alt	Noel Dempsey William Sheppard Terry Bennett Gord Evans Jr.
Section locale/Local 706	Corner Brook	0151-0069	Richard M. Kean
Section locale/Local 768	Corner Brook	0151-0037	Wanda Power
Section locale/Local 879	St. John's	0151-0063 0151-0064 0151-0065 Supp/Alt	Sherry Hillier Jackie Brothers Evelyn Chafe Corena Boland
Section locale/Local 1289	St. John's	0151-0052 0151-0053 0151-0054 Supp/Alt	Elizabeth White Dianne Martin Linda Williams Marie Herlidan
Section locale/Local 1560	St. John's	0151-0066 0151-0067 0151-0068 Supp/Alt	Derrick Barrett Brian Clancy Linda Weir Dennis McDonald
Section locale/Local 1615	St. John's	0151-0010 0151-0011 0151-0012 0151-0013 Supp/Alt	Maxine Hillier Keir Hiscock Jerry Smith Mike Murphy Theresa Antle

SECTIONS LOCALES / LOCAL UNIONS**TERRE-NEUVE-ET-LABRADOR / NEWFOUNDLAND AND LABRADOR**

Section locale/Local 1860	St. John's	0151-0056 0151-0057 0151-0058	Dawn Sullivan-Taylor William Wakeley Dennis Ezekiel
Section locale/Local 2033	St. Lawrence	0151-0018	Patrick Parsons
Section locale/Local 2099	Mount Pearl	0151-0060 0151-0061	Edward Cranford Barbara Gosse
Section locale/Local 2212	St. Anthony	0151-0055	Rex Hillier
Section locale/Local 2329	St. John's	0151-0020 0151-0021	Dawn Lahey Debra Nichol
Section locale/Local 2574	St. Anthony	0151-0023	Paula Patey
Section locale/Local 3017	St. John's	0151-0045	Renee Kent
Section locale/Local 3034	Conception Bay	0151-0024 0151-0025	Warrick Cluney Alva Bishop
Section locale/Local 4386	Corner Brook	0151-0071	Brian Bell
Section locale/Local 4864	St. John's	0151-0072	Doug Jackson
Section locale/Local 4885	St. John's	0151-0078	Elaine Wells
Section locale/Local 4934	Norris Point	0151-0777	Patricia Cullihall
Section locale/Local 4935	Stephenville Crossing	0151-0073	Lisa McFatrige
Section locale/Local 4936	Burgeo	0151-0075	Karen Buckland
Section locale/Local 4937	Port aux Basques	0151-0076	Georgina Parsons
Section locale/Local 4938	Port Saunders	0151-0079	Roger Philpott
Section locale/Local 4939	Stephenville	0151-0074	Amanda Woolridge

SECTIONS LOCALES / LOCAL UNIONS**NOUVEAU-BRUNSWICK / NEW BRUNSWICK**

Section locale/Local 18	Saint John	0211-0001 0211-0002 0211-0003 Supp/Alt	Stephen Bernard Mike Meahan Chris Patterson James Thibodeau
Section locale/Local 51	Moncton	0211-0067 0211-0068	Bernard Gallant Patrick Vautour
Section locale/Local 486	Saint John	0211-0203 0211-0204	Paul Johnson Tamara Duke
Section locale/Local 558	Edmundston	0211-0250	Martin Ryan

SECTIONS LOCALES / LOCAL UNIONS

NOUVEAU-BRUNSWICK / NEW BRUNSWICK

Section locale/Local 588	Edmundston	0211-0105	Gerald Landry
Section locale/Local 720	Moncton	0211-0157 0211-0158 0211-0159 0211-0160	Rick de Wolfe Brian Poirier Robert Partridge Sue Touchie
Section locale/Local 813	Saint John	0211-0161 0211-0162 0211-0163 0211-0164 0211-0165	Mitch Jackson Diane Driscoll Mark Richards Helen Paris Rick Patten
Section locale/Local 821	Moncton	0211-0166 0211-0167 0211-0168 0211-0169	Pauline Bastarache Rachel Blacquiere Jean-Louis Robichaud Denis Brun
Section locale/Local 833	Campbellton	0211-0170 0211-0171 0211-0172 0211-0173 Supp/Alt	Emilie Doucet Heather Parker Raymond Comeau Pauline Diotte Donna Smith
Section locale/Local 865	Miramichi	0211-0175 0211-0176 0211-0177	Leonard Godin Terry Mullin Elizabeth Murray
Section locale/Local 908	Fredericton	0211-0186 0211-0187 0211-0188 0211-0189 0211-0190	Kim McCaffrey Rosane Carter Marilyn Brennan Danny Le Blanc Adrienne Cleveland
Section locale/Local 946	Grand Bay	0211-0129	Leah Logan-Guimond
Section locale/local 963	Saint John	0211-0106 0211-0107	Martha Thompson Debra Hayward
Section locale/Local 1062	Richibucto	0211-0247	Jean-Yves Maillet
Section locale/Local 1087	Bathurst	0211-0016 0211-0017	Gerald Goodine Serge Boucher
Section locale/Local 1117	St. Stephen	0211-0142	Kelly C. Way
Section locale/Local 1121	Bath	0211-0219	Connie Haines
Section locale/Local 1159	Dalhousie	0211-0131	Norma Latulippe
Section locale/Local 1190	Fredericton	0211-0076 0211-0077 0211-0081	Joey Kelly Michel Losier Andrew Hardy
Section locale/Local 1199	Saint John	0211-0192 0211-0193	Pauline Walker Coleen Grant

SECTIONS LOCALES / LOCAL UNIONS

NOUVEAU-BRUNSWICK / NEW BRUNSWICK

Section locale/Local 1251	Saint John	0211-0111	Don Roy
Section locale/Local 1303	Shediac	0211-0090	Roland Cormier
Section locale/Local 1418	Fredericton	0211-0046 0211-0048 0211-0049 0211-0050	Pat Smith Robert Livingstone Denise Leblanc John Eatmon
Section locale/Local 1439	St-Basile	0211-0082 0211-0083	Pierre Turgeon Rival Lévesque
Section locale/Local 1603	Saint John	0211-0214	Tammy Nadeau
Section locale/Local 1726	Moncton	0211-0228	Wayne Brown
Section locale/Local 1763	St. Andrews	0211-0092	Debbie Downey
Section locale/Local 1866	Saint John	0211-0133 0211-0134	Amanda Campbell Charlene Gordon
Section locale/Local 2079	Moncton	0211-0152	Serge Landry
Section locale/Local 2116	Saint John	0211-0024 Supp/Alt	Sharon Teare Wade Hicks
Section locale/Local 2354	Campbellton	0211-0097	Pamelia Guitard
Section locale/Local 2373	Edmundston	0211-0202	Roger Lévesque
Section locale/Local 2745	Moncton	0211-0058 0211-0059 0211-0060 0211-0061 0211-0062 0211-0063 0211-0064 0211-0225	Sandy Harding Sharon Thompson Marilyn MacCormack Candace Carr Debra Tozer Donna Hébert Thérèse Tremblay Karen Hulberg
Section locale/Local 3392	St. Stephen	0211-0030	Minerva Porelle
Section locale/Local 3433	Sackville	0211-0071	Bill Evans
Section locale/Local 3657	Inkerman	0211-0115	Yves Brideau
Section locale/Local 4598	Bathurst	0211-0102	Thérèse Duguay
Section locale/Local 4796	Tabusintac	0211-0244	Édith Brideau
Section local/Local 4848	Bathurst	0211-0248 0211-0249	Mathieu Chayer Denis Beaulieu

SECTIONS LOCALES / LOCAL UNIONS**ÎLE-DU-PRINCE-ÉDOUARD / PRINCE EDWARD ISLAND**

Section locale/Local 501	Charlottetown	0251-0003 0251-0004	Paul Clow Pat Doyle
Section locale/Local 805	Charlottetown	0251-0026 0251-0027 0251-0028 0251-0029	Scott Taylor Elaine Fagan Michael Hopkinson John MacKenzie
Section locale/Local 1051	Alberton	0251-0005	Wanda Livingstone
Section locale/Local 1145	Charlottetown	0251-0019 0251-0020 0251-0021	Myles Noye Judy MacKay Nigel Robinson
Section locale/Local 1770	Charlottetown	0251-0009 0251-0010	Deborah Logan Dianne MacKenzie
Section locale/Local 1775	Charlottetown	0251-0011 0251-0012 0251-0013	MaryLouise Richard Roger Richard John Doucette
Section locale/Local 1778	Montague	0251-0023	Shirley Johnston
Section locale/Local 1779	Summerside	0251-0006 0251-0007 0251-0008	Mary Roberts Leonard Crawford Leonard Gallant
Section locale/Local 1870	Charlottetown	0251-0032 0251-0033 0251-0034 Supp/Alt	Leo Cheverie Maciej Zawadzki Melissa Bruce Monique Hébert
Section locale/Local 2523	Charlottetown	0251-0024	Donna Gormley
Section locale/Local 3260	Charlottetown	0251-0014 0251-0015 0251-0016	Lori MacKay Linda Jones Stacy Delaney

SECTIONS LOCALES / LOCAL UNIONS**QUÉBEC / QUEBEC**

Section locale/Local 301	Montréal	0301-0569 0301-0570 0301-0571 0301-0572 0301-0573 0301-0574 0301-0575 0301-0576 0301-0577 0301-0578 0301-0579 0301-0580 0301-0581 0301-0582 0301-0583	Gaétan Simard Benoit Vachon Marilou Lamoureux Denis Jomphe Pierre Lalonde Norman Weaner Benoit Lajeunesse Christian Ramsay Michel Jeannotte Richard Larouche Michel Parent Daniel Gaucher Chantal Racette Claude Lamarche François Bourgouin
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SECTIONS LOCALES / LOCAL UNIONS

QUÉBEC / QUEBEC

Section locale/Local 305	Laval	0301-0460	Daniel Lavoie
Section locale/Local 306	Longueuil	0301-0624 0301-0625 0301-0626 0301-0627 0301-0628 0301-0629	Suzanne Gagnon Marjolaine Sawdon Louise Pitre Stéphane Simard Dorothy-Jane Moye Daniel Duval
Section locale/Local 307	Longueuil	0301-0345 0301-0346 0301-0347	Réjean Côté Mario Gauthier François Belzile
Section locale/Local 311	Noranda	0301-0690 0301-0692	Gaétan Champagne Denise Charrette
Section locale/Local 313	Montréal	0301-0719 0301-0720	Patrick Mador Ronald Navit
Section locale/Local 317	Rouyn	0301-0630 0301-0631	Michel Thisdel Micheline Perreault
Section locale/Local 335	Malartic	0301-0699	Marjolaine Boutin
Section locale/Local 429	Montréal	0301-0643	Monique Côté
Section locale/Local 675	Montréal	0301-0007 0301-0008 0301-0009	Isabelle Doyon Pierre Dutil Jacqueline Turgeon
Section locale/Local 687	Montréal	0301-0011 0301-0012 0301-0013 0301-0014 Supp/Alt	Réjean Beaudet Georges Comtois Nathalie Blais Jean Chabot Matthieu Durocher
Section locale/Local 899	Chibougamau	0301-0372	Normand Lafrenière
Section locale/Local 957	Montréal	0301-0016 0301-0017 0301-0018 0301-0019 0301-0021 0301-0022	Daniel Guérette Daniel Desjardins Jean-Charles Pelletier Jean-Yves Paquin Réjean Porlier Oswaldo Montoya
Section locale/Local 1009	Terrebonne	0301-0215 0301-0216 Supp/Alt	Denis Renaud Dany Lacasse Louis Simard
Section locale/Local 1113	Laval	0301-0664 0301-0665 0301-0666	Lise St-Amand Richard Nadon Yves Lecourt
Section locale/Local 1114	Sherbrooke	0301-0508 0301-0509	Denis Fréchette Pierrette Laforest

SECTIONS LOCALES / LOCAL UNIONS

QUÉBEC / QUEBEC

Section locale/Local 1208	Verdun	0301-0559 0301-0560	Pierre Degray Richard Delisle
Section locale/Local 1244	Montréal	0301-0562 0301-0563 0301-0564 0301-0565 0301-0566 0301-0567	Marc Perrault Margaret Lapointe Chantal Simoneau France Desbiens Éric Romano Sophie Labelle
Section locale/Local 1294	Montréal	0301-0199 0301-0200 0301-0201 0301-0202 0301-0203 0301-0204 0301-0205 0301-0206	Roland Côté Denis Kearney Daniel Grenier Gérard Lamoureux Aline Pajot Madeleine Coutu Nathalie Giguère Claude Gravel
Section locale/Local 1296	Québec	0301-0217 0301-0218	Chantal Tremblay Marie-Josée Alvarez
Section locale/Local 1322	Amos	0301-0658	Jean-Pierre Caouette
Section locale/Local 1340	Donnacona	0301-0276	Louise Paquin
Section locale/Local 1365	Chibougamau	0301-0106	Martin Simard
Section locale/Local 1366	Val d'Or	0301-0477	Gaétan Gignac
Section locale/Local 1375	Trois-Rivières	0301-0768	Mario Lamy
Section locale/Local 1412	Montréal	0301-0222	Ginette Bussièrès
Section locale/Local 1417	Québec	0301-0782	André Blouin
Section locale/Local 1450	Vanier	0301-0803	Denis Bolduc
Section locale/Local 1500	Montréal	0301-0397 0301-0398 0301-0399 0301-0400 0301-0401 0301-0402 0301-0403 0301-0404 0301-0405 0301-0406 0301-0407 0301-0408 0301-0409 0301-0410	Richard Perreault Charles Fleury Jasmin Gaudet Martin Boucher Yvon Lachapelle Sylvain Dubreuil Bertrand Méthot Sylvain Lepage Henrie-Paul Masson Guy Bureau Yvon Dubois Yvan Tremblay Mario Lamontagne Joëlle Ravary
Section locale/Local 1535	Montréal	0301-0804 0301-0805	Andrew Walker Tony Diaferia

SECTIONS LOCALES / LOCAL UNIONS

QUÉBEC / QUEBEC

Section locale/Local 1574	Chicoutimi	0301-0224 0301-0225 0301-0226	Alain Martin Claude-Annie Element Lucie Des Rosiers
Section locale/Local1575	Rimouski	0301-0412 0301-0413	Ryno Bérubé Gilles Gagnon
Section locale/Local 1604	Montréal	0301-0604 0301-0605	Suzanne Valade Marie-Claude Arbour
Section locale/Local 1638	Québec	0301-0455 0301-0456 0301-0457 0301-0458 0301-0459 Supp/Alt	Gérard Cyr Jean Lachance Daniel Simard Alain Bourassa Claude Lavoie Jean Baribeau
Section locale/Local 1707	Varenes	0301-0028	Dominique Lebrun
Section locale/Local 1733	Laval des Rapides	0301-0528 0301-0529	Aline Berthiaume Roxane Labbé
Section locale/Local 1751	Hamel	0301-0681 0301-0682 0301-0683 Supp/Alt	Pierre Girard Serge Landry Richard Latulippe Julien Picard
Section locale/Local 1800	Trois-Rivières	0301-0180 0301-0181 0301-0182	Denise Béland Normand Dupuis Cindy Carbonneau
Section locale/Local 1810	Bedford	0301-0183	Lucie Marchand
Section locale/Local 1821	Laval	0301-0484 0301-0485 0301-0486	Jean-Paul Villeneuve Sylvain Boileau Paul Wisdom
Section locale/Local 1841	Verdun	0301-0770 0301-0772	Pat Griffin Maureen Mulhearn
Section locale/Local 1872	Vanier	0301-0029	Luc Duchesneau
Section locale/Local 1878	Montréal	0301-0607 0301-0608	Benoit Guilbault Lucie Roberge
Section locale/Local 1930	Sept-Îles	0301-0584 0301-0585	Claude Charest Nathalie Roussel
Section locale/Local 1965	Varenes	0301-0723 0301-0724	Christiane de Martel Claude Dubuc

SECTIONS LOCALES / LOCAL UNIONS

QUÉBEC / QUEBEC

Section locale/Local 1983	Montréal	0301-0325	Guy Alphonso
		0301-0326	Guy Cormier
		0301-0327	Denis Vaillancourt
		0301-0328	Renato Carlone
		0301-0329	Mark Bétournay
		0301-0330	René Bujold
		0301-0331	Dany Levasseur
		0301-0332	Stéphane Lachance
		0301-0333	Daniel Walsh
		0301-0334	Claude Benoit
Section locale/Local 2000	Montréal	0301-0108	Claude Arseneault
		0301-0109	Guy Poirier
		0301-0110	Luc Leclerc
		0301-0111	Ginette Paul
		0301-0112	Suzanne Robert
		0301-0113	Alain Dessureault
		0301-0115	Alain Desmarais
		0301-0116	Pierre Dubois
		0301-0117	Jocelyn Vallières
		0301-0118	Pierre Paradis
		0301-0119	Yvon Lebeau
0301-0120	Pierre Vignoul		
Section locale/Local 2051	Québec	0301-0227	Sylvie Denis
		0301-0228	Josée Garant
		0301-0229	Dyanne Beaupré
Section locale/Local 2115	Laval	0301-0659	Effie Psaroudaki
Section locale/Local 2168	Le Gardeur	0301-0185	Pierre Brabant
		0301-0186	Patrick Gloutney
Section locale/Local 2184	Montréal	0301-0750	Ethel Ann Flores
		0301-0751	Guedon Augustin
Section locale/Local 2222	Montréal	0301-0494	Ronald Dagenais
		0301-0495	Jacques Légaré
		0301-0496	Yvon Bondu
		Supp/Alt	Christian Trudeau
Section locale/Local 2231	Québec	0301-0145	Jacques Larose
Section locale/Local 2244	Valleyfield	0301-0303	John Jourdain
Section locale/Local 2252	Ste-Foy	0301-0523	Carl Beaudoin
		0301-0524	Éric Boutet
Section locale/Local 2310	Québec	0301-0230	Céline Parré
		0301-0231	Mariélaïne Girard
		0301-0232	Christiane Senneville
		0301-0233	Josée Verreault
Section locale/Local 2326	Lachenaie	0301-0121	Jesse Brisson
		0301-0122	Louise Léger

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Section locale/Local 2334	Lévis	0301-0701 0301-0702 0301-0703	Gérard Poirier Henri-Paul Thériault Yannick Déamange
Section locale/Local 2385	Richmond	0301-0207	Michel Jolin
Section locale/Local 2413	Québec	0301-0250	Alexandre Boudreault
Section locale/Local 2425	Mont St-Hilaire	0301-0568	Jacques Hébert
Section locale/Local 2466	Jonquière	0301-0304 0301-0305 0301-0306	René Cloutier Danielle Simard Maude Paquette
Section locale/Local 2500	Ste-Foy	0301-0738 0301-0739 0301-0740 0301-0741 0301-0742 0301-0743	Luc Brouillette Eddy Pearson André Rousseau François Authier Francine Girard Yvan Pépin
Section locale/Local 2541	Alma	0301-0123 0301-0124	Jean-Yves Gaudreault Serge Gagnon
Section locale/Local 2589	Sept-Îles	0301-0251 Supp/Alt	Noël Bertrand Michel Thibeault
Section locale/Local 2633	Baie-Comeau	0301-0550	Cindy Miller
Section locale/Local 2641	Baie-Comeau	0301-0089	Louise Ménard
Section locale/Local 2661	Trois-Rivières	0301-0151 0301-0152 0301-0153	Lucie Lorrain Lucie Pronovost Chantal Desilets
Section locale/Local 2667	Ste-Anne-de-Bellevue	0301-0587 0301-0588	Martial Demers Serge Maclure
Section locale/Local 2678	Roberval	0301-0036	Martin Langlais
Section locale/Local 2711	Montréal	0301-0380	Éric Loiselle
Section locale/Local 2718	Montréal	0301-0763 0301-0764 0301-0765	Barbara Duval Yves Paprocki Geroge Gawel
Section locale/Local 2729	Sherbrooke	0301-0589 0301-0590 0301-0591 Supp/Alt	Mélissa Quenneville Rénald Dubé Mario Fontaine Jean-Pierre Huot
Section locale/Local 2808	Québec	0301-0431	Ginette Laberge
Section locale/Local 2815	Montréal	0301-0350 0301-0352 0301-0354	Guy Gagné Carole McDonald Doris Lauzon

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Section locale/Local 2825	Montréal	0301-0381 0301-0382	Martine Roy Magaly Cadet
Section locale/Local 2850	Montréal	0301-0126 0301-0127 0301-0128 0301-0129 Supp/Alt	Luc Périard André Deschamps Carole Denis Mireille Caron Martin Gagnon
Section locale/Local 2881	Dorval	0301-0335 0301-0336 0301-0337	Denise Hébert Deborah Harewood Daniel Bélanger
Section locale/Local 2886	Côte-St-Luc	0301-0802 Supp/Alt	Peter Erenyi Hélène Leduc
Section locale/Local 2915	Baie Comeau	0301-0339	Sylvie Gaudreault
Section locale/Local 2929	Québec	0301-0619 0301-0620 0301-0621	Serge Genest André Bleau Denis Petitclerc
Section locale/Local 2957	Montréal	0301-0043 0301-0044	Claude Létourneau François Ouellet
Section locale/Local 2960	Montréal	0301-0704 0301-0705 0301-0706	Karine Cabana Steeve Marcotte Sylvain Lemieux
Section locale/Local 2992	Québec	0301-0045 0301-0046	Phyllis Smith Pierre Boutet
Section locale/Local 2999	Trois-Rivières	0301-0340 Supp/Alt	Johnny Lord Fernand Roy
Section locale/Local 3005	Montréal	0301-0156 0301-0157 0301-0158 Supp/Alt	Nathalie Tremblay Sylvie Perrin Daniel Villemure Stephan Jean
Section locale/Local 3124	Saguenay-Chicoutimi	0301-0130 0301-0131	Pierre Lavoie Carl Ainsley
Section locale/Local 3187	Montréal	0301-0445 0301-0446 0301-0447 Supp/Alt	Serge Plamondon Éric Watier Julie Dassylva Daniel Rodrigue
Section locale/Local 3247	Châteauguay	0301-0159 0301-0161	Robert Métayer Johanne Vinet
Section locale/Local 3259	Beloeil	0301-0047 0301-0048 0301-0049 0301-0050	Chantal Primeau Gilles St-Pierre Richard Morisseau Pierre Cartier

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Section locale/Local 3280	Châteauguay	0301-0308 0301-0309 0301-0310	Louise Gallant Sylvain Pitre Michel Blanchette
Section locale/Local 3300	Québec	0301-0499 0301-0500 0301-0501	Annick Nelson Martin Pelletier Frédéric Brisson
Section locale/Local 3332	Longueuil	0301-0438 Supp/Alt	Mario Gosselin Marc Rochon
Section locale/Local 3333	St-Hubert	0301-0132 0301-0133 0301-0134 0301-0135	Nathalie Lapperrière Sophie Pesant Norman Painchaud Jacques Duclos
Section locale/Local 3350	Montréal	0301-0540 0301-0541 0301-0542 0301-0543	Francine Campeau Martin Rassenti Paul Malizia Margaret Godbeer
Section locale/Local 3423	Cap-de-la-Madeleine	0301-0312 0301-0313 0301-0314	Marlène Simard René Bergeron Sylvain Lebel
Section locale/Local 3434	Sherbrooke	0301-0315 0301-0316	Yves Houle Réjean Poulin
Section locale/Local 3535	Montréal	0301-0777 0301-0778 0301-0779 0301-0780	Pierre Jobin Daniel Dussault Daniel Boucher Alain Lambert
Section locale/Local 3617	Gatineau	0301-0502	Jean-Yves Bouchard
Section locale/Local 3624	Trois-Rivières	0301-0609 0301-0610 0301-0611 0301-0612	Éric Leclerc Guy Pépin Marc Caron Alain Caron
Section locale/Local 3642	Montréal	0301-0717	Martin Doyon
Section locale/Local 3700	Montréal	0301-0754 0301-0755	Éric Bergeron Michel Jacob
Section locale/Local 3758	Montréal	0301-0211 0301-0212	Suzanne Bergeron Linda Pelchat
Section locale/Local 3783	Montréal	0301-0503 0301-0504 0301-0505 0301-0506	Dominic Morin Pascal Bolduc Jean-François Hardy Francis Jean

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Section locale/Local 3812	Québec	0301-0533 0301-0534 0301-0535 0301-0536	Daniel Carrière Richard Duperron Jacques Limoges Maxime Corbeil
Section locale/Local 3939	Montréal I	0301-0798 0301-0799 0301-0800 0301-0801 Supp/Alt	Sylvain Calouette Guy Sanscartier Louis-Phillippe Tremblay Roger Leclerc Frédéric Lalonde
Section locale/Local 3993	Hull	0301-0729 0301-0730 0301-0731	Francis Cantin Ginette Bailey Lawrence Crustin
Section locale/Local 4041	Montréal	1721-0001 1721-0002 1721-0003 Supp/Alt	Caroline Bédard Karene Benabou Sonia Sachdeva Kathleen Jean-Pierre
Section locale/Local 4091	Montréal	1721-0010 1721-0011 1721-0012 1721-0013	Martin Bergeron Julie Pelletier Katherine Thompson Kathy Machnick
Section locale/Local 4140	Hull	0301-0433 Supp/Alt	Nicole Caron Éric-Alexandre Smith
Section locale/Local 4238	Boisbriand	0301-0512 0301-0513	Stéphane Boucher Isabelle Lefebvre
Section locale/Local 4250	Montréal	0301-0419 0301-0420 0301-0421 0301-0422 0301-0423 0301-0424 0301-0425 0301-0426 0301-0427 0301-0428 Supp/Alt	Solange Bourgeois Benoit Bouchard Catherine Bert Claude Gaudreault Mario Lupien Denis Rocheleau Robert Lafontaine Jean Stein Jean-Marc Deschênes Chantal Gaumond Annick Landry
Section locale/Local 4296	Mille-Îles	0301-0661	Daniel Lajeunesse
Section locale/Local 4338	Montréal	0301-0434	Richard Guertin
Section locale/Local 4451	Abitibi-Témiscamingue	0301-0137	Constance Côté
Section locale/Local 4475	Sherbrooke	0301-0745 0301-0746	Suzanne Desloges Alain Roberge
Section locale/Local 4476	Québec	0301-0196 Supp/Alt	Denis Lamy Martin Maltais
Section locale/Local 4490	Montréal	0301-0440 0301-0441	Nathalie Olivier Sylvie Gagné

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Section locale/Local 4502	Montréal	0301-0727	Anne Leclair
Section locale/Local 4512	Montréal	0301-0806	Amir Al-Shourbaji
Section locale/Local 4534	Gatineau	0301-0320	Marcel Rondeau
Section locale/Local 4537	Mirabel	0301-0265 0301-0266 Supp/Alt	Richard Laurin Yves Lecours André Toupin
Section locale/Local 4545	Laval	0301-0238 0301-0239 0301-0240	Martin Gagnon Francis Desjardins Roger Giroux
Section locale/Local 4628	Montréal	0301-0362 0301-0363 0301-0364	David Giroux Marc-André Beauchamp Pierre-Paul Tessier
Section locale/Local 4634	Melocheville	0301-0269	Sylvain Richard
Section locale/Local 4646	Rimouski	0301-0074	Richard Labelle
Section locale/Local 4688	Montréal	0301-0139	Hani Matta
Section locale/Local 4713	Montréal	0301-0079 0301-0081 0301-0082 0301-0083	Marco Lutfy Benoit Legault Martin Bouchard Michel Hébert
Section locale/Local 4723	Montréal	0301-0636 0301-0637 0301-0638	Nathalie Horth Benoit Piché Paul Cloutier
Section locale/Local 4746	Québec	0301-0788	Félix-Antoine Paradis
Section locale/Local 4750	Beloeil	0301-0085	Johanne Gauthier
Section locale/Local 4755	Westmount	0301-0514 0301-0515	Maureen Daley Diane Béliveau
Section locale/Local 4871	Châteauguay	0301-0178	Manon Vézina
Section locale/Local 4880	Montréal	0301-0094 0301-0095 0301-0096 Supp/Alt	Carole Houle Adriana Rodriguez Monique Trépanier Claude Quantin
Section locale/Local 5007	Rivière-du-Loup	0301-0322 0301-0323	François Belzile Daniel Fournier
Section locale/Local 5044	Rimouski	0301-0671 0301-0672 0301-0673 0301-0674	Diane Gagné Claude Poirier Denis Devost Kathia Lepage

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Section locale/Local 5144	Rimouski	0301-0243 0301-0244 0301-0245	Josée Lévesque Brian Leclerc Jean-Paul Laviolette
Section locale/Local 5425	Montréal	0301-0386 0301-0387	Guy Jolicoeur Brigitte Camirand
Section locale/Local 5436	Trois-Rivières	0301-0388 0301-0389	Manon Lupien Louis Huard
Section locale/Local 7498	Sherbrooke	0301-0286 0301-0287 0301-0289	Charles Miquelon Stéphane Caron Daniel Bizier

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Section locale/Local 1	Toronto	0401-1388 0401-1389 0401-1390 0401-1391 0401-1392	Mike Carriere John Camilliri David Carrington Charlene Mueller Loganathan Sellathurai
Section locale/Local 2	Toronto	0401-1034 0401-1035 0401-1036 Supp/Alt	Cecil Manbahal Michael Santos Gaetano Franco Nazz Grossi
Section locale/Local 3	Sault Ste. Marie	0401-1505 0401-1506 0401-1507 Supp/Alt	Anthony D'Ettoire Paul Beauchamp Mark Harrington Jean Bilodeau
Section locale/Local 12	Chatham	0401-0363	Glenn Harding
Section locale/Local 32	Cambridge	0401-0810 0401-0811	Paul Walsh Jeff Schriver
Section locale/Local 53	Whitby	0401-0458 0401-0459 0401-0460 Supp/Alt	Karen Wilson Mike Woodward Greg French Mike MacGillivray
Section locale/Local 54	Ajax	0401-0864 Supp/Alt	Steve Peters Brandon Walker
Section locale/Local 57	Guelph	0401-1157 0401-1158 0401-1159	Sandra Drexler Kathie Jaspersen Christopher Sanelli
Section locale/Local 65	Fort Frances	0401-0972 0401-0973 0401-0974	Sherri Byma Terry Soulliere Patti Halstead

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Section locale/Local 66	Mississauga	0401-0005 0401-0006 Supp/Alt	Chris Schin Sergio Filice Tino Ferrera
Section locale/Local 67	Sault Ste. Marie	0401-0647 0401-0648 0401-0649	Susan Bursche Terri Desbiens Kathy Hamilton
Section locale/Local 68	Kitchener	0401-0461 0401-0462 0401-0463 Supp/Alt	Doug Kuddoba Richard Montag Bob Underwood Blair Arsenault
Section locale/Local 71	Cochrane	0401-0897	Norm Berthiaume
Section locale/Local 79	Toronto	0401-1160 0401-1161 0401-1162 0401-1163 0401-1164 0401-1165 0401-1166 0401-1167 0401-1168 0401-1169 0401-1170 0401-1171 0401-1172 0401-1173 0401-1174 0401-1175 0401-1176 0401-1177 0401-1178 0401-1179 0401-1180 0401-1181 0401-1182 0401-1183 0401-1184 0401-1185	Nina Megas Yasmin Makani Marilyn Fife Wendy Johnston Ali Mallah Beverley Pike Sofia Reno Avaline Miller Doug Jones Deborah Dixon Ron Brett Virginia Ashberry Julia Barnett Tim Maguire Sonia Moodie Yvonne Bell Garth Barry Amy Withers Fred Taylor David Kidd Lily Chang Bevoria Martin-Clarke Jason Desjardins Nancy Murphy Ainsworth Hamilton Ann Dembinski
Section locale/Local 82	Windsor	0401-1371 0401-1372 0401-1373	Jim Wood Tom Lyons Mike Preston
Section locale/Local 87	Thunder Bay	0401-1044 0401-1045 0401-1046 0401-1047	Suzanne Gustafson Paula Zubrecki Barry Chezick Marie Dean
Section locale/Local 101	London	0401-0539 0401-0540 0401-0541 0401-0542 0401-0543 Supp/Alt	Cindy Cossar-Jones Megan Cameron Joe Winser Lidia Moniz Angela Venturin Rhea Campbell

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Section locale/Local 107	London	0401-0812 0401-0813 0401-0814 0401-0815 Supp/Alt	Eric Townshend Alastair Bruff Jamie McBride Dennis Reed Larry Coughlin
Section locale/Local 109	Kingston	0401-0651 0401-0652 0401-0653 0401-0654	John Hale Lacricia Turner Al Pattison Adam Bol
Section locale/Local 115	Brockville	0401-0309 Supp/Alt	Jason Barlow Christine Ward
Section locale/Local 122	North Bay	0401-0007 0401-0008 0401-0009	Walter Kornacki Marti Gerbasi Annette Hansman
Section locale/Local 126	Peterborough	0401-0816 0401-0817	Lynda Bolton Darlene Trotter
Section locale/Local 129	Pickering	0401-0865 0401-0866 0401-0867 Supp/Alt	Keith Sandford Horace Jordan Alan Lillie Rick Saunders
Section locale/Local 131	Peterborough	0401-1415 0401-1416	Andrea Legault Linda Curtin
Section locale/Local 132	Durham	0401-1469 0401-1470 0401-1471 0401-1472 Supp/Alt	Raye Woodley Jacqueline Campbell Jan Sutton Shriley Naczynski Tracey Lake
Section locale/Local 145	Georgetown	0401-0412 0401-0413 0401-0414 0401-0415 0401-0416 Supp/Alt	Pat Dmitzuk Lester Croxen Ray Walker Cheryl Swaminathen Victoria Brown Eric Witvold
Section locale/Local 146	North Bay	0401-0819 0401-0820 0401-0821 Supp/Alt	Angie Whaley Henri Giroux Brent Bedard Denise Malette
Section locale/Local 150	St. Catharines	0401-0011 0401-0012	Lou Felice Ron McCabe
Section locale/Local 151	Thorold	0401-0013	Elizabeth Shaule
Section locale/Local 157	St. Catharines	0401-0894 0401-0895	Steve Bittner Greg Hemphill

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Section locale/Local 181	Brantford	0401-1122 0401-1124 0401-1125	Chris Baldrey Jeff Van Wyk Shawn MacKeigan
Section locale/Local 218	Durham	0401-0015 0401-0016 0401-0017 0401-0018 0401-0019 0401-0020 0401-0021	Don Bryans Rod King Raymond Robert Bill Checkett Marion Moore Lori Cross Maureen MacInnes
Section locale/Local 229	Kingston	0401-0766 0401-0767 0401-0768 0401-0769	Derek Cole Kevin Cuthbertson Pat Cummings Jim Kemp
Section locale/Local 234	Cornwall	0401-0606 Supp/Alt	Kelly McKeegan William Talbot
Section locale/Local 241	Guelph	0401-0022 0401-0023 0401-0024 Supp/Alt	Brad Kelloway Misty Gagne Ken Moser Ian Bruce
Section locale/Local 254	Kingston	0401-1464	Lisa Marion
Section locale/Local 255	Hanover	0401-0517 0401-0518	Carrie Bramham Sherry Anstett
Section locale/Local 256	Guelph	0401-0705 0401-0706 0401-0707	David Kerr Toni Comini Bill Foster
Section locale/Local 265	Toronto	0401-1522	Marc Shimwell
Section locale/Local 416	Toronto	0401-1318 0401-1320 0401-1321 0401-1322 0401-1323 0401-1325 0401-1329	Derek Hulbig Mark Ferguson Peter Trajanovski Richard Schepens Bozena Mathlin Pat Lehathen Ed Vergara
Section locale/Local 434	Timmins	0401-0708	Suzanne Mavor

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Section locale/Local 503	Ottawa	0401-0316	Julio Da Silva
		0401-0317	Peter Cutter
		0401-0318	Joan Keith
		0401-0319	Ana Bettencourt Da Silva
		0401-0320	Wil Kelly
		0401-0321	Ken Larose
		0401-0322	Brian Moloughney
		0401-0323	Murdell Moore
		0401-0324	Carrie Lynn Poole-Cotnam
		0401-0325	Barb Potvin
		0401-0326	Karen Rainboth
		0401-0327	Pierrette St-Louis
		0401-0328	James Watson
0401-0329	Tammy Stafford		
Section locale/Local 504	Peterborough	0401-1539	Phil Jacobs
		0401-1540	Jeffrey Leishman
Section locale/Local 543	Windsor	0401-1374	Jean Fox
		0401-1375	Kim Bouliane
		0401-1376	Mark Vander Voort
		0401-1377	Patrick Murchison
Section locale/Local 778	Hamilton	0401-1030	Patti Encinas
		0401-1031	Karen Tarka
Section locale/Local 786	Hamilton	0401-1517	Mike Tracey
		0401-1518	Bill Van Hoek
		0401-1519	Santo Cimino
		0401-1520	Susan Thornton
		0401-1521	Kevin Cook
Section locale/Local 791	Kitchener	0401-0547	Johanna Ellis
		0401-0548	Maureen Manning
		0401-0549	Dale Hanke
		0401-0550	Terry Bezanson
Section locale/Local 793	Waterloo	0401-0032	Mike Greulich
		0401-0033	Lori Kirby
		0401-0034	Bernie Parks
Section locale/Local 815	Milton	0401-0464	Margot Johnson
		0401-0465	Dorothy Stevens
		0401-0467	Russel Rohr
		Supp/Alt	Janet Kirouac
Section locale/Local 822	Kenora	0401-0610	Carol Favreau
		0401-0611	Lesia Sieradzki
		Supp/Alt	Linda Kerr
Section locale/Local 831	Brampton	0401-0551	Bill McLoughlin
		0401-0552	Fabio Gazzola
		0401-0553	Shelley Gaudet
		0401-0554	Andrew Burgess
		Supp/Alt	Craig Cowan

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Section locale/Local 855	Lindsay	0401-0555 0401-0556 0401-0557	Nanci Byer Lyn Edwards Michelle Osborne
Section locale/Local 870	Ottawa	0401-0035 0401-0036 0401-0037 0401-0038	Bonnie Soucie Ken Desroches Johanna Downey Michael Hurley
Section locale/Local 894	Sault Ste. Marie	0401-0040 0401-0041 0401-0042	Gayle Phillips Yvonne Kilby Tracey Wetzl
Section locale/Local 904	New Liskeard	0401-0045	Marta Sauve
Section locale/Local 905	Toronto	0401-1055 0401-1056 0401-1057 0401-1058	Derek Bakshi Kim Perry Steve Duthie Bev Blair
Section locale/Local 932	Hamilton	0401-1419 0401-1420 0401-1421	Karen Milligan-Thurston Anne Spadoni Bridie Howell
Section locale/Local 942	Ottawa	0401-0470 0401-0471 0401-0472 Supp/Alt	Kevin Chouinard Laura Jean Amir Sigarchi Brenda Hardy
Section locale/Local 960	Oshawa	0401-0522	Rick Johnston
Section locale/Local 966	Brampton	0401-1198 0401-1199 0401-1200 0401-1201 0401-1202 0401-1203 0401-1204 0401-1205 Supp/Alt	Bridgette Osborne Mary-Jo Falle Audrey Nichols Martha Mckelvey Fausto Macri Sarah Loseth Allison Evadney Grace Omelebele Joanne Morain
Section locale/Local 967	Rexdale	0401-0709 0401-0710 0401-0711	Jeff Beacham Todd Handen Robin Van Den Berg
Section locale/Local 973	Guelph/Wellington	0401-0798 0401-0799 0401-0800 Supp/Alt	David Peshnak Jeremy Laur Rob Little Steven Walmsley
Section locale/Local 997	Haliburton	0401-0915 0401-0916 0401-0917 0401-0918	Lynn Raback Herb Pounder Kirk MacFarlane Wm (Bill) Campbell

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Section locale/Local 1000	Toronto	0042-0001	Don MacKinnon
		0042-0002	Peter Falconer
		0042-0003	Brad Carnduff
		0042-0005	Larry Alderdice
		0042-0006	Jordan Rock
		0042-0007	Bob Walker
		0042-0008	Alan Brandon
		0042-0009	Bruce Robinson
		0042-0010	Andy Miller
		0042-0011	Lynne Cobb
		0042-0012	Glenn Dawson
		0042-0013	Dan Farrell
		0042-0014	Jack MacDonald
		0042-0015	Dorothy Couvier
		0042-0017	Dave Shier
		0042-0018	Paul Reece
0042-0019	Ron McQuoid		
0042-0020	Vince Campaner		
0042-0021	Rick Prudil		
0042-0022	Tim Reesor		
0042-0023	Sandra Bress		
0042-0034	Keith Falconer		
Section locale/Local 1001	Windsor	0401-0048	James Kehoe
		0401-0049	Tony Trojansek
		0401-0050	David Montgomery
Section locale/Local 1011	Burlington/Oakville	0401-0051	David Dickson
Section locale/Local 1019	St. Catharines	0401-1066	Henri Bosck
Section locale/Local 1022	Belleville	0401-0054	Donna Howes
		0401-0055	Shawn Grant
		0401-0056	Mary Jean Derushie
		0401-0057	Matt Sinclair
		Supp/Alt	Pam Bookhower
Section locale/Local 1065	Burlington	0401-0655	Denise Warner
		0401-0656	Dan Squires
		0401-0657	Donna Brown
Section locale/Local 1072	Kenora	0401-0058	Dianne Wood
		0401-0059	Heddy Lund
Section locale/Local 1132	Windsor	0401-0879	Lucille Chouinard
		0401-0880	Rosalind Baldwin
Section locale/Local 1140	Timmins	0401-0712	Connie Harper
		0401-0713	Lynn Piquette
Section locale/Local 1146	Woodstock	0401-1004	Mikael Beijbom
		0401-1005	Vera Struyk
		0401-1006	Chris Andrew

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Section locale/Local 1156	Toronto	0401-0063 0401-0064 0401-0065 0401-0066	Jane Regan Tanya Williams Calvin Campbell Michael Smith
Section locale/Local 1167	Lindsay	0401-1404 0401-1405	Elizabeth Crum Betty Hopkins
Section locale/Local 1182	Sudbury	0401-0612 0401-0614	Valerie Trudeau Denise Lavoie
Section locale/Local 1196	York	0401-1082 0401-1083 0401-1541 0401-1542	Rob Layton Chris Rose Tom Gardner Rick Medland
Section locale/Local 1225	Minden	0401-1443 Supp/Alt	Sharon Crowe Dorothy Winterburn
Section locale/Local 1230	Toronto	0401-0714 0401-0715 0401-0716	Bernie Disonglo Alison Paul Ilka De Diego
Section locale/Local 1238	Chatham	0401-1393 0401-1394	Irene Duff Jodi McGill
Section locale/Local 1263	Welland	0401-1084 0401-1086 0401-1087 0401-1088	Christine Wiley Diane Cormier Cathy Pirson Susan Schmidt
Section locale/Local 1280	Willowdale	0401-0564 0401-0565 0401-0566 0401-0567 Supp/Alt	Jilihan Farinha Joe Ferraro David Gorringer Hannibal Disanto Joe Kole
Section locale/Local 1281	Toronto	0401-1126 0401-1127 0401-1128	Denise Hammond Saira Chibber Jennifer Stacey
Section locale/Local 1287	St. Catharines	0401-1131 0401-1132 0401-1133	Shawn Wilson Pam Ioannoni Kevin Koppers
Section locale/Local 1291	Sarnia	0401-0883	Karen Allen
Section locale/Local 1295	St. Catharines	0401-0368 0401-0369	Janice Walker Alanna Kenny
Section locale/Local 1302	Kingston	0401-0421	Arlie Redmond
Section locale/Local 1310	Simcoe	0401-0075	Tom Powell
Section locale/Local 1317	Welland	0401-0371 0401-0374	Francine Beaudoin Anna Maxner

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Section locale/Local 1328	Toronto	0401-1285	Donna Swire
		0401-1286	Lena Mora
		0401-1287	Agata Malik
		0401-1288	Patti Chapman
		0401-1289	Lina Naccarato
		0401-1290	Daniela Venturin
		0401-1291	Maureen Ryan
Section locale/Local 1334	Guelph	0401-0375	Janice Folk-Dawson
		0401-0376	Nick Gielen
		0401-0377	Bill Boudreau
		Supp/Alt	Nanci Morley
Section locale/Local 1338	Ottawa	0401-0568	Daniel Sauvé
		0401-0569	Murray Grant
		0401-0570	Dale Perry
		Supp/Alt	Robert Campeau
Section locale/Local 1339	Powassan	0401-0079	Amanda Farrow
		0401-0080	Lisa Forbes
Section locale/Local 1356	Toronto	0401-0571	Gino Marano
		0401-0572	Jack McCann
Section locale/Local 1358	Essex	0401-0084	Patricia Holland
		0401-0085	Shelley Smith
Section locale/Local 1385	Stratford	0401-1499	Sherry Boyce
Section locale/Local 1393	Windsor	0401-0884	Dean Roy
		0401-0085	Aldo Di Carlo
Section locale/Local 1394	Willowdale	0401-0474	Edna Takahashi
		0401-0475	Lisia Riviere
		0401-0476	Marcia Julal
		Supp/Alt	Aida Castellvi
Section locale/Local 1453	Peterborough	0401-0477	Rita Collins
		0401-0479	Terri Elliot
Section locale/Local 1479	Kingston	0401-1247	Ted Grimson
Section locale/Local 1480	Kingston	0401-0480	Mave Hulley
		0401-0481	Charlie Atwood
		0401-0482	Joan MacGregor
		0401-0483	Donna Jackson
Section locale/Local 1483	Mississauga	0401-0920	Larry Stevenson
		0401-0921	Frank Berardi
		0401-0922	Cephas Kotei
		0401-0923	Leo Dias
Section locale/Local 1487	Scarborough	0401-1251	Randy Meyer
		0401-1252	Evelyn Lafreniere
		0401-1253	Zoran Pivalica
		0401-1254	Doug Allen
		Supp/Alt	Brenda Pugh

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Section locale/Local 1496	Cornwall	0401-0993 0401-0994 Supp/Alt	Diane Huntington Crystal Loney Brenda Archambault
Section locale/Local 1502	Pembroke	0401-1013 0401-1014	Cindy Schulz Simone Burger
Section locale/Local 1508	Renfrew	0401-0090 0401-0091	Nancy Dolan Cassy Crawford
Section locale/Local 1521	Ottawa/Lanark	0401-0983 0401-0984 0401-0985 0401-0986 Supp/Alt	Nancy Lyon Ann Marie Bloom Jim Rudkoski Jenna Serran Gayle Murdie
Section locale/Local 1542	Waterloo	0401-1037 0401-1038 Supp/Alt	Robert (Bob) Balcarras Pietro Filato Gerard Farwell
Section locale/Local 1548	Rendrew	0401-1070	Leeann Somerville
Section locale/Local 1571	Richmond Hill	0401-0575 0401-0576 0401-0577 Supp/Alt	Andy Orfanakos Carmine Turco Peter Lucca Stephen Dignard
Section locale/Local 1582-01	Toronto	0401-1536	Maria Moriarty
Section locale/Local 1600	Toronto	0401-1309 0401-1310 0401-1311	Grant Ankenman James Fudge Christine McKenzie
Section locale/Local 1623	Sudbury	0401-1255 0401-1256 0401-1257 0401-1258 0401-1259	Dave Shelefontiuk Roger Richer Sharon Richer Pam Taylor Lise Morrissette
Section locale/Local 1628	Mississauga	0401-0578 0401-0579 0401-0580 0401-0581 Supp/Alt	Evelyn Blackwell Penny Maltman Linda Ballard Carol Blackwell Janet Patterson
Section locale/Local 1656	Waterloo	0401-0095 0401-0096 0401-0097	Mark Goodwin Reiner Strenzke Harry Slupeiks
Section local/Local 1734	Newmarket	0401-0822 0401-0823 0401-0824 0401-0825 0401-0826 0401-0827	Sylvia Hall Angie D'Angelo Lori M. Canner Sarah Kahan Todd Canning Liz McDonald

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Section locale/Local 1748	Cobourg	0401-0100 0401-0101	Susan Campbell Laura Bunton
Section locale/Local 1750	Don Mills	0401-0828 0401-0829 0401-0830 0401-0831 0401-0832 0401-0833 0401-0834 0401-0835 0401-0836 Supp/Alt	Harry Goslin Tony Dinardo Martim Gaspar Beth Harris Beth Corradi Patricia Homonnay James Braund Sylvia Wilson Cynthia Ireland Khaliq Jabbar
Section locale/Local 1764	Oshawa	0401-1206 0401-1207 0401-1208 0401-1209 0401-1210	Neil Henderson Ian Carter Victoria Micheaux Pauline Hopley Carol Ann Jones
Section locale/Local 1766	Simcoe	0401-0523 0401-0524	Ann Suderman Harmony Maiuk
Section locale/Local 1776	Brampton	0401-1272 0401-1273	Razia Khan Vee Papadimos
Section locale/Local 1781	Kenora	0401-0976 Supp/Alt	Judy Bain Laurie Kozlowski
Section locale/Local 1785	Oshawa	0401-1444 0401-1445 0401-1446 Supp/Alt	George Pelzowski Dan McGregor Tom Sutherland Darren Stevens
Section locale/Local 1797	Hamilton	0401-0425 0401-0426 Supp/Alt	Jim Gillam Sylvia Bin Susan Camara
Section locale/Local 1813	Muskoka/Parry Sound	0401-1211 0401-1212 0401-1213	Grant Dart Lillian Lafave-Fraser Tom Berry
Section locale/Local 1880	Sault Ste. Marie	0401-1214 0401-1215 0401-1216	Tamm Robinson Matt Cavaliere Andy Boucher
Section locale/Local 1882	Cambridge	0401-0105 0401-0106 Supp/Alt	Marg Pasher Dale Cobb Paul Koch
Section locale/Local 1883	Kitchener/Waterloo	0401-0582 0401-0583 0401-0584 0401-0585	Tracey Gooch Jan Richards Valerie McGlynn Terry Lanis

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Section locale/Local 1909	Lindsay	0401-0378 0401-0379 0401-0380	Maggie Jewell Lynn Craig Paul Morasse
Section locale/Local 1916	Sudbury	0401-1495 Supp/Alt	Shawna Brydges Brenda MacGillivray
Section locale/Local 1939	Kenora	0401-1411	Jim Favreau
Section locale/Local 1943	Peterborough	0401-0837 0401-0838	Karen Ward Gillian McKee
Section locale/Local 1974	Kingston	0401-0487 0401-0489 0401-0491	Joan Buchanan Louis Rodrigues Sue Cupido
Section locale/Local 1979	Ottawa	0401-1496	Jamie Kass
Section locale/Local 1997	Cornwall	0401-0841 Supp/Alt	Diane Patenaude Suzanne Campeau
Section locale/Local 1999	Oshawa	0401-1274 0401-1275 0401-1276 0401-1277 0401-1278 Supp/Alt	Cathy Loyst Michelle Thompson Donna Fletcher Lori Davis Marjorie Giroux Pam Parks
Section locale/Local 2026	Mississauga	0401-1534 0401-1535	Robin D'Agostino Tina Divona
Section locale/Local 2040	Newmarket	0401-1114 0401-1115 0401-1116 Supp/Alt	Kirsten Eade Sandy Faulds Maureen Smith Betty Lou Morgan
Section locale/Local 2119	Smiths Falls	0401-1218 0401-1219 0401-1220	Sue Mains Nancy Roberts Rhonda Eaton
Section locale/Local 2179	Thunder Bay	0401-1434 Supp/Alt	Sari Tuomisalo Lori Anishnable
Section locale/Local 2190	Toronto	0401-0126 0401-0127 0401-0128 Supp/Alt	Nancy Simone Ana Ribeiro Yvette Wood Alana McNee
Section locale/Local 2191	Toronto	0401-0620 0401-0621 0401-0622 0401-0623 Supp/Alt	Teresa Colangelo Veriline Howe Edgar Godoy Elbert Joseph Daniela Greco
Section locale/Local 2196	Timmins	0401-0730 0401-0731	Michel Pelletier Dana Gilham

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Section locale/Local 2197	Belleville	0401-0924	Kelly Stevenson
		0401-0925	Meagan Walkam
Section locale/Local 2198	Arnprior	0401-1412	Wendy Thompson
Section locale/Local 2199	Orléans	0401-1292	Margaret Huot Joanne Waddell
Section locale/Local 2204	Ottawa	0401-0962 0401-0964	Rose Ann Cotter Jackie Dwyer
Section locale/Local 2276-01	St. Catharines	0401-1312 0401-1313 0401-1314	Maxine Johnson Andy Medhurst Kristine Mod
Section locale/Local 2280	Peterborough	0401-1260 0401-1261 Supp/Alt	Candace Rennick Cathy Webdale Paula Robertson
Section locale/Local 2286	Windsor	0401-0926 0401-0927 0401-0928	Cathy Matthe Mary Sue Hayes-Gibson Craig Hesman
Section locale/Local 2289	Toronto	0401-0310 0401-0311	Gisele Perri Christina Gilligan
Section locale/Local 2290	Kingston	0401-1135 0401-1136	Marilyn Nadeau Margie Gollogly
Section locale/Local 2316	Toronto	0401-0136 0401-0137 0401-0138 0401-0139	Aubrey Gonsalves Eileen Laffey Bev Newman Mike Dineen
Section locale/Local 2328	Thorold	0401-0875 0401-0876 0401-0877 Supp/Alt	Jamie Coring Tracy Nickel Fiona Barr-McNair Alexander Lich
Section locale/Local 2331	Aurora	0401-0660 0401-0661	Bernadette Kenny Linda McDonald
Section locale/Local 2345	Windsor	0401-0140 0401-0141	Charlotte O'Neil Desiree Harris-Paseka
Section locale/Local 2357	Ottawa	0401-0381 0401-0382 0401-0383	Allison McSheffrey Carla Boyle Bonnie Kennedy
Section locale/Local 2361	London	0401-0385 0401-0386 0401-0387	Kathleen Brown Steve Pepper Wesley Brown
Section locale/Local 2380	Barrie	0401-0529 0401-1528	Robert Craggs Jim Chubb

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Section locale/Local 2424	Ottawa	0401-0494 0401-0495 0401-0496	Pam Griffin-Hody Wiz Long Margaret McLeod
Section locale/Local 2440	Ottawa	0401-1543	Marian White
Section locale/Local 2484	Toronto	0401-1399 0401-1401 0401-1530 Supp/Alt	Janet Teibo Maria Wisniowska Tammy Blair Rose Bellissimo-Green
Section locale/Local 2486	Thunder Bay	0401-1523 0401-1524	Rodney McGee Don Briand
Section locale/Local 2501	Oakville	0401-1476 0401-1477	Carrie Deon Vicki O'Sullivan
Section locale/Local 2544	Mississauga	0401-0388 0401-0389 0401-0390 0401-0391 0401-0392 Supp/Alt	Peter Francella Junior Edwards Tim Timleck Jim Glavan Linda Kormblum Frank Salituro
Section locale/Local 2557	Forest	0401-0146 0401-0147	Pat Sterling Lorrie Frayne
Section locale/Local 2563	Toronto	0401-0898 0401-0899 0401-0900 0401-0901 Supp/Alt	Jennifer Dantas Maudry Wiltshire Doreen Lalor Rose Granato Ardys Mager
Section locale/Local 2564	Carleton Place	0401-0998 Supp/Alt	Patricia Carey Sheri Eagle
Section locale/Local 2577	Lanark/Smiths Falls	0401-0534 Supp/Alt	Michael Burt Lisa Muir
Section locale/Local 2605	Ottawa	0401-0665 0401-0666	Patricia Parent Wendy Bonneville
Section locale/Local 2626	Ottawa	0401-1007 0401-1008 0401-1009	Dennis Stark Sean Kelly Eric Mallette
Section locale/Local 2628	Cobourg	0401-0153 0401-0154	Diane Baskey Heather Brooking
Section locale/Local 2770	Ottawa	0401-0842 0401-0843	Janet Willis Tina MacDonald
Section locale/Local 2816	Toronto	0401-0331 0401-0332 0401-0333 Supp/Alt	Ali Shirani Leonora Foster Sheila Dickson Gervasio Rocha

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Section locale/Local 2828	L'Original	0401-1479	Nathalie Pilon
Section locale/Local 2860	Peterborough	0401-0988	Ron Cambridge
Section locale/Local 2875	Ottawa	0401-1019 0401-1020 0401-1021 Supp/Alt	Ian Rayment Peter Anis Liz Collins Donna Jones
Section locale/Local 2888	Burlington	0401-0361 0401-0362	David Langdon Jo-Anne Blankstein
Section locale/Local 2936	Ajax	0401-0771 0401-0772 0401-0773 0401-0774	Kimberly Blanchard Sandra Forsythe Kathy Paton Lydia Van Den Berg
Section locale/Local 2998	Toronto	0401-0739 0401-0740	Chantelle Flowers Nicole Kaysen
Section locale/Local 3014	Napanee	0401-1053 0401-1054	Cathy York Daniel Reid
Section locale/Local 3127	Timmins	0401-0171 0401-0172	Brenda Laronde Bridget Davidson
Section locale/Local 3137	Windsor	0401-1473 0401-1474 0401-1475	Sandi Whittaker Laurissa Middleton Srla Perine
Section locale/Local 3166	Halton	0401-1537 0401-1538	Kelly Foreman Carm Coombes
Section locale/Local 3175	Kingston	0401-0968 0401-0969 Supp/Alt	Gord Mitchell Cathy Howard Ryan Decker
Section locale/Local 3189	Orléans	0401-0643 0401-0644 Supp/Alt	Johanne Lamesse Lise Voisine Hélène Lafleur
Section locale/Local 3202	Toronto	0401-0441 Supp/Alt	Robin Miller Diane Grant Newhook
Section locale/Local 3204	Bobcaygeon	0401-0803 Supp/Alt	Elizabeth Gilbert Joan Hayden
Section locale/Local 3223	Durham	0401-0181 0401-0182 0401-0183	Gigi Goary Michelle English Deborah Rogers
Section locale/Local 3236	Toronto	0401-0184	Nick Valente
Section locale/Local 3252	Mississauga	0401-0185 0401-0186 0401-0187 Supp/Alt	Joe Ricci Josephine Stewart Dean Buker Denise Murdock

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Section locale/Local 3261	Toronto	0401-0188 0401-0189 0401-0190 0401-0191 Supp/Alt	Kelly Anne Clements Tuan Vuong Kevin McGahon Ron Hoinkes Nik Kostaki
Section locale/Local 3302	Ottawa	0401-0194 0401-0195	Charmaine Jerry Grace Koscielniak
Section locale/Local 3313	Peterborough	0401-0443 0401-0444	Carolyn Chisholm Sheri McKeen
Section locale/Local 3390	Alexandria	0401-0201 Supp/Alt	Loraine Austin Connie Hurtubise
Section locale/Local 3396	Hamilton	0401-0934 0401-0935 0401-0936	Linda Durkin Christine Bartnik Jan Hume
Section locale/Local 3564	Nepean	0401-1000 Supp/Alt	Carol Marcano Dawn Willis
Section locale/Local 3572-02 Toronto		0401-0587 Supp/Alt	Lisa Thompson Nicole Dunphy
Section locale/Local 3586	Pembroke	0401-0338 0401-0339	Connie Gagnon Nicole Burger
Section locale/Local 3634	Kenora	0401-1430	Doug Kurtz
Section locale/Local 3651	Markahm	0401-0588 0401-0589	Jim Tsoutsas Joe Reddy
Section locale/Local 3690	Sarnia	0401-0779 0401-0780	Linda MacLellan Doug Downie
Section locale/Local 3691	Ottawa	0401-1486 Supp/Alt	Madeline Hérisse Éric St-Jean
Section locale/Local 3732	Halton	0401-1482 Supp/Alt	Terrie-Lynne Phillips Grace Van-Berkum
Section locale/Local 3791	Toronto	0401-1526 0401-1527 Supp/Alt	Claudia George Miranda Toussaint Ann-Marie Scarlet
Section locale/Local 3798	Toronto	0401-0638 0401-0640	Darlene Gumbs Marc Falardeau
Section locale/Local 3808	Rexdale	0401-0676	Patricia Pitt-Anderson
Section locale/Local 3826	Ottawa	0401-0229 0401-0230	Marcel Walsh Amy Stewart
Section locale/Local 3877	Etobicoke	0401-1497	Munice Wright

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Section locale/Local 3902	Toronto	0401-0904	Judith Pocock
		0401-0906	Ari Brodsky
		0401-0907	Rene Guerra Salazar
		0401-0909	Paul Gorczynski
		0401-0911	Bodia Macharia
Section locale/Local 3904	Toronto	0401-1094	Donald Elder
		0401-1095	Robert Coelho
		0401-1096	Angela Ross
		0401-1097	Joe Zboralski
Section locale/Local 3905	Thunder Bay	0401-0678	Ron Berg
		0401-0679	Anthony Marrelli
		0401-0680	Andrzej Cudowski
Section locale/Local 3906	Hamilton	0401-0395	Diana Zawadzki
		0401-0396	Nancy MacBain
		0401-0397	James Taylor
		0401-0398	Mary Ellen Campbell
Section locale/Local 3907	Toronto	0401-1118	Vera Ndifor
		0401-1119	Everton Cummings
		0401-1120	Ajamu Nangwaya
Section locale/Local 3908	Peterborough	0401-0341	Lynette Schick
		0401-0342	John Rose
		0401-0343	Karen Sutherland
Section locale/Local 3913	Guelph	0401-1363	Dave Hough
		0401-1364	Trudi Lorenz
		0401-1365	Wilson Harron
		0401-1366	Sara Lacarte
		0401-1367	Erinn White
Section locale/Local 3943	Hamilton	0401-0681	Jo-Anne Brown
		0401-0682	Jim Beattie
		0401-0683	Luigina Vella
		0401-0684	Krystal Lloyd
Section locale/Local 4000	Ottawa	0401-1137	Steve Polk
		0401-1138	Greg Isenor
		0401-1139	Bruce Waller
		0401-1140	Don Denny
		0401-1141	Carolina Dirienzo
		0401-1142	Erica Trommershausen
		0401-1143	Emma Narcisse
		0401-1145	Don Hollander
Section locale/Local 4040	Ottawa	1721-0046	Robert Mills
Section locale/Local 4047	Toronto	1721-0005	Jean-Charles Lavigne
		1721-0006	Martyn Smith
		1721-0007	Joe Rosado
		Supp/Alt	Julianne Vondrejs

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Section locale/Local 4089	Toronto	1721-0048	Andrew Mak
Section locale/Local 4092	Toronto	1721-0014 1721-0015 1721-0016 1721-0017 1721-0018 1721-0019 1721-0020 1721-0021 1721-0022	Gerry Lavallée Lillian Speedie Dea Pasini Carmine Mastromattei Melanie Poulin Michel Cournoyer Gail Hogarth Salvatore Occhiuzzi Karen Pritchard
Section locale/Local 4109	Orléans	0401-0646	Marie Françoise Chéry
Section locale/Local 4153	Hamilton	0401-0851 0401-0852	Arch Walker Bob Brownridge
Section locale/Local 4154	Cornwall	0401-1023 0401-1024 0401-1025	Joel Richer Bev McLean Liz Harrison
Section locale/Local 4155	Cornwall	0401-0502 0401-0503 0401-0504	Lise Lafleur Johanne Séguin Diane Larocque
Section locale/Local 4156	St. Catharines	0401-1383 0401-1384 0401-1385 0401-1386 0401-1387	Frank Ventresca Mark Luciani Linda Ivey Colleen Thibodeau Joseph Thibodeau
Section locale/Local 4168	Windsor	0401-1337 0401-1338 0401-1339	Dina Carter Thelma McNear Suzanne Mills
Section locale/Local 4186	London	0401-0402 0401-0403 0401-0404 0401-0405	Jenni Gosso Irene Smith Patricia Kleber Moir Bell
Section locale/Local 4191	Mississauga	0401-0406 0401-0407 0401-0408	Hillary Brown Sally Valerio Fernando Flores
Section locale/Local 4207	St. Catharines	0401-0854 0401-0855 0401-0856 0401-0857	Daniel Crow Jeff Cornelissen Dayn Gray Toni Karner
Section locale/Local 4222	London	0401-0592 0401-0593 0401-0594 0401-0595	Gloria Scoye Sharon Mannering Donna Simpson Roxana Radu
Section locale/Local 4248	Toronto	0401-1514	Glenda London

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Section locale/Local 4293	Cochrane	0401-0241 Supp/Alt	Linda Langis Carole McMillan
Section locale/Local 4297	Ottawa	0401-0242 0401-0243	Jean-Marc Landry Laval Bérubé
Section locale/Local 4299	Tecumseh	0401-1265 0401-1266	Anthony Cutrone Steve Boisclair
Section locale/Local 4308	Toronto	0401-1510 0401-1511 0401-1512 Supp/Alt	Kelly O'Sullivan Angela Connors Danielle Koyama Seth Clark
Section locale/Local 4325	Guelph	0401-1074	David Oates
Section locale/Local 4358	Toronto	0401-1380 0401-1381	Collen Dew Kwabena Boateng
Section locale/Local 4365	Scarborough	0401-1531 0401-1532 0401-1533	Brenda Fortey Betty Flood Brian Davis
Section locale/Local 4366	Milton	0401-0507	Christine Marvell
Section locale/Local 4400	Toronto	0401-1340 0401-1341 0401-1342 0401-1343 0401-1344 0401-1346 0401-1347 0401-1348 0401-1349 0401-1350 0401-1351 0401-1352 0401-1353 0401-1354 0401-1355	Sandra Ali Giselle Burton Mike Ciarabellini Colleen Costa Anne Cowan Bonnie Dineen Cherill Hiebert Duane Kennedy Miguel Lima Betty May Yolanda McClean Katie McGovern Sharon Montgomery Terri Preston Sanjit Rehal
Section locale/Local 4400	Toronto	0401-1356 0401-1357 0401-1358 0401-1359 0401-1360 0401-1361	Bill Young Hellen Yousufzai John Weatherup Chris Sutton Anna Hutchison Dave Smith
Section locale/Local 4440	Brockville	0401-0252	Robert Metcalfe
Section locale/Local 4474	Perth	0401-0448	Marie Primeau
Section locale/Local 4540	Ottawa	0401-1299 0401-1300 0401-1301 0401-1302 Supp/Alt	David Verch Diana Gostick Jean-François Lamothe Brian Grant Norine Gagnon

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Section locale/Local 4600	Ottawa	0401-0688 0401-0689 0401-0690 0401-0692	Natalie Phillips Kamal Harb Vladimir De Baghy Mathew Nelson
Section locale/Local 4605	Hamilton	0401-0450	Carol Gottlob
Section locale/Local 4660	Wasaga Beach	0401-0265 0401-0266	Maureen Cronin Nancy Ward
Section locale/Local 4681	Iroquois Falls	0401-0268	Gaston Romain
Section locale/Local 4685	Sault Ste. Marie	0401-0693 0401-0694 0401-0695	Carrie Withers Vincent Assignack Shelley Behrens
Section locale/Local 4705	Sudbury	0401-0269 0401-0270 0401-0271 0401-0272 0401-0273 0401-0274	Steve Speck Kathy Tallon Fred Posadowski Carmen Marleay-Woitowic Anne Trottier Deborah Marion
Section locale/Local 4720	North Bay	0401-1076	Dan Malette
Section locale/Local 4721	Ottawa	0401-0953 0401-0954 0401-0955 0401-0956 Supp/Alt	Michel Pharand Laurin Levesque Marc Lafrance Luc Copping Sylvain Demers
Section locale/Local 4724	Bowmanville	0401-0280	Albany Stock
Section locale/Local 4727	Stratford	0401-0782 0401-0783 0401-0784 Supp/Alt	Kim Lincoln Linda O'Rourke Lori Stewart Kathy Belfour
Section locale/Local 4772	Toronto	0401-0453	Nicolas Lopez
Section locale/Local 4788	Oshawa	0401-0512 0401-0513 Supp/Alt	Felisa Li Kevin Bates Hailey Mathers
Section locale/Local 4800	Hamilton	0401-1103 0401-1104 0401-1105 0401-1106 0401-1107 0401-1108 0401-1109 0401-1110	Dave Murphy Bill Ferguson Kathy MacKinnon Cathie Weaver Tammy Mullins Joanne Webb Greg Dowdle Jim Johnston
Section locale/Local 4807	Fort Frances	0401-0697 0401-0698	Corinne Webb Lucille MacDonald

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Section locale/Local 4812	Port Hope	0401-0283	Deanna Moses
Section locale/Local 4823	Toronto	0401-0989 0401-0990	Sharon Cummins Sharon Ledra-Sihra
Section locale/Local 4866	Napanee	0401-1478	Sarah Brazeau
Section locale/Local 4891	Toronto	0401-0353	Margo Pasley
Section locale/Local 4911	Peterborough	0401-0878 Supp/Alt	Dave Jeffries Jason Fraser
Section locale/Local 4921	Brampton	0401-0959 0401-0960	Carmen Peters Pedro Jannet Barnes
Section locale/Local 4923	Hamilton	0401-1544	Tim Elliot
Section locale/Local 5001	Toronto	0401-1152 0401-1153 0401-1154 0401-1155 0401-1156	James Limniatis Randy Bhagwandin Eduardo Domingues Dave Ellul Hernando Melgarejo
Section locale/Local 5100	Hamilton	0401-0762 0401-0763 0401-0764 0401-0765 Supp/Alt	Jennifer Faulkner Elizabeth Armstrong Teresa O'Marra Lynn Flonder Cheryl Smith
Section locale/Local 5167	Hamilton	0401-0939 0401-0940	Bob Rose Edna Aylward
Section locale/Local 5200	Burlington	0401-0290 0401-0291 0401-0292	Angelina Crawford Tracey Newman Robyn Michell
Section locale/Local 5335	Ottawa	0401-0293 0401-0294 0401-0295 Supp/Alt	Diane Meilleur Lyse Morin Richard Desmarais Richard St-Jean
Section locale/Local 5500	Ottawa	0401-1283 0401-1284 Supp/Alt	Wayne Watts John Somers-Neal Denis Lamarre
Section locale/Local 5555	Peterborough	0401-0296 0401-0297 0401-0298 0401-0299 0401-0300 Supp/Alt	Marilyn MacIntosh Sandy Jones Vern Andrus Don Postar Ron Maguire Laurie Lucciola
Section locale/Local 5666	Brockville	0401-1501	Martha Peters-Godin

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Section locale/Local 5678	Cornwall	0401-0301 0401-0302 0401-0303 0401-0304	Mary Anna Petre Susan Hanson Marlene Lalonde Gail Prieur
Section locale/Local 7575	London	0401-1457 0401-1458	Heather Skolly Monique Greczula
Section locale/Local 7811	Cornwall	0401-1483 0401-1484 0401-1485 Supp/Alt	Allison Herrington Mark Herrington Diane Morin Diane Pecore
Section locale/Local 8888	Timmins	0401-0456 0401-0457	Gilles Roy Gregory Clusieau
Section locale/Local 69	Brandon	0501-0086 0501-0087 0501-0088	Brian Simpson Val McActhur Shelley Bradley
Section locale/Local 110	Winnipeg	0501-0198 0501-0199 0501-0200 Supp/Alt	Terry Egan Nirmal Sidhu Fred Lake Nelson Petrash
Section locale/Local 500	Winnipeg	0501-0142 0501-0143 0501-0144 0501-0145 0501-0146 0501-0147 0501-0148 0501-0149 0501-0150	Mike Davidson Alex McClurg Karen Byzuk Bob Ripley Sallie Caufield Joan McMahan Brian Barron Glenoria Molnar Cathy Williams-Stewart

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Section locale/Local 500		0501-0151 0501-0152 0501-0153	Kathy Todd David Gaudreau Philip Dembicki
Section locale/Local 737	Brandon	0501-0154 0501-0155 0501-0156	Donald Blagden Barb Gribben Debbie Arpin
Section locale/Local 1063	Winnipeg	0501-0157 0501-0158 0501-0159	Carl Kernersted Don High Kelly Moist
Section locale/Local 1522	Selkirk	0501-0167 0501-0168 0501-0169 Supp/Alt	Cheryl Levin Tammie Burbella Lorna Proden Tammy Bagnall

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Section locale/Local 1550	Winnipeg	0501-0056 0501-0057 0501-0060 0501-0062	Patrick Zilkie Jodi Jowett Judy Lavallee Rose Streick
Section locale/Local 1618	Agassiz	0501-0070 0501-0071	Doreen Palidwor Marc Lavergne
Section locale/Local 1859	Winnipeg	0501-0023	Rhoda Lenton
Section locale/Local 1912	Gimli	0501-0113	Debra Zapotochny
Section locale/Local 1973	Winnipeg	0501-0024 0501-0025 0501-0026 Supp/Alt	Chris Pullen Ric McAlpine Bill Torrance Kevin Adrian
Section locale/Local 2153	Winnipeg	0501-0110 0501-0111 0501-0112	Kevin Baldwin Zully Trujillo Evelyn Barkman
Section locale/Local 2180	Winnipeg	0501-0203 0501-0204	Nenita Masesar Louise Lewis
Section locale/Local 2348	Winnipeg	0501-0194 0501-0195 0501-0196 0501-0197 Supp/Alt	Jose Chinchilla Agenetha (Nettie) Goertze Precious Moyo Roger Procyk Leigha Phelps
Section locale/Local 2509	Winnipeg	0501-0031 0501-0032 0501-0033 0501-0034 Supp/Alt	Danny Abarientos Marian Sawyer Wilf Magbanua Audra Ludwig Elizabeth Briere
Section locale/Local 2938	Winnipeg	0501-0201	Alice Klumper
Section locale/Local 3206	Eriksdale	0501-0129 0501-0130 Supp/Alt	Roberta Stocki Stella Thomas Kurby Short
Section locale/Local 3473	Winnipeg	0501-0042 0501-0043 0501-0044 Supp/Alt	Marie Bochm Judy Somers Yvonne McCleery Carol Fraser
Section locale/Local 3644	Winnipeg	0501-0010 0501-0011	Angela Mortimer Mary Beth Martin
Section locale/Local 4214	Selkirk	0501-0027 0501-0028	Linda Troschuk Darlene Shkawritko
Section locale/Local 4242	Brandon	0501-0104 0501-0105 0501-0106 0501-0107	Steve Kiss Angie Eilers Cyndi Surcon Lesli Burke

SECTIONS LOCALES / LOCAL UNIONS**MANITOBA**

Section locale/Local 4270	Portage La Prairie	0501-0045 0501-0046 0501-0047 0501-0048	Patricia Unger Judy Stambuski Darrin Cook John Reynolds
Section locale/Local 4281	Winnipeg	0501-0127	Lois Mockford
Section locale/Local 4572	Winnipeg	0501-0014 Supp/Alt	Sandra Makwich Jacky Lutzer
Section locale/Local 4588	Winnipeg	0501-0035 0501-0036	Brent Ingram Dan Funk
Section locale/Local 4593	Neepawa	0501-0160 0501-0161 0501-0162 0501-0163 0501-0164	Tracy Woycheshin Anne Bailey Janet Husak Laurel Schwindt Doris Wozney
Section locale/Local 4635	Winnipeg	0501-0205 0501-0206	Bob Caithness Cinthea Kovacevich
Section locale/Local 4642	Winnipeg	0501-0117 0501-0118 0501-0119	Ron Carriere Pierre Desrochers Ginette Lemoine
Section locale/Local 4860	Winnipeg	0501-0126	Dawn Sabeski
Section locale/Local 7	Regina	0601-0073 0601-0074 0601-0224	Lorne Chow Colleen Blight Sheree Gangl

SECTIONS LOCALES / LOCAL UNIONS**SASKATCHEWAN**

Section locale/Local 21	Regina	0601-0152 0601-0153 0601-0154 0601-0155	Greg Moyer Alexandra Dobbs John Gangl Tim Anderson
Section locale/Local 59	Saskatoon	0601-0134 0601-0135 0601-0136 0601-0137 0601-0138 Supp/Alt	Stan Macala Bill Pfeifer Al Ross Brian Lutzer Gloria Kyowski Dave McKee
Section locale/Local 600-03	Moose Jaw	0601-0177 0601-0178	Dave Stevenson Mike Friebe
Section locale/Local 859	Saskatoon	0601-0173 0601-0174 0601-0175	Dave Siermachesky Art Rachul Cliff Reddekopp

SECTIONS LOCALES / LOCAL UNIONS

SASKATCHEWAN

Section locale/Local 974	Saskatoon	0601-0111 0601-0112	Janet Johnson Evelynn Morden
Section locale/Local 1594	Regina	0601-0193	Gloria Quintin-Cuddington
Section locale/Local 1949	La Ronge	0601-0055 0601-0056	Valerie Harvey Estes Fonkalsrud
Section locale/Local 1975	Saskatoon	0601-0092 0601-0093 0601-0094 0601-0095 0601-0096 0601-0097 0601-0098	Kent Little Aimee Martin Linda Reiber Leslie Fisher Jeff Theis Wayne Foley Kristin Trondson
Section locale/Local 2268	Saskatoon	0601-0039 0601-0040 0601-0041 Supp/Alt	Brigitte Scott Doug Kinzel Gwen Murphy Elaine Carriere
Section locale/Local 2669	Saskatoon	0601-0212 0601-0213 0601-0214	Thom Knutson Jennifer L. Jordan Dolores Douglas
Section locale/Local 3287	Saskatoon	0601-0030	Heather Wagg
Section locale/Local 3730	Saskatoon	0601-0100 0601-0101	Shane Davey Rita McKaig
Section locale/Local 3761	Regina	0601-0225	Nick Bonokoski
Section locale/Local 3766	Regina	0601-0009	Jackie Christianson
Section locale/Local 3963	Prince Albert	0601-0013 Alt/Supp	Debbie Tichkowsky Rob Uhlik
Section locale/Local 3967	Regina	0601-0160 0601-0161 0601-0162 0601-0163 0601-0164 0601-0165 0601-0166 0601-0167 0601-0168 0601-0169 0601-0170 0601-0172	Sinda Cathcart Jim Carr Sharon Lamb Gloria Fingas Jean Kotylak Rose Rein Judy Faye Darlene Gilewich Tracy Nakonechny Rose Tonn Pauline Yung Scott McDonald
Section locale/Local 4195	Prince Albert	0601-0202 0601-0203	Loretta Maltby Dot Stewart
Section locale/Local 4254	Saskatoon	0601-0107 0601-0108 0601-0109	Debbie Thompson Tammy Lynchuk Jane Denis

SECTIONS LOCALES / LOCAL UNIONS**SASKATCHEWAN**

Section locale/Local 4568	Prince Albert	0601-0090	Theresa Lanigan
Section locale/Local 4747	North Battleford	0601-0198 0601-0199 0601-0200	Rona Tyson Darlene Roth Sheryl Zunti
Section locale/Local 4777	Prince Albert	0601-0217 0601-0218 0601-0219 0601-0220	Jan Kapacila Carol McKnight Judy Linnell Jo-Anne McHanson
Section locale/Local 4828	Regina	0601-0025	Cara Banks
Section locale/Local 4980	Yorkton	0601-0115 0601-0117 0601-0118 0601-0119 0601-0120	Pat Johnson Donna Krawetz Judy Henley Diane Mitschke Iris Kanapita
Section locale/Local 5111	North Battleford	0601-0127 0601-0128 0601-0129 0601-0130 0601-0131	Brian Manegre Debbie Haftner Marilyn Goll Vickie Angell-Scheler Denise Fortin
Section locale/Local 5506	Moose Jaw	0601-0122 0601-0123 0601-0124 Supp/Alt	Marcia Ray Marlene Yorga Penny Wallace Trish Mula
Section locale/Local 5999	Weyburn	0601-0139 0601-0140 0601-0141	Sandra Seitz Debbie Hubick Mary Deren
Section locale/Local 8443	Saskatoon	0601-0063 0601-0064	Dianne Young Sandie McCaig

SECTIONS LOCALES / LOCAL UNIONS**ALBERTA**

Section locale/Local 8	Calgary	0701-0141 0701-0143	Colette Singh Lisa Byard
Section locale/Local 37	Calgary	0701-0059 0701-0060 0701-0061 0701-0062 0701-0063	Kevin Galley Chad Ennis Don Monroe Gordon Symes Cyril Wilson
Section locale/Local 37	Calgary	0701-0064 0701-0065 0701-0066	Judy Richardson Todd Hulse Jody Sallans

SECTIONS LOCALES / LOCAL UNIONS

ALBERTA

Section locale/Local 38	Calgary	0701-0182	Peter Marsden
		0701-0183	John Zanettin
		0701-0184	D'Arcy Lanovaz
		0701-0185	Kim Jaedicke
		0701-0186	Ernie Duffy
		0701-0187	Deborah Magson
		0701-0188	Karen Brinklow
		0701-0189	Roselynn Moen
Section locale/Local 40	Calgary	0701-0001	Bob Anderson
		0701-0002	Danielle Williamson
		0701-0003	Victor Patton
		0701-0004	Marvin Schultz
Section locale/Local 41	Edmonton	0701-0045	Hans Gronau
		0701-0046	Darleen Olinyk
		0701-0047	Lola Barrett
Section locale/Local 46	Medicine Hat	0701-0005	Marle Roberts
		0701-0006	Brenda Barton
Section locale/Local 70	Lethbridge	0701-0201	Duane Thomas
		0701-0202	Brian Illingworth
		0701-0203	Ron Preddy
		0701-0204	Ed Filkowski
Section locale/Local 182	Calgary	0701-0088	Regina Vergara
		Supp/Alt	Eleanor Young
Section locale/Local 189	Medicine Hat	0701-0074	Colleen Morrison
		0701-0075	Cindy Ross
Section locale/Local 290	Lethbridge	0701-0227	Kathy Kitt
Section locale/Local 408	Lethbridge	0701-0130	Anita Hunter
		0701-0131	Dave Trotman
		0701-0134	Gerry Corbett
Section locale/Local 417	Red Deer	0701-0230	Richard Malcolm
		0701-0231	Susan Malcolm
		0701-0232	Terry Rowley
		0701-0233	Al Dube
Section locale/Local 474	Edmonton	0701-0076	Doug Luellman
		0701-0077	Terry Doherty
Section locale/Local 520	Calgary	0701-0080	Tony Miotti
		0701-0081	Frank Mettimano
		0701-0082	Richard Leeson
Section locale/Local 709	Calgary	0701-0159	David Malden
		0701-0160	Robin Hunt
		0701-0161	Doug Shelley
		Supp/Alt	Carol Edwards
Section locale/Local 784	Edmonton	0701-0093	Bruce Cutting
		0701-0094	Kevin Martin

SECTIONS LOCALES / LOCAL UNIONS

ALBERTA

Section locale/Local 787	Grande Prairie	0701-0111 0701-0112 0701-0113	Mario Paradis Randolph Wald Manon Desroches
Section locale/Local 829	Medicine Hat	0701-0157	Willie Brees
Section locale/Local 838	Red Deer	0701-0083	Rick Poole
Section locale/Local 941	St. Albert	0701-0123 0701-0124	Derek Benson David Graham
Section locale/Local 1031	Edmonton	0701-0067 0701-0068	Rosa M. Cerezo Violet Boni
Section locale/Local 1158	Edmonton	0701-0119 0701-0120 0701-0121	Linda Joyce Jean Moore Nancy Furlong
Section locale/Local 1169	Calgary	0701-0222 0701-0223	Alanna King Rh'Ena Oake
Section locale/Local 1357	Edson	0701-0038 0701-0039	Manon Lucas Jackie Mitchell
Section locale/Local 1445	Red Deer	0701-0148 0701-0149	Frederick Payette Catherine Lilly
Section locale/Local 1461	Smoky Lake	0701-0117	Aleta Gaucher
Section locale/Local 1505	Fort McMurray	0701-0151 0701-0152 0701-0153 0701-0154	Monty Hillier Alice Lerchs Lori Walsh Della Kerfont
Section locale/Local 1825	Lethbridge	0701-0011	Esther Rodzinyak
Section locale/Local 1846	Calgary	0701-0033	Kim Storebo
Section locale/Local 2111	Edmonton	0701-0166 0701-0167 0701-0168	Lorna Mark Leonie Ellis Patsy Lenz
Section locale/Local 2133	Claresholm	0701-0013 0701-0014	Laurella (Lou) Trotter Robin Atkinson
Section locale/Local 2157	Fort McMurray	0701-0115 0701-0116 Supp/Alt	Louisa Ngo Gail Leeke Sandra Gilbert
Section locale/Local 2545	Fort McMurray	0701-0135 0701-0136 0701-0137	Lorna Tollman Holly Lockie Lynn Fleet
Section locale/Local 2550	Morinville	0701-0016	Leanne Larocque

SECTIONS LOCALES / LOCAL UNIONS

ALBERTA

Section locale/Local 3197	Edmonton	0701-0212 0701-0213 0701-0214 Supp/Alt	Mike Parker Mark Pilloud Michael Hennig Ian Henry
Section locale/Local 3421	Calgary	0701-0215 0701-0216 0701-0217 Supp/Alt	Kevin Milne Nathalie Zacher Jim Farmer Dave Hinton
Section locale/Local 3484	Leduc	0701-0099 0701-0100	Jocelyne Lepage Tracy Leeder
Section locale/Local 3550	Edmonton	0701-0205 0701-0206 0701-0207 0701-0208 0701-0209 0701-0210	Trudy Grebenstein Carol Chapman Gloria Lepine Rosemary Kostiuik Linda Harris Darlene Romao
Section locale/Local 3671	Edmonton	0701-0234	Daniel McRory
Section locale/Local 3911	Athabasca	0701-0024 0701-0025 0701-0026	Ernie Jacobson Donna Koziak Natalie Sharpe
Section locale/Local 4095	Calgary	1721-0038 1721-0039 1721-0040	Susan Holland Fiona Hannan Ricardo Miranda
Section locale/Local 4318	Banff	0701-0103 0701-0104	Claudia Hasan-Neilsen Jason Pratt
Section locale/Local 4625	Morinville	0701-0055 0701-0056	Lorrie Chretien Rosalyn Wyntjes
Section locale/Local 4731	Calgary	0701-0126 0701-0127	Aneen Albus Brad Draper
Section locale/Local 4733	Stettler	0701-0027 Supp/Alt	Kristine Coolen Melody Swaren
Section locale/Local 4791	Lethbridge	0701-0043 0701-0044	Robert Rodzinyak Karin Desrochers
Section locale/Local 4810	Red Deer	0701-0211	Hilary Penko
Section locale/Local 4822	Calgary	0701-0219 0701-0221	Cyrline Lynch-Parker Raymond Stock

SECTIONS LOCALES / LOCAL UNIONS

COLOMBIE-BRITANNIQUE/BRITISH COLUMBIA

Section locale/Local 15	Vancouver	0801-0318	Randi Gurholt-Seary
		0801-0323	Barbara Dickinson
		0801-0324	Patricia Taylor
		0801-0325	Jordan Parente
		0801-0326	Paul Faoro
		0801-0327	Doug Elford
		0801-0328	Kenny Brett
		0801-0329	Elizabeth (Betty) McGee
		0801-0330	Sally Bankiner
		0801-0331	Miriam Pulsifer
		0801-0332	Diane Brown
		0801-0333	Anne-Marie McGee
		0801-0334	Leanne Toderian
		0801-0335	Caroline Mewis
Section locale/Local 23	Burnaby	0801-0290	Carol Smith
		0801-0291	Jason Collins
		0801-0292	Sarah Bjorknas
		0801-0293	Andre Kolber
		0801-0294	Liam McCaughey
		0801-0295	Rick Kotar
Section locale/Local 50	Victoria	0801-0173	John Burrows
		0801-0174	Don Sutton
		0801-0175	Shon O'Hanley
		0801-0176	Carolyn Bradey
Section locale/Local 105	Prince Rupert	0801-0423	Russell Wiens
		0801-0425	Bernhard Bryson
Section locale/Local 116	Vancouver	0801-0177	Colleen Garbe
		0801-0178	Gregg Garbe
		0801-0179	David Lance
		0801-0180	Barry Jones
		0801-0181	Sean David
Section locale/Local 116		0801-0182	Lindsay Forsyth
		Supp/Alt	Harry Easton
Section locale/Local 333	Esquimalt	0801-0454	Dan Henderson
Section locale/Local 338	Kelowna	0801-0358	Brent Soroka
Section locale/Local 358	Duncan/North Cowichan	0801-0286	Penny Moffat
		0801-0287	Thomas Turner
Section locale/Local 374	Sidney	0801-0183	Trevor Davies
		0801-0184	Darryl Clark
		0801-0185	Joyce Meija
Section locale/Local 379	Burnaby	0801-0084	Terry Allen
		0801-0085	Paul Simpson
		0801-0086	Linda Clements
		0801-0087	John Morton
		0801-0088	Ed Dizon

SECTIONS LOCALES / LOCAL UNIONS
COLOMBIE-BRITANNIQUE/BRITISH COLUMBIA

Section locale/Local 382	Victoria	0801-0147 0801-0148	Ned Robinson Howard Meens
Section locale/Local 386	Coquitlam	0801-0002 0801-0003 0801-0004	Ken Landgraff John Thompson Carolyn Turpin
Section locale/Local 387	New Westminster	0801-0189 0801-0190 0801-0192	Sue Byron Phil Valleley George Habib
Section locale/Local 389	North Vancouver	0801-0386 0801-0387 0801-0388 0801-0389 0801-0390 0801-0391	Cindy McQueen Kathy McMahon Clay White Carol Nordby Frank Rawlings Andrew Khan
Section locale/Local 391	Vancouver	0801-0310 0801-0311 0801-0312 0801-0313 Supp/Alt	Alexandra Youngberg Ed Dickson Inder Pannu Mark Whittam Peter Degroot
Section locale/Local 394	Richmond	0801-0068 0801-0070	Ian Norton Tom Knowles
Section locale/Local 399	Prince George	0801-0367 0801-0368 Supp/Alt	Kevin Devereux Dennis Marleau Debbie Simpson
Section locale/Local 401	Nanaimo	0801-0259 0801-0260 0801-0261 0801-0262 0801-0263	Robert Palmer Blaine Gurrie Laurence Amy Alison Longacre Sheila Gurrie
Section locale/Local 402	Surrey	0801-0149 0801-0150 0801-0151 0801-0152 0801-0153 0801-0154 0801-0155	Laurie Larsen Denise Parks Mike Guraliuk Robin MacNair Huguette Jacques Steven Broad Larry Harrison
Section locale/Local 403	Langley	0801-0303 0801-0304 0801-0306	Mario Fruttarol Peter Taylor Mike Morin
Section locale/Local 409	New Westminster	0801-0193 0801-0194 0801-0195	Marcel Marsolais Bruce Burns Courtney Bowen
Section locale/Local 410	Greater Victoria	0801-0393 0801-0394 0801-0395	Holman Louis Helen Hughes Olivia Anderson

SECTIONS LOCALES / LOCAL UNIONS

COLOMBIE-BRITANNIQUE/BRITISH COLUMBIA

Section locale/Local 411	Chilliwack	0801-0006 0801-0007 0801-0008 0801-0009	Laura Dean Don Dahl Madonna McCulloch Rod Isaac
Section locale/Local 439	Courtenay	0801-0459	Janice Wright
Section locale/Local 440	Cranbrook	0801-0457 0801-0458	Ann Purvis Robbi Jenks
Section locale/Local 454	Delta	0801-0450 0801-0451 0801-0452 0801-0453	Janet Goring Kevin Lastoria Todd Selig William (Bill) Davyduke
Section locale/Local 458	Chilliwack	0801-0350 0801-0351	Cameron Temple Louise Piper
Section locale/Local 459	Victoria	0801-0196 0801-0197 0801-0198 0801-0199	Jan Peever Lisa Haug Jay Carswell Lynn Straiton
Section locale/Local 476	Powell River	0801-0421 0801-0422	Daphne Ross Darlene Kressel
Section locale/Local 498	Port Coquitlam	0801-0412 0801-0413 0801-0414 Supp/Alt	Cheryl Rutledge Cathy Isherwood Bob Smejkal David Murray
Section locale/Local 523	Vernon	0801-0133 0801-0134 0801-0135 0801-0136 0801-0137	Gerry Beauregard Clara Maltby Aj Basaraba Colleen Wiens Zoe Magnus
Section locale/Local 556	Courtenay	0801-0092	Dianne Robb
Section locale/Local 561	Coquitlam	0801-0200 0801-0201 0801-0202 0801-0203 0801-0204	John Del Monte Bruce Richardson Jacqueline (Jacqui) Boon Barbara Weston Dave Ginter
Section locale/Local 593	Mission	0801-0010 0801-0011 0801-0012	George Forsythe Harold Hawksby Margaret Weiss
Section locale/Local 606	Nanaimo	0801-0229 0801-0230 0801-0231 0801-0232 0801-0233	Bryan Murphy Jan Leroux Ayn Cargill Rob Zver Tara Brooks

SECTIONS LOCALES / LOCAL UNIONS

COLOMBIE-BRITANNIQUE/BRITISH COLUMBIA

Section locale/Local 608	Penticton	0801-0426	Patti Finch
Section locale/Local 622	Maple Ridge	0801-0072 0801-0073	Teddy Rasmussen Sean Serediuk
Section locale/Local 703	Maple Ridge	0801-0247 0801-0248 0801-0249 0801-0250	Tracey Dahlin Heather Ward Leslie Franklin Bill Franklin
Section locale/Local 706	Richmond	0801-0417 0801-0418 0801-0419 0801-0420 Supp/Alt	Deb Debaie-Strick June Kaiser Mike Siegel Reynold Sokolik Liz Foster
Section locale/Local 718	Richmond	0801-0296 0801-0297 0801-0298 0801-0299	Robert Gilchrist Dennis Stock Gord Frederickson Dal Benning
Section locale/Local 723	Campbell River	0801-0160 0801-0161	Deb Taylor Andrea Craddock
Section locale/Local 727	Port Alberni	0801-0234 0801-0235 0801-0236	Laura Johnston Pauline Loranger Brad Cook
Section locale/Local 728	Surrey	0801-0095 0801-0096 0801-0097 0801-0098 0801-0099 0801-0100 0801-0101 0801-0102	Graeme Stewart Debra Merrier Lorna Bertrand Darcy Copan Janice Meehan Ernie Titzmann Don Jackson Gail Barron
Section locale/Local 779	Squamish	0801-0117 0801-0118	Shannon Schaefer Heather McDonald
Section locale/Local 788	Ganges	0801-0251 0801-0479	Michael Bath Larry Melious
Section locale/Local 798	Powell River	0801-0383	Graham Mahy
Section locale/Local 801	Gibsons	0801-0336 0801-0337 Supp/Alt	Carolyn Smith Marnie Baba Ruth Emerson
Section locale/Local 825	Port Moody	0801-0015	Paul Leblanc
Section locale/Local 873	Burnaby	0801-0055 0801-0056 0801-0057 0801-0058	Dave Delnes Bryon Longeway Greg McGowan Valarie Nickel

SECTIONS LOCALES / LOCAL UNIONS

COLOMBIE-BRITANNIQUE/BRITISH COLUMBIA

Section locale/Local 873	Burnaby	0801-0060 0801-0061 0801-0062 Supp/Alt	B.J. Chute Richard Vollo Shari Thomas Chris Schlitz-Lorentzen
Section locale/Local 900	Kamloops	0801-0207 0801-0208 0801-0209 0801-0210	Gayle Nelson Sue Depper Mel Hale Noel Birch
Section locale/Local 951	Victoria	0801-0080 0801-0081 0801-0082 0801-0083	Laurie Whyte Sheilaigh Allan Doug Sprenger Kirk Mercer
Section locale/Local 1004	Vancouver	0801-0463 0801-0464 0801-0465 0801-0466 0801-0467 0801-0468	Frank Lee Scott McIntosh Glenn Jones Sandy Ross Dave Van Dyke Mike Jackson
Section locale/Local 1048	Prince George	0801-0074 0801-0075 0801-0076	Shirley Dubois Marie Dydzuk David Wieler
Section locale/Local 1050	Quesnel	0801-0047 0801-0048	Ron Thompson Betty Walters
Section locale/Local 1091	Delta	0801-0064 0801-0065 0801-0066 0801-0067	Colin Pawson Patti Price Stanley Pugsley Raymond Johnston
Section locale/Local 1260	Langley	0801-0103 0801-0104 0801-0105 0801-0106	Donna Mason Linda Cadieux Kelly Dussin Jill May
Section locale/Local 1622	Vancouver	0801-0222 0801-0223 Supp/Alt	Jeff Lawson Laura Lavigne Jocelyn Morgan
Section locale/Local 1698	Fraser Valley	0801-0023 0801-0024 0801-0025	Rand Walker Darlene Smith Leanne Fruno
Section locale/Local 1767	Delta	0801-0026 0801-0027 0801-0028 0801-0029	Kevin McPhail Mick Currie David Robertson Stan Brost
Section locale/Local 1816	Vancouver	0801-0314 0801-0315 0801-0316 0801-0317	Christine Johnson Steve Filleul Beth Miller Roger Pearce

SECTIONS LOCALES / LOCAL UNIONS
COLOMBIE-BRITANNIQUE/BRITISH COLUMBIA

Section locale/Local 1858	Nanaimo	0801-0475 0801-0476 0801-0477	Glenn Campbell Patrick Barbosa Rob Campbell
Section locale/Local 1908	Salmon Arm	0801-0410	Kevin Hansen
Section locale/Local 1936	Vancouver	0801-0432 0801-0433 0801-0434 0801-0435	Michael Lanier Sheryl Burns Bernice Way Jason Blackstone
Section locale/Local 1978	Victoria	0801-0338 0801-0339 0801-0340 0801-0341 Supp/Alt	Mike McIntyre Randall Filan Mauricio Navarrete Kim Manton Coral-Lee Henderson
Section locale/Local 2010	Whistler	0801-0385 Supp/Alt	Peter Davidson Alexander Thompson
Section locale/Local 2045	Port Hardy	0801-0119 0801-0120	Paul Colton Jody Welch
Section locale/Local 2052	Terrace	0801-0211 0801-0212	Cerrina Gagnon Marilyn Soules
Section locale/Local 2058	Langley	0801-0274	Gary Kilby
Section locale/Local 2081	Camosun	0801-0396 0801-0397 0801-0398 0801-0399	Tony Nelson Barbara Montgomery Louise Oetting Jerry Oetting
Section locale/Local 2087	Trail	0801-0353	Jean Poole
Section locale/Local 2269	Squamish	0801-0121	Eliot Wayne Chadwick
Section locale/Local 2278	Vancouver	0801-0107 0801-0108 0801-0109	Peter Lane Andrea Van Deijck Tabea Weihmann
Section locale/Local 2403	Dawson Creek	0801-0445	Bea Rutledge
Section locale/Local 2769	Gold River	0801-0142	Maureen Larsen
Section locale/Local 2950	Vancouver	0801-0167 0801-0168 0801-0169 0801-0170	Natalie Lisik Nancy Forhan Karen Ranalletta Megan Johnson
Section locale/Local 3338	Vancouver	0801-0400 0801-0401 0801-0402	Melanie Kovaltsenko Antonio Daling Kyll Glennie
Section locale/Local 3376	Nanaimo	0801-0478	Alana Foster
Section locale/Local 3479	Courtenay	0801-0038	Michelle Waite

SECTIONS LOCALES / LOCAL UNIONS

COLOMBIE-BRITANNIQUE/BRITISH COLUMBIA

Section locale/Local 3500	Kamlopps	0801-0265 0801-0266 0801-0267	John Hall Dave Guinn Bev Wells
Section locale/Local 3523	Kelowna	0801-0113 0801-0114 0801-0115 0801-0116	William Zeman Deb Roseleine Ryan Miller Leanne Louie
Section locale/Local 3570	Qualicum	0801-0447 0801-0448 0801-0449	Sylvie Couture Harvey Lalonde Julie Windram
Section locale/Local 3742	Prince George	0801-0215 0801-0216 0801-0217	Lorraine Prouse Margaret Marleau Margaret Karlson
Section locale/Local 3787	Burnaby	0801-0362	Morgan Stewart
Section locale/Local 3799	Prince George	0801-0039 0801-0040 0801-0041 Supp/Alt	Steven Storch Dale Laluk Rosemary Nowe Sherri Reed
Section locale/Local 3886	Victoria	0801-0357	Paul Allison
Section locale/Local 3941	Maple Ridge	0801-0243	Charlene Linden
Section locale/Local 3999	Port Alberni	0801-0277	Christina Hermakin
Section locale/Local 4078	Vancouver	1721-0008 1721-0047 Supp/Alt	Michael Reed Julie Roberts Angela Montana
Section locale/Local 4094	Vancouver	1721-0023	David Pacheco
Section locale/Local 4165	Kootenay	0801-0239 0801-0240 0801-0241	Ray White Norine McLennan Alton King
Section locale/Local 4177	Vanderhoof	0801-0280 0801-0281 0801-0282	Kevin Scott Paula Cox Florence Robertson
Section locale/Local 4227	Richmond	0801-0043	Brigitte Couturier
Section locale/Local 4500	Vancouver	0801-0143	Karl Dvorak
Section locale/Local 4627	Vancouver	0801-0125 0801-0126 0801-0127 Supp/Alt	Lorna Brown Daniel Rohloff Jo Hansen Deanne Bates
Section locale/Local 4653	Fort St. John	0801-0364 0801-0366	Brad Kent Wally Miedema

SECTIONS LOCALES / LOCAL UNIONS
COLOMBIE-BRITANNIQUE/BRITISH COLUMBIA

Section locale/Local 4816	Burnaby	0801-0225 0801-0226	Jill Stromnes Frank De Waard
Section locale/Local 4879	Kamloops	0801-0283 0801-0284 0801-0285	Rachel Champagne Lyn Ferec Lois Rugg
Section locale/Local 5523	Vernon	0801-0271 0801-0272 0801-0273	Darren Tompkins Rosemarie Samoleski Mark Olsen
Section locale/Local 6002	Chilliwack	0043-0009	Lynnette Kingston
Section locale/Local 6003	North Vancouver	0043-0015	Jim Barrett
Section locale/Local 6004	Duncan	0043-0031	Daniel (Woody) Laforest
Section locale/Local 6009	Victoria	0043-0035 0043-0052	Esme Garde Jackie Woodley
Section locale/Local 6013	Nelson	0043-0048	Sophia Dricos
Section locale/Local 6014	Kamloops	0043-0064	Donisa Bernardo
Section locale/Local 6015	Kelowna	0043-0003 0043-0063	Carol Kenzie Ken Robinson
Section locale/Local 6016	Vancouver	0043-0005 0043-0014 0043-0037	Kelly Knox Bev Trynchy Anal Kumar
Section locale/Local 6020	Prince George	0043-0043 0043-0045 0043-0050	Judy Ann Geeraert Bonnie Tapanila Kimberlea Stuparyk
Section locale/Local 6022	Cranbrook	0043-0016	Vicki Poburn
Section locale/Local 6023	Oliver	0043-0012	Rhonda Bruce
Section locale/Local 6044	Dawson Creek	0043-0049	Pat Shaw
Section locale/Local 6059	Ashcroft	0043-0017	Joyce Beddow
Section locale/Local 6062	Terrace	0043-0041 0043-0044	Linda Izatt Romea Morton
Section locale/Local 6070	Victoria	0043-0004 0043-0033	Sandra Giesbrecht Trudy Spiller
Section locale/Local 6071	Kaslo	0043-0006	Jacqueline Zilkie
Section locale/Local 6077	Victoria	0043-0034	Krista Dolan
Section locale/Local 6079	100 Mile House	0043-0011	Becky Jacobson
Section locale/Local 6090	Vancouver	0043-0040	Karen McVeigh
Section locale/Local 6095	Maple Ridge	0043-0019	Heather Davis

SECTIONS LOCALES / LOCAL UNIONS
COLOMBIE-BRITANNIQUE/BRITISH COLUMBIA

Section locale/Local 6101	New Westminster	0043-0008 0043-0061	Carolyn Unsworth Rita Rossi
Section locale/Local 6110	Kamloops	0043-0047	Debbie Toth
Section locale/Local 6116	Trail	0043-0010 0043-0046	Margie Anderson Ami Dosanj
Section locale/Local 6145	Prince Rupert	0043-0042	David Huespe
Section locale/Local 6157	Nanaimo	0043-0032	Vivian Johnson
Section locale/Local 6164	Vancouver	0043-0038	Martin MacKenzie
Section locale/Local 6175	Vancouver	0043-0036	Gillian Valentine
Section locale/Local 6238	Vancouver/Richmond	0043-0007	Louella Vincent
Section locale/Local 6314	Qualicum Beach	0043-0051	Carol Bunch
Section locale/Local 6393	Vancouver	0043-0002 0043-0013 0043-0027	Victor Elkins Debbie Lawrance Eilene Gan
Section locale/Local 6407	New Westminster	0043-0029	Marilyn Pearcey
Section locale/Local 6448	Surrey	0043-0018	Satya Prasad
Section locale/Local 7000	New Westminster	0801-0050 0801-0051 0801-0052 0801-0053	Gerry Cunningham Rhonda Pisko Brad Beattie Bill Magri

SECTIONS LOCALES / LOCAL UNIONS
TERRITOIRES DU NORD-OUEST / NORTHWEST TERRITORIES

Section locale/Local 4021	Yellowknife	1721-0053	Aaron Black
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Nombre/Number
Membres/Members

2	DIRIGEANTS NATIONAUX / NATIONAL OFFICERS	2
5	VICE-PRÉSIDENTS GÉNÉRALES / GENERAL VICE-PRESIDENTS	5
20	CONSEILS RÉGIONAUX / DISTRICT COUNCILS	20
10	CONSEILS PROVINCIAUX DE SYNDICATS / PROVINCIAL COUNCILS OF UNIONS	10
8	DIVISIONS PROVINCIALES / PROVINCIAL DIVISIONS	8
2	DIVISIONS DE SERVICE / SERVICE DIVISIONS	2
2	CONTRATS DE SERVICES / SERVICE CONTRACTS	2
765	SECTIONS LOCALES / LOCAL UNIONS	2,032

TOTAL DES PERSONNES DÉLÉGUÉES / TOTAL OF DELEGATES	2,084
TOTAL DES PERSONNES SUPPLÉANTES / TOTAL OF ALTERNATES	148

2009 CUPE NATIONAL CONVENTION COMMITTEE MEMBERS

CONSTITUTION COMMITTEE

Dianne Frittenburg	Local 1933	Nova Scotia	Co-chair
Doug Sprenger	Local 951	British Columbia	Co-chair
Leonard Crawford	Local 1779	Prince Edward Island	Member
David Gaudreau	Local 500	Manitoba	Member
Rick Jean	Local 706	Newfoundland and Labrador	Member
Carol Kenzie	HEU	British Columbia	Member
Tammy Nadeau	Local 1603	New Brunswick	Member
Mike Parker	Local 3197	Alberta	Member
Denis Petitclerc	Local 2929	Québec	Member
Sandra Seitz	Local 5999	Saskatchewan	Member
Joanne Webb	Local 4800	Ontario	Member
Tom Graham	NEB	Saskatchewan	Member

CREDENTIALS COMMITTEE

Dawn Lahey	Local 2329	Newfoundland and Labrador	Co-chair
Susan Schmidt	Local 1263	Ontario	Co-chair
Aneen Albus	Local 4731	Alberta	Member
Claude Dubuc	Local 1965	Québec	Member
Rick McAlpine	Local 1973	Manitoba	Member
Aimee Martin	Local 1975-01	Saskatchewan	Member
Louise Oetting	Local 2081	British Columbia	Member
Minerva Porelle	Local 3392	New Brunswick	Member
Louise Riley	Local 1259	Nova Scotia	Member
Maciej Zawadzki	Local 1870	Prince Edward Island	Member
Milo Murray	NEB	Prince Edward Island	Member

RESOLUTIONS COMMITTEE

Victor Elkins	HEU	British Columbia	Co-chair
Joëlle Ravary	Local 1500	Québec	Co-chair
John Atwater	Local 3928	Nova Scotia	Member
Sinda Cathcart	Local 3967	Saskatchewan	Member
Brian Clancy	Local 1560	Newfoundland and Labrador	Member
Serge Landry	Local 2079	New Brunswick	Member
Gloria Lepine	Local 3550	Alberta	Member
Lori MacKay	Local 3260	Prince Edward Island	Member
Zoe Magnus	Local 523	British Columbia	Member
Carrie Lynn Poole	Local 503	Ontario	Member
Michael Reed	Airline Division	British Columbia	Member
Marian Sawyer	Local 2509	Manitoba	Member
Danny Cavanagh	NEB	Nova Scotia	Member

SPECIAL NEB COMMITTEE ON STRATEGIC DIRECTIONS

Tom Graham	NEB	Saskatchewan	Member
Mark Hancock	NEB	British Columbia	Member
Daniel Légère	NEB	New Brunswick	Member
Lucie Levasseur	NEB	Québec	Member
Yolanda McLean	NEB	Ontario	Member
Candace Rennick	NEB	Ontario	Member
Stan Marshall	CUPE	National Office	Member