



*Twenty-seventh
Biennial Convention
Proceedings*

CUPE 2015 CUPE NATIONAL CONVENTION – VANCOUVER

PRESIDENTS EMERITUS

JUDY DARCY

Immediate Past President
1991-2003

JEFF ROSE

1982-1991

FORMER NATIONAL SECRETARY-TREASURER

CLAUDE GÉNÉREUX

2001-2011

GUESTS

YIORGOS ARCHONTOPOULOS

President, Eyath Workers Union

MORNA BALLANTYNE

Public Service Alliance of Canada

ROBERTO BOMBA

Treasurer, Fédération interprofessionnelle de la santé du Québec

ALEXANDRE BOULERICE

NDP Member of Parliament

BERENICE CELEITA

Director, NOMADESC

PATRICK COLFORD

President, New Brunswick Federation of Labour

JERRY DIAS

National President, UNIFOR

SCOTT DOHERTY

UNIFOR

AARON EKMAN

Secretary-Treasurer, BC Federation of Labour

IRENE LANZINGER

President, BC Federation of Labour

ANNE MCGRATH

National Director, New Democratic Party

FRED MUZIN

Past CUPE National Executive Board Member

WENDY NICHOLS

President, UNISON

BARRY O'NEILL

Past CUPE General Vice-President

MIKE PALECEK

National President, Canadian Union of Postal Workers

FRANÇOIS PILON

NDP Member of Parliament

KEVIN REBECK

President, Manitoba Federation of Labour

PATRICK (SID) RYAN

President, Ontario Federation of Labour

LEE SAUNDERS

President, AFSCME

LINDA SILAS

President, Canadian Federation of Nurses Unions

PETER STOFFER

NDP Member of Parliament

BENJAMIN VALBUENA

National Chairman, Alliance of Concerned Teachers-Philippines

SIOBHÁN VIPOND

Secretary-Treasurer, Alberta Federation of Labour

SPEAKERS

MOHAMED FAHMY
Journalist and author

NAOMI KLEIN
Author and activist

STEPHEN LEWIS
Former UN Ambassador, politician, public speaker

THE HONOURABLE THOMAS MULCAIR
Leader, New Democratic Party

ROSA PAVANELLI
General Secretary, Public Services International

THE HONOURABLE JUSTICE MURRAY SINCLAIR
Chair, Truth and Reconciliation Commission

NELLIE VENEZUELA
Member and Activist

HASSAN YUSSUFF
President, Canadian Labour Congress

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MONDAY, NOVEMBER 2, 2015

MORNING SESSION

CONVENTION OPENING

The 2015 CUPE National Convention was called to order at 10:00 a.m. with Brother Mark Hancock, President of CUPE British Columbia, in the chair.

MARK HANCOCK (President, CUPE BC): Welcome to the unceded territory of the Coast Salish peoples. My name is Mark Hancock and I'm the regional vice-president for British Columbia. This morning I have the great pleasure of calling the 27th constitutional CUPE National Convention to order.

This 2015 national convention looks like it's going to be the largest ever in the history of our great union. Sisters and brothers, I am proud to be the president of CUPE BC with 168 affiliated locals and more than 85,000 members. Here in British Columbia we also have the mighty Hospital Employees' Union. HEU president Victor Elkins and the 46,000 HEU members are fighting every day and are on the front line of defending public health care in British Columbia. CUPE BC has a proud tradition of solidarity, proud to support CUPE members in their activism. Last year 27,000 members of our K to 12 locals walked picket lines for four months in support of public education and in solidarity with teachers in this province.

CUPE BC is also very proud of our political action work. Local government elections, 55,000 CUPE members in BC had their representatives elected to city councils and school boards. This happened last fall and we were successful in electing hundreds of labour-endorsed candidates, including dozens of CUPE members which will make a big difference over the next four years keeping our BC communities strong. And, of course, we were all involved in NDP campaigns across the country. And I know all 14 NDP MPs who were elected here in BC, some veterans like Kennedy Stewart, like Fin Donnelly and Peter Julian and of course Nathan Cullen, who are returning to Ottawa, and some wonderful new MPs, like Jenny Kwan, Rachel Blaney, and Sheila Malcolmson, who will no doubt hold the Liberal's feet to the fire.

CUPE BC is also a believer in community action. Through our strong communities working group, we are everywhere, and we have relationships with everyone, whether organizing Labour Day picnics or

supporting rights of residents in the Vancouver East Side, to health care and housing.

This is CUPE in British Columbia. Many facets, many campaigns, many activities, and many activists.

On behalf of the 85,000 CUPE BC members, I am so very happy to welcome all of our sisters and brothers from across the country.

INTRODUCTION OF GUEST SPEAKER

MARK HANCOCK (President, CUPE BC): It's my pleasure now to introduce someone that has worked with us at CUPE BC at a number of our conventions. It's my pleasure to introduce Sister Rebecca Duncan.

Rebecca Duncan is a Squamish language teacher and curriculum developer. She is from the Squamish and Musqueam Nations of the Coast Salish peoples. Rebecca has devoted her life to preserving the Squamish language, along with the cultural teachings that have been handed down to her from her late grandfather and his grandfather and so on since the beginning of time. Rebecca is an intermediate level speaker of Squamish and her goal is to become fluent. Rebecca has performed worldwide, promoting language and culture, representing the Coast Salish people and practising protocols with song and dance and sharing history with story telling. In her life and in her work, she always makes a point that no matter where you are from, it is important to know your history, your ties to the land, and your culture.

Following Rebecca Duncan's address, Brother Mark Hancock thanked her and presented her with a gift.

"Solidarity Forever"

"Bread and Roses"

INTRODUCTION OF GUEST SPEAKER

MARCK HANCOCK (President, CUPE BC): Mr. Gregor Robertson, Mayor of Vancouver.

In November 2014, Gregor Robertson was elected to his third term as mayor of Vancouver. He was re-elected to continue building upon progress he's achieved in his first six years of office on priorities such as improving public transit, working to end street homelessness, addressing housing affordability, and making Vancouver the greenest city in the world.

Under Gregor's leadership, Vancouver continues to rank as one of the most livable cities in the world, with one of the most competitive environments for attracting new jobs and investment. The mayor has championed a \$15-an-hour minimum wage and has overseen record investments in new child care spaces and affordable housing in Vancouver. He continues to strive to make Vancouver a fairer city, one that provides opportunity for people of all backgrounds.

Following Mayor Robertson's address, Brother Mark Hancock thanked him and presented him with a gift.

Brother Mark Hancock presented the gavel to Brother Paul Moist, National President

CHAIRPERSON PAUL MOIST (National President): It is a tremendous privilege for me to chair my sixth CUPE National Convention. I promise to be fair and I know that you will never let me go astray and I thank you for this.

My job as chair is to create a space where healthy, honest and open debate can take place and also 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

I have the great honour of introducing to you former National President from 1983 to 1991, President Emeritus Jeff Rose and former National Secretary-Treasurer from 2001 to 2011, my good friend, Claude Généreux. Our chief electoral officer for this week, president emeritus of Unifor, Brother Dave Coles; sitting beside Dave, re-elected for the NDP in the election for Quebec from our own union, Alexandre Boulerice.

I am also very honoured to introduce Sister Linda Silas, president of the Canadian Federation of Nurses Unions. Brother Mike Palecek, president of the Canadian Union of Postal Workers. President of the British Columbia Federation of Labour, our good friend, Sister Irene Lanzinger. Candidate in the federal election for New Brunswick and ran a strong campaign, from our union, president New Brunswick Federation of Labour, Patrick Colford. Another one of our own, former president of CUPE Ontario, former general vice-president of our national union, the president of the Ontario Federation of Labour, Brother Sid Ryan. And the secretary treasurer of the

Alberta Federation of Labour, Sister Siobhan Vipond. Welcome.

And now some very special guests. You'll hear them in convention, in evening forums, I want to welcome our sister union in the United States, the American Federation of State, County and Municipal Employees, our great friend Lee Saunders. And a very special welcome for the general secretary of our global union, Public Services International, Sister Rosa Pavanelli. A sister I met just in June at their national conference in Glasgow, the newly elected president of our sister union in the United Kingdom, UNISON, Sister Wendy Nichols. A familiar face to CUPE crowds, we've had a project in Columbia with Nomadesk, training citizens on their human rights in a dangerous country, Columbia, our good friend and sister, Berenice Celeita. Berenice, welcome. We're very, very privileged to have all the way from Greece the president of the ITIA Workers Union in Greece, standing up against austerity, Yiorgos Srahontopoulos. We have a project for many years with teachers in the Philippines and we are blessed this week to have the national chairperson of the Alliance of Concerned Teachers in the Philippines, Brother Benjamin Valbuena.

INTRODUCTION OF NATIONAL EXECUTIVE BOARD

The members of the National Executive Board are: Charles Fleury, National Secretary-Treasurer; and the five general vice-presidents are: Daniel Légère, Atlantic and Maritimes; Lucie Levasseur, Québec; Fred Hahn, Ontario; Kelly Moist, Manitoba and Saskatchewan; and Marle Roberts, Alberta and British Columbia.

The two diversity vice-presidents are: Yolanda McClean and Brian Barron; and the regional vice-presidents are: Wayne Lucas, Newfoundland and Labrador; Danny Cavanagh, Nova Scotia; Lori McKay, Prince Edward Island; Odette Robichaud, New Brunswick; Denis Bolduc and Benoit Bouchard, Québec; Candace Rennick, Michael Hurley and Henri Giroux, Ontario; Mike Davidson, Manitoba; Judy Henley, Saskatchewan; Don Monroe, Alberta; Mark Hancock and Victor Elkins, 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 goal. We should neither condone nor tolerate behaviour that undermines the dignity or 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, quality and respect."

CODE OF CONDUCT

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

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

The Code lays out a clear process for complaints. The first step is to ask for that behaviour to stop. If that

doesn't work, a complaint can be made to the ombudspersons who will try to resolve the problem.

If the offender refuses to work toward or implement a resolution, the ombudspersons can report to the person in charge of the event who can expel the person from the event – in this case our Convention.

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

As we have done at each of our 26 previous Conventions, I ask everybody to stand and pay tribute with a moment of silence for all our sisters and brothers from the CUPE family who have died or been killed on the job since we last met two years ago.

"moment of silence"

RULES OF ORDER

THE CHAIRPERSON PAUL MOIST: We must begin convention as always by drawing your attention to the rules of order for convention. These are CUPE's continuing Rules of Order and set out and form part of the National Constitution of CUPE.

If we run into any constitutional issues or problems with parliamentary matters, I am very fortunate to be able to call on the immediate expertise of six very wise and learned constitutional advisors; Dawn Learning, Paul O'Ryan, Matt Yun, Glen Gallant, Fred Ho and Justin Schmid. They will assist us in any constitutional or parliamentary matters and I thank them in advance.

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 a convention where we can move along the important business before us. I make a very solemn commitment that I will not abuse my role in the chair. I will try, always, to be fair and democratic in respect of the rules of order and to be consistent and fair in applying those rules. I say that knowing full well that if I steer off in the wrong direction, you'll have a way of letting me know.

I want to remind delegates that at our 2009 national convention, Article A.9, part of the rules that governs convention was amended, so delegates will vote on the resolution brought to the floor of the convention, not on concurrence, non-concurrence, just on the

resolution. If you agree with the resolution you must proceed to a pro microphone; if you disagree with the resolution you go to a con microphone, state your name, your local number and make your case for the time allocated.

The Resolutions and Constitution Committees can still express their views on that resolution or constitutional amendment. They're not required to express an opinion but they can. What they place in front of you is the resolution as written in the book and you go pro or con as you wish.

Whether they express an opinion or not, delegates wishing to speak in favour must go to the pro mics, against must go to the con mics. I also want to refer to Rule A.4 which states that speeches are limited to three minutes. This rule is as a result of a resolution passed here in Vancouver in 1993, and you will see when you're speaking, on the screen the minutes count down. It was clearly the view of the delegates in 1993 that they wanted to move through as much business as possible, and three minutes was sufficient. When the yellow time light comes on, that means you have 30 seconds to wrap up, and we would ask that you do that. When the red light comes on, three minutes is over.

The other issue I want to deal with, one of the final issues, right at the beginning of Convention is the matter of points of order, points of information, all the points that delegates try to make at the microphones, either in the middle of a debate or between debates. I have had many delegates over the years ask me to hold the line on all these points being raised. I want to appeal to you to follow the rules of order and only raise a point of order if, in fact, it is a point of order.

Under our rules of procedure there are only two types of points allowed. Delegates can make 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 the rules of order. A point of order must be raised at the time of this alleged irregularity. It cannot be raised an hour later. When a point of order is made, I will consider the objection, the point, and make a ruling.

A point of privilege can be made only if a delegate feels it is necessary to correct an inaccuracy that would otherwise reflect badly on him or on CUPE. It is the chairperson's job to decide if, in fact, a matter is

properly one of privilege and I will be applying the rules as they've been adopted by the membership. I want to note there is no such thing as a point of information under our rules of order.

I do not want delegates to simply go to a microphone to advise us about a meeting. If you're not clear on that, you should speak to one of the staff on the floor, but we can deal with all your points. If you write them out, we will make sure they're translated in both languages and we'll make the announcements from up here at the close of every session.

CREDENTIALS COMMITTEE REPORT

The committee members are: Julie Roberts, co-chair, Local 4098, British Columbia; David Simao, co-chair, Local 4600, Ontario; Sherry Hillier, Local 879, Newfoundland and Labrador; Rose Best, Local 2330, Nova Scotia; Doug Kingston, Local 833, New Brunswick; Tena Creamer, Local 1775, Prince Edward Island; Nathalie Claveau, Local 1500, Québec; Judy Lavallee, Local 1550, Manitoba; Jackie Christianson, Local 3766, Saskatchewan; Dustin Withers, Local 37, Alberta; Martin MacKenzie, HEU, British Columbia; Alison Pringle, Local 2769, British Columbia, Henri Giroux, NEB liaison; Nathalie Stringer, Maxine Copeland and Marcos Salib, staff advisors.

This is the first report of the committee.

From Newfoundland and Labrador: 42 delegates representing 22 local unions; 1 delegate representing 1 provincial division; for a total of 43 delegates and 8 alternate delegates.

From Nova Scotia: 52 delegates representing 22 local unions; for a total of 52 delegates and 2 alternate delegates.

From New Brunswick: 77 delegates representing 39 local unions; 3 delegates representing 3 councils of unions; 1 delegate representing 1 provincial division; for a total of 81 delegates and 2 alternate delegates.

From Prince Edward Island: 18 delegates representing 7 local unions; 1 delegate representing 1 provincial division; for a total of 19 delegates and 2 alternate delegates.

From Québec: 171 delegates representing 64 local unions; 6 delegates representing 6 councils of unions; 1 delegate representing 1 airline component; for a total of 178 delegates and 3 alternate delegates.

From Ontario: 526 delegates representing 192 local unions; 1 delegate representing 1 council of unions; 8 delegates representing 8 district councils; 1 delegate representing 1 provincial division; for a total of 536 delegates and 45 alternate delegates.

From Manitoba: 66 delegates representing 21 local unions; 1 delegate representing 1 provincial division; for a total of 67 delegates and 5 alternate delegates.

From Saskatchewan: 69 delegates representing 25 local unions; 1 delegate representing 1 council of unions; 1 delegate representing 1 provincial division; for a total of 71 delegates and 3 alternate delegates.

From Alberta and the Northwest Territories; 102 delegates representing 36 local unions; 1 delegate representing 1 district council; 1 delegate representing 1 provincial division; for a total of 104 delegates and 7 alternate delegates.

From British Columbia: 296 delegates representing 142 local unions; 5 delegates representing 5 district councils, 1 delegate representing 1 provincial division; for a total of 302 delegates and 13 alternate delegates.

At this time, we have a total of 1,453 delegates and 90 alternate delegates representing 570 local unions, 11 councils of unions, 14 district councils, 1 airline component, 8 provincial divisions, 2 national officers and 5 general vice-presidents for a total of 1,460.

As per Article 6.4 of the National Constitution, we also have 5 equity-seeking group delegates with voice but no vote.

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

(M/S J. Roberts, committee member – Carried)

There are 2 locals that have been chartered after the end of the previous fiscal year. They are locals 5259 and 5277 from Ontario.

The members representing these local unions have asked they be allowed delegate status. The National Executive Board has passed a motion recommending to the Credentials Committee that these delegates be seated.

On behalf of the committee, we move adoption.

(M/S J. Roberts, committee member – Carried)

CONVENTION CALL

CHARLES FLEURY (National Secretary-Treasurer): In May of this year, an advance notice was issued to all local unions and chartered organizations. All resolutions, submitted in accordance with Article 6.11(a) of the CUPE Constitution that needed to be sent by August 4, 2015 have been included in the Resolutions and Constitutional Amendments book. A copy was posted for all chartered organizations on the CUPE website thirty (30) days prior to calling today's convention to order.

Also, in accordance with Article 6.3, the official call for the 27th Biennial National Convention was issued on August 4, 2015 to all local unions and chartered organizations that were in good standing at the time. Delegate representation for locals eligible to attend convention was calculated in accordance with Article 6.4 and 6.5 of the CUPE Constitution. We are expecting that by the end of the last Credentials Committee Report more than 2,500 delegates, guests and staff will be in attendance. I welcome you all and I would like to propose the adoption of the provisions pertaining to CUPE's 27th biennial convention.

(M/S C. Fleury, Member – Carried)

“video presentation”

NATIONAL PRESIDENT'S REPORT

PAUL MOIST (National President): Sisters and Brothers, welcome to the beautiful City of Vancouver. As we open our 27th constitutional convention, in this the 52nd year since our union was founded let us say with one voice: We are proud public employees. Proud of the services we provide, services that make for safer more inclusive communities. In this age of austerity, we vow to defend public services that Canadians want and deserve. And we vow to defend our jobs, our free collective bargaining rights, to ensure decent wages, benefits and pensions for all CUPE members.

Two weeks ago our federal election was held, thousands of CUPE activists worked in the election, many of you are here today and I thank you. We had 13 women and men with a connection to CUPE who

ran for our party, the NDP. While we didn't get the exact result we had hoped for, our hard work nonetheless paid off:

Bill C-377 will be repealed. Bill C-525 will be repealed. Old Age Security will move back from 67 to 65 years of age. The Canada Pension Plan will be expanded, the first expansion in 6 decades; and, best of all, Stephen Harper is gone, voted off the island! The Harper era is over!

We now turn our attention to holding the Liberal's feet to the fire. For a new Health Accord to restore much needed federal funding for Medicare, and a new and better federal – provincial relationship.

Time now for Canada to move from being a global outlier to one of the nations' that makes a positive contribution in Paris next month in terms of addressing the pressing issue of global warming.

For 10 long years we have fought Harper. Four years ago in this very City we spoke of the new Harper majority attacking bargaining rights of postal workers and Air Canada workers including those of Flight Attendants. I want to thank you all for your diligence in our pushing back against Harper.

It really is a new era, I am pleased to report that Air Canada Flight Attendants have a new freely negotiated renewal agreement, one with improvements on many fronts and no concessions, well done Air Canada Flight Attendants.

The federal election caps two incredibly busy years since we last met in Quebec City. Two years where 25 locals found themselves on picket lines.

Standing up for fair collective agreements such as we achieved in strikes earlier this spring at the University of Toronto and York University. More and more work at Canadian universities is precarious and I am proud that our university workers stood up and said, "Enough is Enough"!

Defending our contracts in small towns like Bonfield and Black River-Matheson (both in Ontario) and Happy Valley Goose Bay in Newfoundland and Labrador.

In this latter dispute, 44 municipal workers said "NO" to selling out future CUPE members. They said no to a new inferior pension plan for new hires, and guess

what, with massive community support, they won their strike. The snow helped as well. You know things are going well when you hear the Mayor say, "I guess the weatherman is a CUPE member."!!!

I will have more to say a little later on about our members who walked picket lines since we last met. On behalf of the thousands of members who walked the line, thank you to each and every one of you, as our Strike Fund, our expression of solidarity within and amongst all CUPE members was there for each and every member on strike.

Perhaps the biggest collective bargaining story of the year was the Supreme Court of Canada affirming that Section 2(d) of Canada's Charter of Rights and Freedoms not only protects our right to form unions, and to engage in free collective bargaining, the SFL case goes further in finding that the right to strike is fundamental to our free collective bargaining rights! Hats off to CUPE health care workers in Saskatchewan who were such a big part of this case.

And how about Alberta? First, thousands of CUPE members campaigned against two bills which would have done harm to our pension rights in that province. Then this past May, they ended 44 consecutive years of Conservative rule by electing Alberta's first ever NDP government. Congratulations Alberta, as the late Jack Layton said, "Don't let them tell you that it can't be done"!!!

In Ontario the provincial Liberals embarked upon a plan to sell off 60% of Hydro One to raise money to fund infrastructure renewal. This was a move they did not campaign on in 2014. Well our union took them on. Led by CUPE Ontario, 165 municipalities voted "NO" to Hydro One privatization. Some 83% of citizens agree with us, privatization is a bad move. Congratulations CUPE Ontario!!!

The other front-burner file is our union's single biggest bargaining table; that is of 55,000 Ontario School Board workers, poised to take strike action soon if they can't achieve a fair agreement. I ask you all to join me in offering our unanimous support for Ontario School Board workers.

Here in British Columbia there was a hotly contested campaign for Mayor in Vancouver one year ago. The right-wing attacked our union, our municipal outside workers, members of CUPE Local 1004. Their crime? They spoke with a city councillor, a progressive; they

asked him where he and the Mayor stood on contracting-out, they liked the answer they got and they voted to endorse that team and they made a financial donation.

The right wing slandered our union and called out the Mayor saying he was in a conflict. Mayor Gregor Robertson and CUPE BC took the slanderous NPA party to court, and guess what? We won! The courts said that is how the system works. Workers have every right to ask politicians where they stand on issues, and to support them if they vote to do so. Hats off to CUPE BC for pushing back against an aggressive right-wing bent upon silencing us. CUPE members have every right to be politically active and we will not be silenced by right wing politicians!

In Quebec, a new Liberal government led by Phillippe Couillard has embarked upon an austerity agenda that is hurting public services in all sectors. We face tough negotiations as part of the 500,000 member Quebec Common Front, expect job action this fall. Last week over 30,000 CUPE members joined other workers in the first Common Front rotating strikes.

We face votes in health care and the education sector brought about by government restructuring. In the municipal sector, our pensions have been attacked and now the government is poised to grant municipalities new rights which could include granting municipalities the right to change provisions of our collective agreements, unilaterally!

Let me say very clearly to Premier Phillip Couillard and radicals such as Mayor Regis Lebeaume of Québec City:

We will not allow the social contract to be rolled back to the Duplessis era. Canada's largest union, the Canadian Union of Public Employees, will back up our members in Quebec in any campaign the municipal sector decides to mount and we will fight any and all assaults on our collective bargaining rights.

I salute the solidarity of our members in Quebec, who were a big part of the over 100,000 workers who demonstrated in the streets of Montréal on October 3rd. I pledge our full support for our members in Quebec. Our Strike fund and our National Defence Fund are there to support them when needed.

Sisters and Brothers will we support our members in Quebec? Will you help them push back against

austerity? Stand up if you support our members in Quebec!!! Stand up!!!

Our union has always stood for equality and inclusiveness. The face of Canada's public service has changed as our union has grown ten-fold over the past five decades. We know that equality rights, like our collective bargaining rights must constantly be defended. We cannot sit back and think that these rights won't come under attack.

It is incredible to me that in 2015, in the midst of a federal election campaign that the Prime Minister of Canada spoke of: Old Stock Canadians; of establishing a special emergency call-in line so that citizens could report any "barbaric" cultural practices that they might witness. That he spoke of the threat to Canada's cultural values posed by a Muslim woman opting to wear a Niqab during a civil ceremony. That he spoke of the federal government assuming the right to revoke Canadian citizenship for citizens convicted of certain crimes!

This hate-filled diatribe causes much division within communities, the exact opposite of what one expects from their government.

I want to salute our Leader, Tom Mulcair. He spoke up against Harper's divisive moves, it cost our Party votes but Tom was right to stand up for human rights and against xenophobia in all of its ugly forms.

Canada in 2015 does not need such hate language and divisiveness. Our union must assume our rightful place in speaking in defense of Muslim Canadians and a woman's right to dress as she sees fit. There is no room for the state to tell Canadian women how to dress! Canada's diversity is something to nurture and celebrate not exploit.

We support Muslim Canadians, indigenous Canadians and we vow to never sit silent when anyone's rights are under attack. CUPE stands for human rights for all citizens or our country and for all citizens throughout the Globe.

I want to offer a special welcome to our international guests.

Our world is in trouble. Never before has capitalism had such freedom and power through global trade deals. And never have people's mobility rights been under assault as they are today. 2014 was the worst

years since records began for refugees. Some 55 million people driven from their homes by force, one in five are Syrian.

Global conflict cost \$14 trillion last year, about one-fifth of global GDP. Some 42,500 men, women and children became refugees, asylum seekers or internally displaced people each and every day of last year! A 400% increase over 2010 levels!

201 million people unemployed, over a billion underemployed. More than at the height of the global recession. In an incredible understatement, the International Labor Organization said last year, "Working is no guarantee of prosperity."

Just 1% of the world's population owns more than one-half of the world's wealth! In 2000 there were 111 billionaires throughout the world, today there are over 2000, one of them is attempting to buy the office of the President of the United States!

It is estimated that \$32 trillion is hidden in off-shore tax havens by people and corporations not paying their fair share. Over \$500 billion is attributable to Canadians and Canadian corporations and the Harper government devoted more CRA resources to attacking First Nations Bands and trade unions than he did to investigating off-shore tax cheaters!

The United Nations met last month to celebrate their new Sustainable Development Goals, which include eliminating "extreme poverty" for all by 2023. They measure this as people living on less than \$1.25 per day, some 1.2 billion people today. Another arm of the UN says the measure should be \$5 per day because people don't just need food, they need clothing, a place to live and minimal health care. If the correct measure is \$5 per day as it surely is, then 60% of humanity, some 4.3 billion people currently live in extreme poverty, 370 million more than in 1990!

Things are getting worse for people. We know this is true in our country and it is true around the globe. Only 13% of Canadians surveyed believe that their children or grand-children will enjoy the same or a better standard of living than they themselves have enjoyed. And things are much, much worse for most of humanity.

Globalization, entering its 4th decade, has not only not raised all boats; it has made more people poor in both industrialized and developing countries, and wealth is

more concentrated in fewer hands than at any time in human history.

Layer these facts on top of the fact that global warming threatens our existence and it is hard to be optimistic about the future.

We will discuss all of these issues this week. Austerity, global poverty, diminished labour rights and an almost permanent recession-like climate for most CUPE members, along with global warming. These are sobering statistics and our challenges are indeed vast and complicated.

But there are reasons for hope and yes, optimism.

Citizens throughout the world are rising up against the brutality of global capital. This year's Nobel Peace Prize was awarded last month to a Tunisian quartet of four civil society groups which included the Tunisian General Labour Union. This Quartet has worked since the Arab Spring to solve issues through peaceful and democratic means, denouncing all violence or terror. In a region of the world fraught by war and violence, Tunisia offers hope to humanity, and at the center of this hope sits a public-sector trade union.

Since we last met I have been asked to speak by our sister unions in the UK and the US. Two of our most important bi-lateral union relationships are with AFSCME in the US, and UNISON in the UK. Both are tremendous public sector unions, great friends of CUPE. Both face challenges, and both wanted to hear from our union about how we are trying to meet the challenges that we face.

The world is a much smaller place today and we need one another. We in CUPE need a strong UNISON and a strong AFSCME, and they very much want CUPE to be a strong and vibrant trade union. UNISON organized 165,000 new members last year, which is an incredible achievement by any measure, but they still incurred a net loss of 8,000 members due to privatization and austerity cuts.

AFSCME is bracing for an expected Supreme Court decision in 2016 which could spell the end of automatic dues check-off as they know it. Their President, our good friend Brother Lee Saunders will speak to us tomorrow about this and other issues that AFSCME faces.

AFSCME isn't sitting back. They are re-connecting

with their 1.6 million members, completing over 100,000 separate home visits in 2014, re-connecting and re-signing their members, one member at a time. An incredible undertaking and they are getting results.

We have a lot to learn from our sister unions and from our Global Union, Public Services International. And we have much to offer our global allies. I was proud to speak on your behalf in Chicago on 2014, and in Scotland this past June.

And I am proud to speak to you today, as I have been for the over three decades that I have worked for our union.

The other side has no answers. Rampant globalization threatens not only our economic well-being it threatens our planet period.

A strong CUPE, a strong and united Canadian trade union movement, and a strong global trade union movement; one supportive of civil society groups is the only hope for humanity.

I believe there is hope. As Bolivian water activist Oscar Olivera said at a CUPE water conference 15 years ago when he shared with us how they chased global corporation Bechtel out of their community, he said, "Democracy for us is who decides". What powerful words. Seems to me that those who created our union over 50 years ago, decided they wanted something better for themselves and for all workers. That workers could and should decide their work-life priorities. We stand on the shoulders of those who founded our union. We too can decide we want a better world.

And when we connect with our members, with other workers throughout the world, with human rights, climate justice and civil society activists we cannot be stopped. When we lock arms, and win the hearts and minds of all we will be an unstoppable force for good here in Canada and around the globe.

This is the last time I will have the privilege of opening this great convention. If I have one, clear message it is that I believe in you and I believe we can win justice for our members and social justice for all.

And my last word is to salute the members of our union who stood up for themselves and against their employers over the past two years, please welcome

Local 389, North Shore Winter Club (BC), 243 days; Local 4616, Township of Bonfield (ON), 313 days; Local 1393, University of Windsor (ON), 33 days; Local 1281, Continuing Education Students' Association-Ryerson University (ON), 126 days; Local 4893, Town of Kensington (PE), 7 days; Local 3890, Chignecto Central Regional School Board (NS), 2 days; Local 608, Naramata Centre (BC), 318 days; Local 402, City of White Rock (BC), 21 days; BC K-12 Education Workers (BC), 117 days; Local 1764, Region of Durham (ON), 21 days; Local 1490, Township of Black River-Matheson (ON), 54 days; Local 2099, City of Mount Pearl (NL&LAB), 22 days; Local 2927, City of Levis (QC), one day; Local 76, City of Campbellton (NB), 30 days; Local 2262, City of Castlegar (BC), 90 days; Local 7000, Southern Railway of BC (BC), 119 days; Local 2019, Town of Happy Valley Goose Bay (NFLD LAB), 34 days; Local 3902, University of Toronto (ON), 29 days; Local 3903, York University (ON), 29 days; Local 227, Halifax Water Commission Outside Workers (NS); 59 days; Local 1431, Halifax Water Commission Inside Workers (NS), 59 days; Local 101, City of London (ON), 62 days; Local 873, SN Transport LTD (BC), 5 days; Local 2316, Children's Aid Society of Toronto (ON), 97 days; Local 401, Town of Qualicum Beach (BC), 35 days.

Sisters and Brothers, I am proud to declare open for business this 27th constitutional convention of Canada's biggest and best union, our union, That Canadian union of Public Employees.

Let's have a great week!

(M/S M. Roberts, Member – Carried)

MONDAY, NOVEMBER 2, 2015

AFTERNOON SESSION

REPORT OF THE NATIONAL SECRETARY-TREASURER

CHARLES FLEURY (National Secretary-Treasurer): Good afternoon Sisters and Brothers. It is an honour for me to be here, on Aboriginal territories, and land where our Metis ancestors – also settled. This is very important for our organization because in CUPE, we recognize all cultures and traditions. Our differences make us stronger.

This week we take time to plan and strategize about building our union power. Everything we decide here this week will help us build CUPE and our labour movement.

Since our last convention, we've spent lots of time on the streets, on picket lines, marches and campaigns. We took many actions over the last two years. I am energized by you and all of our dedicated leaders, activists and staff. This is where we see our power.

I am very proud to submit my National Secretary-Treasurer's report to this convention. I have been doing this job for four years. Yes – I have a few more grey hairs today. And even if our revenues are declining, we have worked very hard to manage CUPE's finances. I am very happy to say that we have a solid foundation. Let me begin by talking about our money. We have three funds – our National Defence Fund, our General Fund, and our National Strike Fund.

I will start with our National Defence Fund.

During 2013 and 2014, the NEB has approved 124 cost-share campaigns, costing over 6 million dollars. The campaigns come from all different locals – large and small – and from every sector and region of the country. As you know – the Locals or Divisions share the costs with National – so, together, we have actually spent over 12 million dollars on these campaigns. That is incredible. We join our money, our resources and we campaign. This is the power of our National Union. All across the country we supported sector fights, provincial fights, contracting out and privatization fights. We now ask that all campaigns include member mobilization.

We organized many rallies, marches, community meetings and lobbying efforts. Each campaign benefits one local or region – but each campaign also makes all of CUPE stronger.

In CUPE, we support many, many progressive organizations and movements. We support equality seeking groups all across this country. In many cases it is CUPE who does a lot of the organizing taking place. Take a look at our new CUPE Equality Timeline on cupe.ca. You can see our big equality wins since 1963. You can also see it in the Village and at the Equality Forum.

We supported International Solidarity efforts, including, climate marches and international labour meetings.

I want all of you who did campaigns and fights over the last two years to know – the work you do is so important. You show the community that CUPE will

always be there for them. You show employers that CUPE will not back down. You make sure that governments know – when they attack – we will fight back!

This is our power in action.

All these important campaigns are funded through the National Defence Fund. This is the money that pays for campaigns, special organizing projects, national strategic direction initiatives and coalition work.

As you know, each year we dedicate 6% of our per capita payments to our Strike Fund and 4% of our per capita payments to our Defence Fund. This means that each year we put about 8.5 million dollars into our Defence Fund and about 13.5 million dollars into the Strike Fund.

But we have challenges in this funding. As of September, we have spent almost all the budget for cost-share campaigns for the year. This has been the trend over the past few years. We will support every campaign that is needed. In order to do that, we need to fix this problem for the future.

My office has done a study on the financial impact of an important constitutional amendment. We propose that we 'change the split' so that in the future, 5% will go into each fund – this is about 11 million dollars into each fund. We are not asking to increase the per capita payments – just to balance what we pay into each fund.

That means that our Strike Fund will stay strong, and we will have 2 million dollars more for our Defence Fund. This is the way that we can support all the fights that we face. And, if the Strike Fund falls below 50 million dollars, the Split goes back to the way it is now. This guarantee will be protected in our constitution. I am confident that this will not happen if we manage our Strike Fund properly.

Our Strike Fund and our National Defence Fund are our financial power. I hope we will have a strong debate about this decision later at convention.

Let me talk about our second fund – called our General Fund.

CUPE is growing, but most new jobs are part-time, casual and auxiliary positions. When full-time

members retire, employers convert the jobs. In other cases, jobs are contracted out to private companies. Our revenues are declining.

We must resist this trend Sisters and Brothers. This trend is a deliberate attempt to break our power, to make us weak. The pressures that we face will get harder. That is why we need more organizing, mobilizing and political action to reverse privatization.

Let me summarize some of the ways that we have added new budget lines to build our power:

A new permanent line in the General Fund for a Fightback Fund Campaign to fight legislative attacks on our bargaining rights. We continue to set aside eighty thousand dollars or one dollar per member, the greater of the two, to the Strengthening Divisions line. Our three largest divisions benefit from growth in their regions, and receive one dollar per member while in the smaller regions, we give at least eighty thousand dollars. Because of this support – we now have a full-time president in all regions.

We increased funding for District Councils. They're doing some amazing organizing in communities across Canada. We created a new Fairness Project line of one million dollars to make sure that we talk to and organize each and every CUPE member. We will build our power when we listen to our members. We added the National Sector Council Conference budget line of seven hundred thousand dollars every second year so that we can organize within and across our sectors.

We increased the Election Budget to work on this federal election. In addition to the CLC dues increase this year, we paid almost two million dollars to the Canadian Labour Congress to support the Fairness ads and mobilizing efforts.

We continue to commit significant resources to support our staff. We provide high quality training and updated technology to make sure that staff can do their jobs. We created six new permanent staff positions and six new temporary positions over the last three years to provide more services and support to our members. We also brought the cleaning of the National Office in-house so that these six workers are now CUPE staff. We have contributed nine hundred thousand dollars each year to staff benefits in keeping with the Benefit Roadmap that we committed to in 2005. Over the last three years we have paid almost

six million dollars in special solvency payments to our CUPE employee's pension fund. This year, the payment will be almost three million dollars. We are hiring more staff from equity seeking groups. We need more staff who represent the diversity of our communities. We are making progress.

Now – our third fund – the National Strike Fund.

Sisters and Brothers, as you know, for the first time in our history, our National Strike Fund is now over eighty million dollars. In 2013 and 2014, 66 locals went on strike. This was the highest number of strikes since 2005, and we paid out over 10.5 million dollars in strike pay and benefits to CUPE members across the country. I see our power when we have the resources to support each and every CUPE member who walks the picket line. This is the power of our national union.

I am very happy to report that in September, the National Executive Board approved some changes to our CUPE National Strike Fund Regulations. More CUPE members work part-time and casual hours so we will now have picket line shifts that are better for them. They can picket fewer days and can change the hours as long as the picket lines can stay strong, and, pending approval from my office.

Also many of our locals across the country do not have the right to strike. They have increasing costs of Interest Arbitration. So, instead of National paying 50% of a local's share of the cost of an Arbitrator, we will now pay 100%.

Our General Fund supports all the work that we do across the country.

We all face increasing attacks from right wing governments and employers. We also build our power when we make sure that the way we communicate, and the technology tools that we use, are up to the challenge.

We now use telephone town hall technology. We call all the leaders from over two thousand locals. Many of you take part in these calls. I am happy to see that many smaller locals take part. Please make sure that you join us. This is one way that we support each other between conventions.

We have made big improvements to our per capita procedures, membership database programs, and

strike pay procedures. On top of our award winning publications, we have re-created our CUPE National website. Thousands of CUPE members have used the site to download collective agreements; be part of our online campaigns to pressure employers and governments; register for conferences and education programs and order our CUPE materials.

We also improved the process that we use to file Trustees' Reports. Every local must send their Trustees' Report to National – this is an obligation in our constitution and our members expect this from us. This shows that your financial reports are up-to-date, verified and presented to your members. You also make sure that if fraud is committed in your local, the national bonding insurance plan will cover you.

More locals are now using the electronic ledger provided by CUPE National. This means that more locals can better manage their books and do financial reports to their membership and trustees.

We are also updating our Financial Officer's course. Over the last two years fourteen hundred CUPE members took this course. Please make sure that your Trustees and Secretary-Treasurers sign-up. Many of our national staff reps also provide very valuable assistance and many of you call our (1-800) number at National Office. Please go to the Financial Officer's table in the Gallery to see how we can support you.

Sisters and Brothers – we know that knowledge is power.

In 2013 – we decided for the first time in our history to do a survey of our members. Why? Because we needed to know, who is CUPE?

What is the reality that our members face? What are their wages, benefits, pensions? What do our equity-seeking members deal with? How can we fight for precarious workers' rights? You can see more information in the Gallery and we will talk more this week.

This survey is very important because all that we do must work to improve these conditions. We will do another survey soon – and please make sure that we can use your membership lists. This way our CUPE survey reflects all different CUPE members across the country.

Even if we build our union power, we will not win if our planet is destroyed. CUPE is leading by example by reducing our environmental foot print. We have reduced our greenhouse gas emissions in many ways. At this National convention we use our Green Stewards program to encourage delegates to recycle, compost, conserve energy, use public transit and walk where possible. We cut back on using paper. We cut back on materials in the CUPE Village. We calculate all of our carbon emissions. And then, we contribute over fifty thousand dollars to environmental organizations to offset the emissions that we have used so that our event is carbon-neutral.

We are also reducing our travel by expanding videoconferencing technology in our regional offices across the country. We have Skype for Business on all of our computers enabling better communication without incurring travel expenses. We need to change our culture and get comfortable with this new technology.

On the Climate file, CUPE also does many more things: coalition work, education courses, publications, supporting our locals who are bargaining climate language into their collective agreements and more. In December, CUPE, along with the CLC and other affiliates, will take part in COP21. This is the United Nations meeting to get an international agreement to cut greenhouse gas emissions and slow climate change. This must not be done on the backs of the developing countries. We demand that new green jobs, are part of the new economy.

We have many other challenges to face.

Now that we have a federal Liberal majority government, we will make sure they keep their promise to repeal Bill C-377. This is the anti-union law that compel unions, and no similar organizations, to disclose all of our financial information to employers and the general public.

CUPE and the entire labour movement are clear. It is now time for the new government to act, and scrap the anti-union law. Let's get working on issues that matter to Canadians and their families.

In closing – I would like to thank our trustees who work very hard on the financial audit. I thank Brother Colin Pawson, National Trustee from British Columbia, who will step down at the end of this convention. You gave us many years of service and

we thank you. here is Colin – please stand up! We thank you!

I salute all of our CUPE activists and leaders – most especially – the trustees and treasurers. Your role is crucial to the work of our union.

I thank each and every member of our National Executive Board who dedicate themselves to our union. You work for your own region but also you work very hard to build the strength and power of our national union. I am honoured to work with all the members of the National Executive Board. Your regions are well represented.

I will take time to mention my team, my staff in the NSTO. It is a real pleasure to work with you. I thank you for everything that you do for our union.

I will close by saying that it was a privilege for me to work with Paul. I will say more, later in the week. For today, I will just say thank you my Brother, and my very good friend. It was an honour to be on your team.

We have much more to do Sisters and Brothers. I look forward to working together to make much more progress in the coming years.

Sisters and Brothers, 2016 will be a year where we will learn to work smarter and more strategically to make sure that we use our resources where they will have the greatest impact.

I am proud to serve you and all CUPE members, by watching over and guiding the finances and administration of our great union.

Thank you Sisters and Brothers!

(M/S P. Moist, M. Roberts – Carried)

REPORTS OF THE NATIONAL TRUSTEES

The National Trustees are Colin A. Pawson, Mark Goodwin, Ronald Dagenais (2013) and Christian Trudeau (2014).

January 1 to December 31, 2013

This year's audit meeting took place at the CUPE National Office in Ottawa, from June 2 to 6, 2014. We had an opportunity to meet with CUPE National

President Paul Moist and National Secretary-Treasurer Charles Fleury to review and discuss last year's Trustees' report. We also met with senior CUPE staff and external auditors.

To perform our audit, we had access to the minutes of all National Executive Committee (NEC) meetings, all National Executive Board (NEB) meetings, the draft financial statements dated December 31, 2013 for the General Fund, the Defence Fund and the Strike Fund. We also reviewed files on per capita payments and arrears, actuarial valuations of pensions and post-employment benefits for 2013 and any other documents deemed necessary for our audit. We had a meeting with the Deloitte accounting firm and they presented a draft of the financial statements to us, before presenting them to the NEB. We met with a representative from the consulting and actuarial firm Eckler who brought us up to date on the actuarial assumptions and methods underlying the present valuation of the pension plan. We also met with an actuary from Welton Parent Inc. who explained the actuarial valuation of the post-retirement and post-employment benefits for accounting purposes.

General Fund and Per Capita

The Trustees reviewed entries made to the General Fund and found them to be in good order. At the time of this report, CUPE's revenue per capita and initiation fees in 2013 was \$178,112,486. The General Fund had assets of \$183,655.71 as at December 31, 2013.

Per Capita Receivables, Per Capita Arrears

The per capita receivables as at December 31, 2013 were \$27,918,829. Only a small portion of that amount is actually in arrears.

National Defence Fund

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

National Strike Fund

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

Recommendations

The Trustees would like to have clarification around the policy and guidelines for living-out allowance/expenses. The practice of paying full allowance/expenses after an employee moves into an apartment (as opposed to a short-term hotel stay) should be addressed.

Where possible, the Trustees would like to receive Deloitte's reports of the year end communication and financial statements for the General, Strike and Defence Funds before we arrive in Ottawa. We would also like to receive Eckler's actuarial report for the pension plan, any new actuarial valuations, the most recent CEPP report to members and the Welton Parent Inc. Report on the Actuarial Valuation of Post-Retirement and Post-Employment Benefits for Accounting Purposes ahead of our arrival.

Follow-up on previous recommendations

We are happy that the NEB has acted upon many of our recommendations from previous years. The standardization of the expense forms used by National Servicing Representatives has made claims more transparent.

Making good use of the time that the NEB has together, by bringing in topical speakers who bring a fresh perspective to current issues, has also been beneficial.

Accrued Benefit Liability - Other Plans

In 2012, the unfunded portion of this liability amounted to \$238,939,324, of which CUPE reported \$62,312,390 on the balance sheet. This year, it amounts to \$250,792,597 of which CUPE reported \$72,934,719 on the balance sheet. That makes the understatement of the accrued benefit liability \$177,857,878. This information can be found in the 2013 financial statement of the General Fund. Please see note 7.

Accounting Standards

CUPE is in compliance with the Canadian Accounting Standards for not-for-profit organizations, with a qualification with respect to the understated accrued benefit liability referred to above, and an internal fund restriction recorded in the statement of operations (2013 General Fund, Note 2 and Note 7).

Cost-Shared Campaigns

The Trustees reviewed the cost-shared campaigns and found the files to be very well kept and in compliance with the regulations of the various funds.

Inventory

The Trustees were provided with a real estate holdings document, giving an inventory of buildings owned, leased-to-own and rented by CUPE.

We also received a printout listing all the furniture and equipment, tech hardware/ voicemail, software and leasehold improvements.

Expense Forms

The Trustees reviewed the expense forms of the NEB members, the Executive Assistants and a random selection of staff expense forms. We found them to be in good order.

Actuaries

The Trustees discussed the future benefit liability with Welton Parent Inc. and discussed the CUPE Employees' Pension Plan with Eckler Consultants.

Station 20 West (\$20W)

As at June 6, 2014, S20W has been gifted \$152,475.20 from CUPE and has been loaned \$150,000 from CUPE.

In a November 2013 report to CUPE from S20W, Len Usiskin, manager for Quint Development Corporation, gave an overview of progress to date with S20W. What was alarming was his candid admission that "our operating budget shows that we will not accumulate sufficient savings by 2016 to repay the loan". He requested that "CUPE consider forgiving the loan and turning it into a gift or donation".

CUPE responded "We would prefer for the time being to continue to let the loan run its term and to continue to receive the six-month updates that S20W committed to provide to CUPE as a condition of the loan."

Concluding Remarks

The Trustees found the books to be in excellent order. We congratulate Brothers Fleury and Moist for their

efforts over the past year. We would also like to thank the interpreters who worked with us and CUPE staff members who answered our questions quickly and accurately. Special thanks to Sisters Danielle Jennings, Rhonda Henry and Tammy Greaves and Brother Wes Payne.

(MS C. Pawson, C. Trudeau – Carried)

January 1 to December 31, 2014

Introduction

This year's audit meeting took place at the CUPE National Office in Ottawa, from May 11 to 15, 2015. We had an opportunity to meet with CUPE National Secretary-Treasurer Charles Fleury to review and discuss last year's Trustees' report. We also met with senior CUPE staff and external auditors and external actuaries.

To perform our audit, we had access to minutes of all National Executive Committee (NEC) meetings, all National Executive Board (NEB) meetings and the draft financial statements dated December 31, 2014 for the General Fund, the Defence Fund and the Strike Fund. We also reviewed files on per capita payments and arrears, Strike and Defence Fund expenses, actuarial valuations of pensions and post-employment benefits for 2014 and any other documents deemed necessary for our audit.

We had a meeting with Deloitte (the accounting firm) and they presented a draft of the financial statements to us. We met with a representative from the consulting and actuarial firm Eckler who brought us up to date on the actuarial assumptions and new methods underlying the present valuation of the CUPE staff pension plan. We also met with an actuary from Welton Parent Inc. who explained the actuarial valuation of the post-retirement and post-employment benefits for accounting purposes.

General Fund and Per Capita

The trustees reviewed entries made to the General Fund and found them to be in good order. The General Fund revenue was \$184,784,762. The General Fund Expenses were \$182,737,559. The General Fund's total assets were \$196,576,098. This amount of revenue requires CUPE to retain professional services in a number of areas to ensure adherence to best practices.

Per Capita Receivables and Per Capita Arrears

The per capita receivables as at December 31, 2014, were \$27,868,546. Only a small portion of that amount is actually in arrears (more than 60 days overdue).

National Defence Fund

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

National Strike Fund

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

Expense Forms

The Trustees reviewed the expense forms of the NEB members, the Executive Assistants, and a random selection of staff expense forms. We found them to be in good order.

Cost-Shared Campaigns

The Trustees reviewed the cost-shared campaigns and found the files to be very well kept and in compliance with the regulations of the various funds.

Accrued Benefit Liability – Other Plans

In 2014, the accrued benefit liability amounted to \$170,326,478, of which CUPE reported \$82,962,840 on the balance sheet. The understatement of the accrued benefit liability is therefore \$87,363,638. This information can be found in the 2014 financial statements of the General Fund (please refer to note 7).

For the fiscal year ended December 31, 2014, the Union was required to adopt the new Chartered Professional Accountants of Canada Handbook sections 3462 and 3463 on employee future benefits. The impact of these policy changes eliminated the unamortized gains and losses on employee future benefits. The opening balances showing on Note 7 were restated. The impact of this restatement is disclosed in Notes 2 and 3 of the General Fund financial statements.

The actuaries are using a discount rate to express future liability in today's dollars. The new standards allow them to use a discount rate in line with the rate of return of the organization's assets.

Actuaries no longer have to use a prescribed rate from the market (rate was 4.8% in 2013) to discount expenditures. They can now use the organization's rate of return on assets which is 5.9% in 2014. This is the rate recommended by the actuary. The restatement considered the new rate.

Accounting Standards

CUPE is in compliance with the Canadian Accounting Standard for not-for-profit organizations, with a qualification with respect to the recognition and measurement of the employee future benefits referred to above, and an internal Fund restriction recorded in the statement of operations (please refer to the 2014 General Fund financial statements, Note 2, Note 3 and Note 7).

Actuaries

The Trustees discussed the future benefit liability with Welton Parent Inc. and discussed the CUPE Employees' Pension Plan with Eckler Consultants. They explained in detail the findings of their actuarial review.

Station 20 West (\$20W)

At the December 10, 2014 National Executive Board meeting, the Board endorsed a resolution to forgive the loan of \$150,000 to Station 20 West. With the forgiveness of the loan, the total amount of gifts and donations to Station 20 West stands at \$302,475.20. Station 20 West is now open and servicing the community.

Recommendations

On an overview of the strike files and reports, it was noted that the forms required to be completed were at times not correctly filled out by local unions. A reassessment of the forms to make them more user friendly as well as training on strike reporting would help ensure all required information is contained within the file.

Where possible, the Trustees would like to receive Deloitte's reports of the year end communication and financial statements for the General, Strike and Defence Funds before we arrive in Ottawa. We would also like to receive ahead of our arrival Eckler's Actuarial Report for the Pension Plan, any new actuarial valuations, the most recent CEPP Report to Members and the Welton Parent Inc. report on the Actuarial Valuation of Post-Retirement and Post-Employment Benefits for Accounting Purposes.

Update for 2014

We are pleased that the NEB has acted upon many of our recommendations from previous years and our request to clarify the "living out of town expenses".

Concluding Remarks

The Trustees found the books to be in excellent order. We congratulate Brothers Fleury and Moist for their efforts over the past year. We would also like to thank the CUPE staff in the Accounting and Communications branches who answered our questions quickly and accurately. Special thanks to Sisters Danielle Jennings, Lois Ann Graham, H el ene Chevalier-Lattanzio, Linda Marcoux, Rhonda Henry, Natalie Rocque, Tanya Lambert and Tammy Greaves and Brother Wes Payne.

(M/S C. Pawson, C. Trudeau – Carried)

Internal Audit Plan 2013-2014

Auditable Process or Unit	Relative Risk Rating	Nature of Work	Key Audit Areas or Issues	Schedule	Tasks
Per capita arrears Over 3 months	2012:Medium 2013:Medium 2014:Medium 2012:Low 2013:Low 2014:Low	Financial Review	Membership Stats	3 years	NEB + NEC Internal staff, Reps Local union Trustees
Pension Liability	As a going concern 2011:Low 2012:Low 2013:Low 2014:Low	Financial Review	Review investment policy	5 years	NEB + NEC Trustees
	Solvency Report 2011:Medium 2014:Medium	The solvency gap has expanded to 11.5%	Actuarial valuation 2014: Met with the actuaries	June 2016	NEB Trustees
Post-Retirement and Post-Employment Employee Benefits	2010:High 2011:Higher 2012:High 2013:Higher 2014:High	Financial Review See Trustees' Report	Review investment policy 2014: Trustees met with the actuaries	5 years	NEB + NEC Trustees

CONSTITUTION COMMITTEE REPORT

The members of the committee are: Lisa Mason, co-chair, Local 3936, Nova Scotia; Alain Caron, co-chair, Local 3624, Québec; Bob Anderson, Local 40, Alberta; Raman Braich, Local 825, British Columbia; Tracy Carmichael, Local 1870, Prince Edward Island; Carrie Lynn Poole-Cotnam, Local 503, Ontario; Phil Dembicki, Local 500, Manitoba; Wayne Foley, Local 1975, Saskatchewan; Theresa Gillam, Local 4935, Newfoundland and Labrador; Iris Lloyd, Local 380, New Brunswick; Judy Henley, NEB liaison; Gavin Leeb, Laura Delhenty and Karine Rainville, as staff advisors.

Thirty-five (35) resolutions were submitted ninety days or more before Convention. In accordance with Article 6.11(a) of the Constitution, the resolutions were posted on the CUPE website. They were also available in paper form to any chartered organization which requested the resolutions in that format.

Seventeen (17) of the thirty-five (35) resolutions were submitted by the National Executive Board.

The balance was submitted by Local Unions, Divisions or Councils.

The Resolutions Committee also referred ten (10) resolutions to the Constitution Committee for consideration.

The Constitution Committee referred one (1) resolution and part of a second resolution to the Resolutions Committee.

The Constitution Committee reviewed a number of resolutions that address amendments to the Trial Procedure. A resolution from the 2013 National Convention resulted in a Task Force being formed to draft recommendations for amendments to the Trial Procedure to the National Executive Board.

The Constitution Committee began meeting prior to the opening of Convention, and has considered all Constitutional Resolutions submitted, as well as the resolutions that were referred from the Resolutions Committee.

During Convention, the Committee will prepare a list of resolutions for the delegates to consider which will be distributed.

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

Consistent with the direction of the 2009 Convention, the Committee has also reviewed the resolutions to make sure all resolutions are consistent with the "Clear Language" format of the Constitution which was first passed in 2011.

The Committee has consulted with others where required. All resolutions were fully discussed by the Committee itself.

Most importantly, the Committee's role is to ensure that all matters are presented to the full Convention for discussion, debate and decision making.

Constitutional Amendment C-37 submitted by Local 2745 (N.B.)

CUPE NATIONAL WILL:

1. Enshrine the Code of Conduct in the National Constitution as Appendix E, which would apply to all activities organized by CUPE National.

BECAUSE:

- The Code of Conduct was designed to create a safe, respectful and supportive environment within CUPE and to provide a process for dealing with complaints of inappropriate behaviour at all events organized by CUPE National; and
- The code was a key recommendation of the National Women's Task Force report from 2007 and supported by a CUPE National Convention resolution in 2007; and
- The code was unanimously approved by the National Executive Board in June 2010; and
- Divisions have also adopted codes of conduct based on the National Code of Conduct.

(M/S A. Caron, unidentified delegate – Carried as amended)

Constitutional Amendment C-35 covering Resolution 110 submitted by the Ottawa CUPE District Council and Local 4600 (Ont.)

CUPE NATIONAL WILL:

1. Revise the Equality Statement to replace the gendered language with gender neutral language; and
2. Replace "sisters and brothers with "union members" in the last sentence to read: Members, staff and elected officers must be mindful that all union members deserve dignity, equality and respect; and
3. Update communication policies to be gender neutral and sensitive to gender variant individuals as a way to be more inclusive of all gender identities.

BECAUSE:

- CUPE needs to respect the intent of the Equality Statement and be inclusive to all gender identities and expressions.
- Union members should be free to express their gender identity
- CUPE should continue to promote safe, inclusive spaces free from discrimination

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

Constitutional Amendment C-25 covering resolution 82 submitted by the National Executive Board

CUPE NATIONAL WILL:

1. Add a new paragraph to Article B.11.2 as Article B.11.2 (c):

"The Recording Secretary will, within five days after providing the complaint to the accused, offer in writing to both the accused and accuser a voluntary mediation process. The accused and accuser will, within five days of the written offer of voluntary mediation, respond in writing to the Recording Secretary. With written agreement by the accused and the accuser to participate in a mediation process, the time limits shall be put on hold for a period of 60 days. Mediation will be carried out in accordance with National Guidelines."

BECAUSE:

- Trials are often time consuming and divisive; and
- The non-confrontational process of voluntary mediation assists in resolving difficult matters between members.

(M/S A. Caron, unidentified delegate – Carried)

Constitutional Amendment C-23 covering resolution 84 submitted by the National Executive Board

CUPE NATIONAL WILL:

1. Amend Article B.11.2 (a) to read:

“A member in good standing of the Union (the accuser) may charge a member or officer of the Local Union (the accused) with an offence by sending a written complaint to the Recording Secretary of the Local Union. The complaint will set out:

- (i) the act or conduct complained about. **The charges shall be sufficiently specific so as to enable the accused to prepare a defence;** and
- (ii) which parts of Article B.11.1 have been violated.

The complaint will be sent within 90 days after the accuser became aware of the offence.”

BECAUSE:

- Complaints are often vague and contain little information; and
- An accused is entitled to know the case they need to make to defend themselves adequately.

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

TUESDAY, NOVEMBER 3, 2015

MORNING SESSION

PRESENTATION OF THE GRACE HARTMAN AWARD

CHAIRPERSON PAUL MOIST: I now have the honour of presenting the Grace Hartman award. CUPE established this award to recognize feminist leaders in our own union. Grace Hartman was the first woman to be elected a national union leader in North America when she was elected national secretary-treasurer in 1967.

Over 16 years in office as a national officer. She led CUPE through critical strikes, social justice strikes, and she became known here in Canada and internationally. You can find out more about Sister Grace Hartman and other feminist leaders from our history by visiting the equality booth in the village.

I'm honoured to announce that this year's Grace Hartman award winner goes to another trail blazer, a long-time activist from CUPE local 4400, Toronto school board workers, Sister Katie McGovern.

Katie has led ground breaking labour and community campaigns supporting other equality activists and movement building at every opportunity. She cut her teeth in the peace movement with the United Farm Workers in the late 1960s and she brought that militancy north to Canada. Here she continued global justice solidarity work, helping mobilize communities around housing, education, child care, violence against women, racism, and many other issues.

As an education worker, Katie became a CUPE activist, eventually helping to serve in a leadership role with our 12,000 strong CUPE local 4400 in Toronto.

Katie has skillfully juggled roles as a spokesperson, a negotiator, a facilitator, a lobbyist, a community developer, a mentor, among many other positions.

INTRODUCTION OF GUEST SPEAKER

CHAIRPERSON PAUL MOIST: It gives me great pleasure to re-introduce a real friend of CUPE, Sister Rosa Pavanelli, who is the general secretary of Public Services International, the highest-ranking officer in our global union. Since she was elected in November 2012 at the World Congress in Durban, Rosa has been travelling the world on behalf of the interests of public sector workers. She has lead campaigns, successful campaigns against water and health privatization. She also leads the first ever European project on the role of inclusive public services for migrants and asylum seekers.

Public Services International was established in 1907 as a global federation to represent public employees, and today, in over 160 countries, 20 million women and men are members of PSI. PSI is a champion for human rights, for social justice, for promotion of universal access to quality public services.

PSI works within the United Nations system on our behalf in partnership with other global unions, civil society, and other organizations. And as I say, I couldn't be prouder of the strong relationship that CUPE has with PSI and with my good friend, our general secretary of PSI, Rosa Pavanelli.

A warm CUPE welcome for Sister Rosa.

Following Sister Rosa Pavanelli's address, Brother Paul Moist thanked her and presented her with a gift.

REPORT OF THE NATIONAL WOMEN'S COMMITTEE

The members of the committee are: Joëlle Ravary, co-chair, Quebec; Sheryl Burns; co-chair, British-Columbia; Susan Shiner, Newfoundland and Labrador; Sharon Hubley, Nova Scotia; Melissa Bruce, Prince Edward Island; Marilyn MacCormack, New Brunswick; Kimalee Phillip, Ontario; Tricia Merritt, Manitoba; Kristin Trondson, Saskatchewan; Linda Joyce, Alberta; Susan Blair and Rose Jurkic, British Columbia; Valerie Sailer and Carol MacDonald, Hospital Employees' Union; Debra Kendall, COPE; Judy Henley, NEB Liaison; Annick Desjardins and Irene Jansen, Staff Advisors.

"video presentation"

Introduction

The National Women's Committee has worked to promote diverse women's participation and leadership in CUPE and to fight for diverse women's issues in our workplaces and our communities.

Since the 2013 convention, women, especially marginalized women, have been pushed further into precarious and unsafe working and living conditions. Privatization, cuts to jobs and services, unfair immigration policies and increasing harassment and other changes have taken their toll on the security and health of women and other equity-seeking groups.

Facing these challenges, CUPE members and staff continue to work with passion and determination in locals and regions, provincially and federally, to defend hard-won gains and claim new ground.

The context

Progress on gender equality in Canada has slowed in the last few years and in many areas of our lives, we've seen serious setbacks. Aboriginal, racialized, and

immigrant women, as well as women with disabilities and LGBTTTQI women, continue to suffer a disproportionate burden of inequality and violence. The federal government under Stephen Harper accelerated the widening gap and the growing insecurity faced by women, particularly marginalized women.

Government cuts to social programs and advocacy groups, both at the federal and provincial levels, have hit women and other equity-seeking groups especially hard. As the majority of providers and users of public services, women experience negative impacts when services are cut, restructured and commercialized. Women, in particular women marginalized by class, racism, ableism, homophobia and transphobia have been worst hit by government austerity programs and the growing power differential between corporations and workers.

CUPE's national membership survey, conducted last year, confirmed what other research has shown: equality-seeking groups are more likely to be in precarious jobs. Women, who make up 68 per cent of CUPE's membership, are twice as likely to hold part-time permanent or casual jobs and more likely to work less than 30-hours a week with no benefits.

Women continue to be under-represented in leadership positions, including in their union, and they face multiple barriers to participation. This was documented by the National Women's Task Force eight years ago, and the union involvement differential was confirmed by the national membership survey last year. Even though women represent 68 per cent of the membership, they were less likely to report union involvement.

National Women's Committee activities

NWC members have been active in the fight back against neoliberalism and rising inequality, employment precarity, harassment and discrimination. We have also worked hard to promote women's leadership, education and activism within the union.

At the beginning of our mandate, we developed a work plan, and we have steadily pursued it. We checked in and refined our work plan at each of our four face-to-face meetings and kept in touch through email and teleconferences between meetings. We used these opportunities to share ideas, get feedback and support each other in what can at times be challenging work.

We based our work plan on 2013 national convention decisions and the National Women's Task Force recommendations, keeping in mind campaigns underway in our respective provinces. The following is an account of our major activities.

Violence against women

- Promoted the Canadian Labour Congress and Western University domestic violence survey by doing presentations and encouraging members to participate.
- Equipped with the survey results, we are raising awareness on domestic violence as a workplace issue.
- Participated in December 6th events to mark the 25th anniversary of the *École Polytechnique de Montréal* massacre.
- Encouraged locals and divisions to support campaigns and projects on violence against women led by our allies, and participated in those initiatives ourselves. For example, Walking with Our Sisters, Families of Sisters in Spirit, the Solidarity Campaign led by FAFIA and the Native Women's Association of Canada and the Up For Debate federal election campaign.
- Participated in the Annual Women's Memorial March and other memorials, rallies and events to remember missing and murdered indigenous women, raise awareness and demand a national inquiry and action plan.

Workplace violence

- Held a session on harassment and violence at our November 2014 meeting, to expand our knowledge and provide feedback to CUPE Equality and Health and Safety staff on resources being developed for locals.
- Distributed the new Equality Branch Stop Harassment guide, pamphlet and research paper.
- Active in our locals and provinces on bargaining, grievances and political action campaigns to address workplace violence and harassment.

Bargaining equality

- Promoted anti-discrimination, anti-harassment, pay equity and other equality language in bargaining.

- Advocated for an equality lens in bargaining, including in membership surveys and an audit of the collective agreement.

Fairness project

- Involved in the project as facilitators in several provinces.
- Promoted the project in our locals.
- Heard updates from project staff at committee meetings and provided input, for example recommended ways to build in a stronger gender emphasis.
- Did outreach with community groups, building relationships between women's groups and the union.

Wage discrimination

- Through bargaining and political action, fought for pay equity and against all forms of wage discrimination.
- Discussed strategies for achieving pay equity, including flat wage increases and examples of where we've been successful in recent years.
- Participated in living wage, minimum wage and fight for \$15 campaigns.

Precarious employment

- Participated in a focus group on precarity in the public sector led by a researcher with the Canadian Research Institute for the Advancement of Women (CRIAOW) Changing Public Services project.
- Encouraged our locals to send CUPE National membership lists for the national membership survey.
- Provided feedback to CUPE Research on its presentation of preliminary survey results, particularly regarding persons with disabilities and LGBTTQI members.

Human rights conferences

- Gave input to the organizers of the national human rights conference, through committee meetings and involvement by our co-chairs.
- Contributed to the national human rights conference, for those of us who were able to attend.

- Through our Division women's committees, helped organize equality/women's conferences, breakfasts at conventions and other events.

Child care and health accord campaigns

- Got regular updates on the child care and health accord campaigns and provided feedback based on our experience on-the-ground.
- Facilitated kitchen table conversations, lobbied for a new health accord and helped organize and carry out other union and public events in these campaigns.
- Contributed to the national child care conference in Winnipeg if we were able to attend.

World March of Women

- Received updates on the World March of Women from our Quebec sisters and promoted the World March in our own provinces.
- Participated in World March events where they took place in our cities.
- Met with Alexa Conradi, lead organizer, at the human rights conference and helped spread word about the World March – in particular, the April 24th international hour of feminist action.
- Recommended that CUPE National support the World March and solidarity with sisters on the cross-Quebec caravan culminating in Trois-Rivières on October 17th.
- Collected signatures on fabric squares and scarves to be displayed during the caravan, as a show of solidarity by sisters across the country.

International Women's Day

- Organized events in our provinces, both at our workplaces and in our communities.
- Participated in IWD rallies and marches.

Political action and community mobilization

- Supported NDP candidates and campaigns in municipal, provincial and federal election campaigns.
- Participated in other political action activities, between elections.
- Encouraged locals and divisions to get involved in anti-poverty, solidarity-against-austerity, worker assemblies and other union-community labour coalitions.

Equality history project

- Offered feedback on the Equality Branch's project to document CUPE equality wins over its 51-year history.

Member education

- Heard updates from Union Development Department on its new human rights weeklong course and women's leadership courses.
- Several members of this committee participated in pilots of the human rights course, at the initial national meeting and subsequent regional schools.
- Those of us who are member facilitators delivered human rights education through workshops and conference events in our provinces and for CLC schools in other provinces.
- Advocated for an intersectional anti-oppression analysis in all education and union activities, raising awareness on ableism, racism, colonialism, homophobia and transphobia.

International Solidarity

- Supported organizations and events related to international human rights legislation and policy, for example the United Nations Commission on the Status of Women (UNCSW), Feminist Alliance for International Action (FAFIA) and Women's Legal Education and Action Fund (LEAF).
- Participated in campaigns for migrant worker rights and global solidarity.

National Convention

- Drafted resolutions on issues affecting women, for our locals and divisions to consider submitting to this national convention.
- Coordinated with other national equality committees on resolutions of shared concern.
- Provided input to Equality Branch on the equality forum at national convention.

Finally, the committee would like to thank the National Executive Board for its support over the past two years, and all of the members and staff who keep equality front and centre in the union's activities.

REPORT OF THE NATIONAL GLOBAL JUSTICE COMMITTEE

The members of the committee are: Safia Gahayr, co-chair, Ontario; Doug Sprenger, co-chair, British Columbia; Keir Hiscock, Newfoundland and Labrador; Jonathan Fourdraine, Nova Scotia; Shawna Quinn, Prince Edward Island; Debbie Downey, New Brunswick; Sylvain Allard, Quebec; Daveson Haraan, Ontario; Zully Trujillo, Manitoba; Jose Juarez, Saskatchewan; Mario Pailamilla, Alberta; Tarsam Basi, British Columbia; Betty Valenzuela and Bill McMullan, Hospital Employees' Union; Sarah Pentlow, CUSO International; Mira Claxton, Oxfam Canada; Kathryn Janzen, CoDevelopment Canada; Denis Bolduc, NEB Liaison; Kelti Cameron, Staff Advisor.

"video presentation"

The CUPE National Global Justice Committee is guided by the popular refrain, *act locally, think globally*, which is rooted in the reality that we are all connected as workers. CUPE members are on the frontlines and facing tremendous pressure to defend and strengthen our pensions; to oppose budget cuts, job loss, wage freezes, work reorganization schemes and privatization; and to fight for our right to strike and collectively organize. All workers experience the impact of the global economic system that puts profit over people; it doesn't matter where in the world we live.

In 2014, members and allies from across the country gathered to discuss CUPE's future action for international solidarity. We drew lessons from the campaigns and struggles of our sisters and brothers around the world, and developed an *International Solidarity Policy Statement* that adapts to our changing world and supports strengthening our relationships and actions in solidarity with global struggles. The policy statement was adopted by the NEB in December 2014.

The committee has determined that International Solidarity is a call to action and an essential component of any fight back strategy in our union. It can inform and support our strategies at the bargaining table, against privatization and the imposition of austerity programs because strong social movements are emerging all over the world who are fighting to maintain public services, defending human rights, and promoting economic and climate justice.

International Solidarity is about building alliances

amongst equals and about building our power as workers here in Canada and around the world as we continue to face the pressures. Today we support worker-to-worker, union-to-union solidarity in Colombia, Nicaragua, Honduras, Cuba and the Philippines. We are advocating for a sustainable funding to ensure this work continues and are working hard to create opportunities to ensure information about our international work is shared and is linked to CUPE's fight back and organizing efforts.

Exposing and campaigning against human rights violations

An important pillar of CUPE's work, is an international solidarity and a priority for the Global Justice Committee. The committee is working hard to support campaigns calling for *Water as a Human Right*, to realize the eradication of the global HIV/AIDs epidemic, and monitor where trade union and human rights defenders face violence and repression in their pursuit of democracy and justice.

CUPE participated in a water caravan to Detroit, Michigan to expose water shut offs in low-income communities in 2014. We have been supporting the democracy movement in Burma and the initiatives of AIDs Free World whose priority is gender equality in the pursuit of a world free of HIV/AIDs.

CUPE supported the participation of several CUPE activists on international delegations, including Brother Peter Dawson (CUPE 3902) to Honduras on a Common Frontiers led election observer mission, and Sister Gloria Lepine (CUPE 3550) to the Philippines on a KAIROS led delegation in response to an appeal from Indigenous and non-Indigenous communities in Zamboanga del Sur region who are affected by the Canadian mine TVI Pacific.

Support struggles to defend and recognize labour and trade union rights

By engaging and strengthening worker-to-worker solidarity relationships with sister unions and social movement organizations around the world CUPE has taken the lead globally in calling for the release of two political prisoners and trade union organizers, Randy Vegas and Raul Camposano, from the Confederation for Unity, Recognition and Advancement of Government Employees (COURAGE) who have now entered the second year of their illegal arrest and detention in the Philippines. A CUPE delegation to the Philippine Embassy in Ottawa, Canada took place in

2014 in solidarity with these prisoners.

To mark International Women's Day, CUPE supported Sister Dianne Frittenburg and Sister Joëlle Ravary to participate in a CoDevelopment Canada led labour delegation to Nicaragua and Honduras to meet with our Global Justice Fund partner organizations in 2014.

Through our active engagement with the Global Union Federation, Public Service International (PSI) we supported a seven-person delegation, led by Brother Charles Fleury, to Mexico City to attend the Inter-American Regional Conference (IAMRECON) in April 2015. The IAMRECON takes place every five years with PSI affiliates attending from North, Central and South America and the Caribbean. This year's theme was "Advancing with trade union rights in the fight for quality public services!".

CUPE is supporting the *PSI Ebola Virus Disease Trade Union Intervention Strategy* to address the need to lobby for proper staffing and training of health workers in West Africa, to campaign for better health and safety conditions for workers and to promote the rebuilding and extension of public health systems throughout the region of Africa most affected by the Ebola crisis.

Challenging global corporate aggression

We continue to prioritize opposition to harmful International Trade and Investment Agreements and the subsequent actions of predatory multinational corporations whose increasing power is causing harm to workers everywhere.

Following the devastating Rana Plaza building collapse in Bangladesh in 2013, which claimed the lives of over 1,200 workers, CUPE supported the Canadian tour of a labour leader from the Bangladesh Center for Worker Solidarity (BCWS). At our invitation, Sister Kalpona Akter toured across Canada to inform the general public of the current situation of Bangladeshi garment workers producing clothing for multinational corporations, including companies from Canada. This visit led to a Parliamentary/Canadian Labour delegation to Bangladesh to commemorate the first year anniversary of the Rana Plaza building collapse, and provided the opportunity to meet with trade unions, NGO's and government officials in Bangladesh to hear firsthand the challenges they face to protect the safety and rights of workers. Global Justice Committee members have since initiated several regional actions in solidarity with garment workers in Bangladesh.

CUPE supports a network of women's organizations in the maquila zones across Central America who have come together and united around a campaign called "Jobs yes, but with dignity". Over the years, stages of the campaign have included: "Health is our right. Jobs yes, but with dignity" and "Stop workplace violence. Jobs yes, but with dignity". These organizations make clear that maquila workers want to keep their jobs, and therefore boycotting the industry is not the answer. Instead, they are working to change the conditions that these workers face in factories producing garment for the international market.

As the Millennium Development Goals (MDG) near expiration at the end of 2015, the international community is gearing up to agree to a new set of global targets and goals to meet the aspirations of the world's peoples to end poverty and realize global justice. The post 2015 development framework is now being negotiated by UN member states, civil society and the private sector and a new set of goals and targets, referred to as the Sustainable Development Goals (SDG), have now been identified. There is a great deal of concern within the trade union movement and civil society about the prominent role given to the private sector in these negotiations. CUPE is questioning whether the post 2015 development framework is about expanding and strengthening the MDG's or whether it is an agenda aimed at rationalizing and legitimizing the expansion of corporate power in the guise of promoting sustainability and addressing the needs of the poor. CUPE is tracking and engaging the Canadian Government in these negotiations and supporting a people's agenda that includes rights recognition, justice, decent work, social protection, and public services.

Hold the Canadian Government accountable

International solidarity also requires us to acknowledge that policies of the Government of Canada not only affect the people of Canada, they affect people all over the world. The fourth pillar of our international work requires us to hold the Canadian Government accountable for their harmful domestic and foreign policies decisions. Canada is signing harmful Free Trade and Investment Agreements with other countries which is having devastating effects on workers and the poor, our development aid is tied to foreign mining corporations who are stealing land and resources globally, and Canada is now signing military procurement agreements and is shipping weapons to countries who are notorious for human and trade

union rights violations.

We challenge our government to speak out against human rights violations in other countries just as we challenge them to reform the domestic and foreign policies that are harmful to workers and the public. We have a responsibility to expose the Canadian government when they are complicit in human and labour rights violations abroad.

CUPE called on the Canadian Government to refrain from entering into military operation in Iraq 2014, and also called on them to recognize the need for human rights and international law to be respected and for the end to the unjust and disproportionate violence inflicted on the people of Gaza by Israel in 2014.

We also see the link between the deteriorating living and working conditions in others countries, the actions of our government in these same countries, and the way in which people of diverse origin are being treated here in Canada. Often times marginalized workers in Canada have experienced global poverty and inequality in ways that have render them more vulnerable and easier to exploit then others. The CUPE National Global Justice Committee considers our solidarity with migrant workers in Canada to be a priority and supported CUPE's endorsement of the migrant worker led *Campaign Against the 4 Year Limit on Migrant Workers* and the CUPE National Executive Board resolution opposing the harmful changes to the Temporary Foreign Workers Program (TFWP) when it was adopted on International Human Rights Day in 2014.

Conclusion

Globally, workers and social movements are refusing to accept growing inequality. Climate change, weakened national states and their public sectors, and the death of millions of people due to poverty, war and employment slavery is too high a price to pay for a system that subsidizes and favors the elite of the world. We know that poverty and inequality are not natural or inevitable.

We draw inspiration from movements that sweep the globe and capture our imagination of what is possible, and International Solidarity allows us to take advantage of moments where workers around the world can become a stronger movement. Our international solidarity must be rooted in our struggle for equality here in Canada; solidarity in our workplaces is critical.

Efforts of workers to fight for better working conditions and against privatization is being countered all over the world, and in Canada, with legislation such anti-terror legislation, international trade and investment agreements, austerity programs and temporary foreign worker programs. Our opponents are trying to scare us, silence us in order to undermine our solidarity and our collective power. Often when labour activists and human rights defenders speak out against injustice many experience repression and violence.

CUPE's international work and the partnerships we have developed through the Global Justice Fund allow us to "link arms" and strengthen our solidarity around the world and here at home. The Global Justice Committee strives to strengthen CUPE by building a deeper understanding of working conditions globally and by encouraging CUPE members to become involved in our international solidarity work locally, regionally and nationally.

A life with dignity is a shared aspiration, and something workers are courageously fighting every day. This is what CUPE fights for, and ultimately what connects us as workers with others around the world, and why international solidarity is important.

For a full picture of the extent of CUPE's international work please read our yearly *International Solidarity report* available on cupe.ca. You can subscribe to the *Global Justice newsletter* at cupe.ca/globaljustice. Follow us on twitter @cupesolidarity and check in regularly to cupe.ca to read web postings on a host of international issues.

REPORT OF THE NATIONAL CHILD CARE WORKING GROUP

The members of the National Child Care Working Group are: Jamie Kass, co-chair, Ontario; Randi Gurholt-Seary, co-chair, British Columbia; Gail Brinston, Newfoundland and Labrador; Michelle Lohnes, Nova Scotia; Karen Tsistinas, Prince Edward Island; Sharon Thompson, New Brunswick; Julie Guilbault, Quebec; Shellie Bird, Ontario; Lori Schroen, Manitoba; Kristina Atherton, Saskatchewan; Elizabeth Tweedale, Alberta; Michael Lanier, British Columbia; Louella Vincent, Hospital Employees' Union; Lori McKay, NEB Liaison; Michelle Cohen and Margot Young, Staff Advisors.

"video presentation"

Since the last convention, the National Child Care Working Group has worked closely with our partners and allies on the *Let's rethink child care* and *Vote Child Care 2015* campaigns. The level of engagement of CUPE members, other trade unionists on the issue of child care is increasing because of these efforts. Support for federal leadership and action on a national child care program, instead of individualized funding arrangements like the Universal Child Care Benefit (UCCB), income-splitting and the Child Tax Benefit, is gaining momentum. Much has been accomplished in pushing a national child care program into the public debate and putting it on the federal election agenda since the last convention.

ChildCare 2020

In November 2014, the Fourth National Child Care Policy Conference was held in Winnipeg. CUPE was a major sponsor of the ChildCare 2020. CUPE joined the conference steering committee of the Child Care Advocacy Association of Canada (CCAAC), the Canadian Child Care Federation (CCCCF) and the Childcare Resource and Research Unit (CRRU). In addition, CUPE was the first major organization to announce substantial funding along with support for conference calls and translation. Sisters Jamie Kass and Margot Young joined the seven person steering committee and Sister Shellie Bird was also on the committee representing the CCAAC.

CUPE is recognized as a long-time champion of universal child care. Brother Paul Moist opened the first evening plenary after the Premier of Manitoba and was warmly received by the nearly 600 participants. The conference started by watching CUPE's "Let's rethink child care" video to bring the voice of parents and highlight their experiences of finding and affording child care.

Keynote speaker Stephen Lewis, co-founder and co-director of AIDS-Free World spoke about child care as the "pre-condition for gender equality and a public good, much like public health care and education". He also took the opportunity to rebuke the Conservative government absurd family tax plan.

The next day a plenary of Canadian and international guests laid out the vision for early childhood education and care including the importance of universality and the economic benefits to society. Thomas Mulcair presented the New Democratic Party's (NDP) vision for a national quality affordable child care program with parents paying no more than \$15 per day.

There were a large number of mini plenary sessions and workshops at the conference on a broad range of policy topics that related to the vision for child care and gave lots of opportunity for lively discussions.

Labour stands united for child care, CUPE joined other unions sending members to ChildCare2020. The CLC, PSAC, CUPW, UFCW, UNIFOR, NUPGE, USWA and along with other unions not only contributed funds but sent delegates.

CUPE held a caucus on the final day with 60 CUPE members and staff attending. Everyone signed up to be active in the next steps of the *Let's rethink child care* campaign leading into the federal election. The conference finale was a lively town hall plenary that engaged participants to find ways to do on the ground organizing and take action in local communities to make universal child care a "vote-determining issue" for the federal election. Participants also passed a resolution unanimously supporting the conference vision document: *Child Care in Canada by 2020: A vision and a way forward*.

Let's rethink child care

Our campaign continues to broaden our reach to rank and file members. The Kitchen Table Conversations (KTC) remain a staple of the campaign. This has proven an effective way to talk to members about their own experiences and have them realize it doesn't have to be this way. The KTC was taken to the next stage by moving the conversation from members' own experience to talk about the vision and what we want from the next federal government. It built this vision from the ChildCare2020 conference. Participants discuss how their lives could be different if we had access to quality affordable child care. They also discuss the difference between establishing a program that creates child care services versus tax provisions that only go to individuals to buy a service.

Tools were created on the Rethink Child Care website to help people understand the issue. A calculator was developed where people could calculate their savings with an affordable child care program.

CUPE developed a short animated video to help people better understand the importance of child care. It has been shared through social media.

The committee also developed a longer workshop for activists to give them the tools to organize events and actions in their regions.

CUPE has been proud to be a leader on the *Let's rethink child care* campaign and we couldn't be successful without the engagement of members and staff. We want to thank Shellie Bird (CUPE 1979) for her tireless work building enthusiasm and coordinating the kitchen table conversations. We couldn't have had such success without such dedicated campaign work.

Vote Child Care 2015

CUPE activists participated with coalition partners on a campaign aimed at the federal election. This was an activist and collaborative campaign with individuals and unions in building awareness, gaining endorsements, and taking action to make child care a vote determining issue. *Spring into Action for Child Care* was a major week of action in May to engage communities on the importance of child care. CUPE members participated in many activities including kitchen table conversations, stroller brigades, picnics, chalk parties, and other creative and fun events that demonstrated the need for federal leadership on child care and the importance of child care to families and to the economy.

Many CUPE members got involved in local action networks and pulled together other trade unionists, child care advocates and community members in the *Vote Child Care 2015* campaign.

Organizing

Child care workers remain among the poorest paid, pitted against the rising parent fees and impacted by the fragmented under-funded patchwork of services. The National Child Care Working Group looks forward to providing advice and assistance on how CUPE can organize and negotiate for child care locals. The child care campaign and research showing the positive relationship between unions and quality child care will assist us in our attempts to increase union density in this still largely unorganized sector.

Advocacy

The Child Care Advocacy of Canada (CCAAC) has been a key partner of CUPE since its inception. Like so many other advocacy groups, the CCAAC has suffered under the current federal Conservative government and no longer receives federal funding. We encourage CUPE advocates to join us in this wonderful tenacious organization and to support provincial coalitions wherever possible.

Child care at CUPE events

The committee will continue to promote and implement *Welcome Children*, the manual for providing child care at CUPE functions and work with other national committees and advise the National Executive Board on a family care policy to remove barriers to participation at CUPE events.

Farewell and thanks

This will be the last CUPE National Convention for Sister Jamie Kass. Jamie has been an incredible leader on child care for CUPE and has chaired the CUPE child care committee since its inception. It is difficult to express how much we will miss her advocacy, creativity, and energy on child care issues. Jamie can never be replaced but she will inspire us to become strong leaders and advocates for child care.

REPORT OF THE NATIONAL CONTRACTING OUT AND PRIVATIZATION COORDINATING COMMITTEE

The members of the committee are: Brian Madden, co-chair, Ontario; Debbie Hubick, co-chair, Saskatchewan; Warrick Cluney, Newfoundland and Labrador, Mike MacIsaac, Nova Scotia; Pierre Soucy, Quebec; Dave Hewitt, Ontario; Rebecca Scott, Manitoba; Joyce E. Baker, Alberta; Ian Norton and Cindy McQueen, British Columbia; Barbara Biley, Hospital Employees' Union; Mike Davidson, NEB Liaison; Karin Jordan, Staff Advisor.

"video presentation"

Since our union's founding, fighting privatization in all its forms has been one of CUPE's top priorities. As one of CUPE's oldest advisory committees, the National Contracting Out and Privatization Coordinating Committee (NCPCC) has a central role in CUPE's work defending good jobs and public services in our communities. The committee members seek to act as leaders in their regions by sharing knowledge, building on-the-ground capacity, encouraging activism, fostering connections across sectors and issues, and facilitating greater participation in CUPE's anti-privatization education.

The members of the NCPCC share information about successful strategies to fight privatization and promote public services in their regions and through the national committee. They also provide local insights into national trends. Together, our cross-sectoral and

regional perspectives provide important input into CUPE's ongoing work to protect and expand public services, and to fight privatization in all its forms.

Since the 2013 National Convention, committee members have tackled privatization issues in their regions. As a group, members have continued to deepen their understanding of new privatization threats, and have strategized on how to strengthen our capacity to take on privatization across the country.

Member education is a top priority for the committee. Over the past two years, members have worked with CUPE's Union Development Department to review CUPE's privatization education resources, and identified ways committee members can help promote regional participation in CUPE's privatization education programs. The committee continues to advocate for adaptable tools, such as brown-bag lunch and learn modules, to allow maximum flexibility on how and where this education can be delivered.

Over the past two years, the committee has continued to learn about new forms of privatization, as well as exposing processes that facilitate privatization. The committee has continued to track and discuss opportunities to fight the federal Conservative government's growing push to force municipalities to privatize through P3s. We have also heard how CUPE is mobilizing to reconnect with members and build our strength to resist legislative attacks on public services and unions that open the door to privatization, such as Quebec's *Bill 10* and *Bill 15*, as well as the sweeping province-wide privatization plans that CUPE members are confronting in Saskatchewan.

Equipped with this knowledge, the committee focuses on promoting strategies for CUPE to engage, educate and mobilize members, starting by identifying and resisting these threats.

In the past two years, this has included hearing from committee members, CUPE staff and other experts on processes that open the door to privatization, with a focus on core service reviews, LEAN management, and shared services. As part of this work, committee members piloted and gave feedback on a new education module on consultant-led core services reviews that can be adapted across sectors.

Emerging forms of privatization such as social impact bonds and asset recycling are another ongoing issue. Through presentations, discussions and shared

materials, committee members made the connections between Social Impact Bonds and public-private partnerships (P3s), and uncovered the truth behind the friendly-sounding term 'asset recycling. We are learning from the unfolding story of the possible sale of shares in Hydro One, and CUPE's campaign to stop the privatization of this vital public asset. Members are working to build awareness in their regions and prepare members for the early warning signs of these and other privatization models.

At the same time, committee members continue to stay up to date on developments with more well-known forms of privatization such as contracting out and P3s, as well as hidden forms of privatization such as the use of volunteers. Committee members were briefed on the Ontario auditor general's devastating report on Ontario's P3 program, and discussed how to integrate the report's findings into CUPE's work. The committee has also reviewed and learned from other P3 case studies, including CUPE's analysis of the scandal-ridden Montreal P3 hospital.

Another key committee role is to identify and share information about privatization threats by region and sector as well as nationwide. Since the 2013 National Convention, major issues the committee has monitored and discussed include: the ongoing problems with pension fund investment in infrastructure privatization; the federal wastewater regulations and how they open municipal wastewater treatment plants up to P3 threats; the proposed sale of Hydro One, Ontario's electricity and transmission utility; the threat of erosion of CUPE EMS jobs in some regions from contracting out, as municipalities transfer EMS work to firefighters; and the Dr. Brian Day, or Cambie Clinic, court challenge to Canada's public health care system.

The committee's work is also focused on promoting pro-public solutions. We learn about and share strategies to expand and strengthen the public sector. Since the 2013 National Convention, this has included an in-depth briefing on CUPE's municipal revenues toolkit, which members have championed in their regions as a positive alternative to privatization. Members were also briefed on the latest findings in CUPE's opinion research on public services and privatization, and discussed what this means for CUPE's public messaging and campaign activities.

The committee shares information on privatization trends, threats and wins, as well as any public sector

success stories. Some of the successes over the past two years include: CUPE 500's Positively Public campaign in the City of Winnipeg and their recently launched campaign to contract in snowplowing services; CUPE 416's ongoing fight to stop the contracting out of half of the City of Toronto's solid waste collection services; the ongoing success of CUPE 3034's contracted-in solid waste services in Conception Bay South, Newfoundland and Labrador; the success of CUPE 503's many contracting in initiatives in the City of Ottawa; CUPE 1505's lobbying win that protected public water services in Fort McMurray; and the ongoing success of the Greater Vancouver Regional District in resisting P3 pressure and keeping a new sewage treatment plant public. Through these stories we have learned about new technologies and techniques, such as the use of a "hotline" to gather community stories about the consequences of privatization.

CUPE has many resources to help members identify and organize against privatization. The committee is pleased to have supported and provided input into an update to CUPE's member resource on bargaining and privatization, *Our Best Line of Defence*. The guide was launched at CUPE's National Sector Council conference in fall 2014. The committee also continues to promote a growing series of profiles produced by CUPE and the Polaris Institute of corporations seeking to become P3 investors in the water and wastewater sector.

Members are also focused on the power of political action, learning from stories such as the British Columbia municipal elections in fall 2014, when CUPE and other labour and community allies organized to replace a right-wing, pro-privatization council in Prince George with pro-public representatives. Committee members also shared news about positive election results from Ontario and Manitoba. The committee has connected with CUPE political action staff about our municipal, provincial and federal political strategies during and between elections, with a focus on how to elect pro-public representatives, as well as lobbying strategies to fight privatization with sitting governments. The example of CUPE's *Own it!* campaign in Saskatchewan is an excellent one – CUPE is working together with other unions, organizing in communities across the province and building a network of contacts and activists to make privatization an issue in the next provincial election.

Campaigning in coalition builds solidarity and power. The committee has been in regular contact with

organizers of CUPE's major campaigns to protect and expand public health care, bring in public child care, stop water privatization and fight the Canada-EU Comprehensive Economic and Trade Agreement, and helped promote campaigns in the regions. CUPE's work on child care is an example of the positive, pro-public vision that CUPE can advance, in coalition with community and political allies, to bring about real change. And CUPE and the Hospital Employees' Union work in coalition with the Council of Canadians and local health coalitions has important lessons about the value of member training, door-to-door organizing and community outreach combining into a powerful political force.

Over the past two years, the committee also deepened its understanding of the connections between privatization and equality issues, working with staff from CUPE's Equality and Research, Job Evaluation and Health and Safety branches. A presentation to the committee showed how harassment and bullying is an unexpected consequence of privatization. This groundbreaking CUPE research highlights new dimensions in CUPE's anti-privatization work, and the committee hopes to continue to explore these connections, working to create safer workplaces for everyone.

The committee is also working to make the case for well-paid and secure public sector jobs from an equality perspective. Members learned about research done by CUPE Equality Branch into the demographic profile of low-paid CUPE members in equality-seeking groups including women, racialized workers, aboriginal workers and workers with disabilities. This research helps build our case against privatized jobs with low pay, little job security and no benefits.

Our power lies in our ability to connect with each other, and with those around us. As workers, and as members of our communities, we must continue to build closer connections within our union, and in coalition and solidarity with other unions, community groups, and members of the public.

In the past two years, some committee members have moved on from the National Contracting Out and Privatization Coordinating Committee. We thank Jason Woodbury, Prince Edward Island and Marc Ouellette, New Brunswick for their work and dedication, along with National Coordinator Mary Catherine McCarthy, who retired earlier this year.

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

RESOLUTIONS COMMITTEE REPORT

The members of the committee are: Michael Lanier, co-chair, Local 1936, British Columbia; Barb Gribben, co-chair, Local 737, Manitoba; Lola Barrett, Local 41, Alberta; Terry Bennett, Local 569, Newfoundland and Labrador; Stephen Doucet, Local 4294, Québec; Janice Folk-Dawson, Local 1334, Ontario; Tammy Martin, Local 8920, Nova Scotia; Larry Toy, Local 4092, Airline; Helen Sawatsky, Local 4777, Saskatchewan; Sharon Teare, Local 2116, New Brunswick; Carolyn Unsworth, Hospital Employees' Union, British Columbia; Lori MacKay, NEB liaison; Annick Desjardins, Graham Cox and Stephen Elliott-Buckley, as staff advisor.

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 own locals. Our deliberations over the past week were carried out with the full knowledge that we are accountable only to the delegations of this Convention. We have worked diligently and conscientiously on behalf of the delegates and members.

We have reviewed each resolution submitted to the Convention. The Resolutions Committee would like to thank the many locals, councils and divisions for their hard work on behalf of the membership in submitting over 296 thoughtful resolutions focused on the issues facing our membership, our communities and the broader society every day.

The 2009 CUPE Convention adopted constitutional amendment C26 which changes the way in which our resolutions are dealt with at Convention. Since our 2011 Convention, the Resolutions Committee no longer makes recommendations of "concurrence" or "non-concurrence". The committee places resolutions directly on the floor for consideration and the delegates vote whether or not to adopt them.

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

When we present the resolutions, we will read only the section that begins with "CUPE NATIONAL WILL" or the resolves. However, we encourage delegates to read the entire resolution in the book as it explains the actions

and provides background information.

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

The draft Strategic Directions 2015-2017, *Building Workers' Power*, 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 and variety of issues that are debated on the floor and to enhance debate of the Strategic Directions document, we have indicated that certain resolutions are addressed by the Strategic Directions 2015-2017 document. We encourage delegates to discuss those issues 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 143 submitted by Local 3903 (Ont.)

CUPE NATIONAL WILL:

1. Help implement the CUPE National Code of Conduct by offering ombudsperson training, including but not limited to, anti-racism and white privilege, sexual and gendered violence, transphobia, heterosexism, and ableism for all locals.

BECAUSE:

- The CUPE National Code of Conduct relies on the presence of an ombudsperson to hear and adjudicate complaints arising from the Code of Conduct but there is no training available for the ombudsperson pertaining to sexual violence and especially its intersection with racism,

heterosexism, transphobia and ablism, Sexual and gendered violence is sustained and bolstered by co-existent violences such as racism, heterosexism and ableism and as such any attempt to address gendered and sexual violence must also aim at eradicating these violences; and

- The sexual violence experienced by racialized members is experienced differently and named differently; and
- Sexual violence experienced by trans members is experienced differently and named differently; and
- Sexual violence experienced by aboriginal members is experienced differently and named differently; and
- The sexual violence experienced by differently abled members is experienced differently and named differently the training for ombudspersons must reflect and address these intersecting oppressions.

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

Resolution 53 submitted by Local 2191 (Ont.)

CUPE WILL:

1. Provide anti-oppression training at CUPE conferences and conventions, staff training and member orientation; and
2. Incorporate anti-oppression analysis into all union activities as well as through stand-alone training; and
3. Develop this training and analysis in consultation with equity-seeking groups, and use facilitators from equity-seeking groups.

BECAUSE:

- Anti-oppression training will help us understand, unlearn and dismantle racism, sexism, misogyny, homophobia, transphobia, ableism, classism and other socially constructed systems of power that permeate our workplaces, union and society; and
- Often, we cannot see these systems of domination and stereotypes because they're so deeply embedded in our culture and institutions; and

- The problem is not our different social groups but the oppressive systems and the violence used to sustain those systems; and
- CUPE has done excellent groundwork of using an equality analysis in its member education program; this anti-oppression training and organization- wide lens would extend this work across the union.

(M/S J. Folk-Dawson, unidentified delegate – Carried)

Resolution 202 submitted by the Hospital Employees' Union (B.C.) and Local 1615 (N.L.)

CUPE NATIONAL WILL:

1. Will act upon and realize the 2011 commitment to Resolution 175 to "develop a strategy to ensure that our global justice project work is sustainable on a continuing financial basis"; and
2. Present a financial plan by the end of 2015 that ensures, at a minimum, that our ability to fund project work is financially protected on an ongoing basis.

BECAUSE:

- CUPE divisions have already encouraged members to contribute \$1/member/year to the Global Justice Fund; and
- Our commitment to global justice must be founded on the principle of solidarity on a long-term basis and not be dependent on donations; and
- All workers experience the impact of the global economic system that puts profit over people; it doesn't matter where in the world we live; and
- Strong social movements are emerging all over the world who are fighting to maintain public services, defending human rights, and promoting economic and climate justice; and
- We are working hard to create opportunities to ensure our international work is shared and is linked to CUPE's fight back and organizing efforts; and
- Reliance on fundraising limits and compromises our ability to continue and expand this important work.

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

Resolution 235 covering resolution 236 submitted by the Hospital Employees' Union (B.C.) and Local 1615 (N.L.)

CUPE NATIONAL WILL:

1. Oppose recent changes to the Live-In Caregiver Program (LCP) and the Temporary Foreign Worker Program (TFWP); and
2. Commit to strengthening relations and our support for migrant led campaigns that are challenging these changes; and
3. Create opportunities to demand positive changes to the LCP and TFWP programs that would:
 - a) Allow foreign workers access to permanent residents upon arrival; and
 - b) End the 4&4 rule so migrant workers can continue to work in Canada; and
 - c) Ensure migrant workers have access to all social benefits; and
 - d) Ensure genuine enforcement of labour standards and basic human rights.

BECAUSE:

- Changes to the LCP created new vulnerabilities for domestic workers by closing down existing paths to citizenship; and
- Changes to the existing TFWP maintain and reinforce the already precarious and vulnerable working conditions for migrant workers in Canada; and
- Temporary work programs, including the TFWP, serve to divide the working class, undermine unionization, drive down wage rates and reduce working conditions of all workers; and
- Respect for human and labour rights, permanent resident status and full access to services are the only way to ensure the welfare of migrant workers are respected; and
- Instead of temporary work programs, Canada need skills training and apprenticeships, a living wage and income security, investment in public services, a robust immigration program and permanent residency upon arrival for all foreign workers.

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

Resolution 32 covering resolutions 34, 35 and 36 submitted by the Ottawa CUPE District Council (Ont.), Locals 1979, 2204 (Ont.), 15, 951 and 4078 (B.C.)

CUPE NATIONAL WILL:

1. Continue to take leadership in working with the Canadian Labour Congress, other unions and the Child Care Advocacy Association Canada (CCAAC) and provincial child care coalitions to keep child care on the federal agenda post the 2015 federal election; and
2. Continue to provide financial and human resources and use the Rethink Child Care campaign to push for a child care system that is public and non-profit child care.

BECAUSE:

- The Rethink Child Care campaign was effective for uniting labour and child care advocacy organizations in the call for a national child care program that engaged thousands of trade unionists and community activists in "kitchen table" conversations to debunk the idea that child care is an individual responsibility; and
- Rethink helped build a nation-wide buzz about child care and was instrumental to the success of the Child Care 2020 conference and reaching agreement on a vision and national policy framework and pressing federal political parties to include child care in their election platforms.

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

Resolution 80 submitted by the Ottawa CUPE District Council (Ont.), Locals 1979, 2204 (Ont.), 15 and 951 (B.C.)

CUPE NATIONAL WILL:

1. Host a high-level national child care roundtable discussion that brings together key CUPE child care activists, our allies in labour and the child care sector to help inform our policy and advocacy work on child care, parental and family leaves; and
2. Invite panel presentations and discussions to provide deeper conversations about what is needed from all levels of government to ensure affordable, accessible public and non-profit child

care services; to support advocacy and policy work at the federal municipal and provincial levels; to better understand and develop strategies to address parental and family leave and workforce issues, such as wages, benefits and working conditions.

BECAUSE:

- Now is a good time to reflect on our policy and advocacy work over the past number of years and develop more effective positions and strategies for winning a truly comprehensive, quality child care system; and
- It would facilitate renewing and updating CUPE's national child care policy.

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

Resolution 197 covering resolution 209 submitted by Local 503 (Ont.)

CUPE NATIONAL WILL:

1. Join public sector unions around the world in mobilizing to oppose a new wave of international trade agreements, including the Trade in Services Agreement (TiSA), that threaten public services and democracy; and
2. Raise awareness about the increased privatization and deregulation that TiSA and other global trade agreements promote; and
3. Call on the Canadian government to withdraw from TiSA negotiations that jeopardize our public services and infrastructure; and
4. Promote the People's Trade Agenda being developed by the Trade Justice Network, as part of our work to promote a vision of trade that is fair and works for people and the planet.

BECAUSE:

- Canada is one of 22 countries negotiating TiSA along with the European Union;
- Leaked plans reveal TiSA will:
 - a) not allow countries that sign to protect any public services from privatization; and
 - b) make it impossible to reverse privatization,

locking in bad deals and preventing remunicipalization; and

- c) allow corporations to sue for any regulations that limits their profits; and
 - d) make it impossible to protect personal data and privacy; and
 - e) outlaw any regulatory action that might have the slightest effect on trade.
- Only high-quality, publicly financed, owned and operated public services can support a strong, democratic and equal society.

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

Resolution 288 covering resolution 292 submitted by Local 503 (Ont.)

CUPE NATIONAL WILL:

1. Work for fully public infrastructure and services by identifying strategic targets to pilot a campaign to reverse the privatization of key services and infrastructure; and
2. Work with regional and local members and staff to identify these targets, with a focus on contracts that will expire by 2017; and
3. Develop a strategic plan to mobilize CUPE members, in coalition with other groups and concerned community members, to take direct and political action to reverse privatization and return the targeted services or infrastructure to fully public ownership, financing, operation and management; and
4. Produce tools to support an expanded campaign to take back ownership and control of public services and infrastructure, ending privatization and expanding the range of publicly owned, operated, financed and managed services in Canada.

BECAUSE:

- Public services and infrastructure are under continuing and increasing threat from contracting out, public-private partnerships, full or partial asset sales and other forms of privatization; and
- Public services and infrastructure are the heart of our communities; and

- Privatization in all its forms threaten good jobs and quality public services; and
- There is a growing international movement to reverse privatization and take back public control of services and infrastructure.

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

TUESDAY, NOVEMBER 3, 2015

AFTERNOON SESSION

PRESENTATION OF THE ED BLACKMAN AWARD

CHAIRPERSON PAUL MOIST: At the 2013 National Convention, the Rainbow Committee had a resolution they prioritized. It was to establish a national award to recognize outstanding leadership in the pursuit of racial justice. As a member of CUPE Local 500 and a former president, it gives me great pleasure today to present for the first time the Ed Blackman award. Brother Ed Blackman broke barriers and blazed a trail in advancing racial justice in the workplace and communities. He served for many years as president of the Winnipeg Civic Employees, CUPE Local 500. He served on the National Executive Board as a general vice-president, and was a founding member of the very first delegation selected to serve on the CUPE National Rainbow Committee at its inception.

It is my pleasure to announce the first ever winner of the Ed Blackman award, Sister Elizabeth Paris from Nova Scotia. Sister Liz is a long-standing member of our National Rainbow Committee. She's currently co-chair of the Rainbow Committee and was on the National Women's Task Force in 2007. Liz worked to establish the CUPE Nova Scotia human rights committee, acted as chairperson to that committee, and is currently an equity vice-president for CUPE Nova Scotia, a steward, and an area vice-president for her local, CUPE 2330 in Nova Scotia. Liz has mentored and supported workers of colour in the workplace, encouraging them to become active in their union.

In the community, Elizabeth has spoken out against racial injustice, under representation, and has strongly advocated in her province to improve opportunities and living conditions for racialized people, including youth and seniors. Elizabeth ran in the 2004 municipal election and won the seat of African Nova Scotia school board representative. She has been chairperson of the

African Nova Scotia Community Development Association and a chairperson of the Black Education Association. Delegates, it's with great pride that I present the inaugural winner of the Ed Blackman award, Sister Elizabeth Paris.

CREDENTIALS COMMITTEE REPORT

This is the second report of the Credentials Committee.

From Newfoundland and Labrador: 50 delegates representing 26 locals, 1 delegate representing 1 provincial division, for a total of 51 delegates and 8 alternates.

From Nova Scotia: 60 delegates representing 26 locals, 1 delegate representing 1 provincial division, for a total of 61 delegates and 2 alternates.

From New Brunswick: 96 delegates representing 48 local unions, 3 delegates representing 3 councils of unions, and 1 delegate representing 1 provincial division, for a total of 100 delegates and 6 alternates.

From PEI: 29 delegates representing 12 locals, 1 delegate representing 1 provincial division, for a total of 30 delegates and 2 alternates.

From Quebec, 275 delegates representing 98 local unions, 7 delegates representing 7 councils of unions, 1 delegate representing 1 airline component, for a total of 283 delegates and 6 alternates.

From Ontario 838 delegates representing 292 locals, 1 delegate representing 1 council of unions, 9 delegates representing 9 district councils, 1 delegate representing 1 service division, 1 delegate representing 1 component of the airline division, 1 delegate representing 1 provincial division, for a total of 851 delegates and 87 alternates.

From Manitoba 85 delegates representing 32 local unions, 1 delegate representing 1 airline component, and 1 delegate representing 1 provincial division, for a total of 87 delegates and 10 alternates.

From Saskatchewan, 98 delegates representing 33 locals, 1 delegate representing 1 council of unions, 1 delegate representing 1 provincial division, for a total of 100 delegates and 5 alternates.

From Alberta and the Northwest Territories, 137 delegates representing 52 local unions, 1 delegate

representing 1 district council, and 1 delegate representing 1 provincial division, for a total of 139 delegates and 11 alternates.

From British Columbia, 451 delegates representing 180 locals, 5 delegates representing 5 district councils, 1 delegate representing 1 service division, 1 delegate representing 1 provincial division, for a total of 458 delegates and 22 alternates.

At this time, there are 2,167 delegates and 159 alternates representing 799 local unions, 12 council of unions; 15 district councils; 2 service divisions; 3 airline components; 9 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 5 equity-seeking group delegates with voice but no vote.

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

(M/S D. Simao, J. Roberts – Carried)

INTRODUCTION OF GUEST SPEAKER

CHAIRPERSON PAUL MOIST: We are honoured to be joined by our friend and brother, Lee Saunders, president of the American Federation of State, County and Municipal Employees, which represents 1.6 million members. Some of you may remember Lee from his inspirational address to the sector council conference last year in Toronto.

Lee Saunders grew up in a union household in Cleveland Ohio. His father was a bus driver and a member of the amalgamated transit union. His mother was a community organizer, and after raising two sons, returned to college and became a community college professor. Lee himself began his career with AFSCME in 1978 as a labour economist. Brother Lee is known for his championing of AFSCME's next wave initiative, to encourage and develop the next wave of union leadership within his union. He also developed and supported programs that foster diversity and promote increased membership participation within AFSCME.

In addition to his work in his own union, Lee is a vice-president of the American Federation of Labour, AFLCIO executive council, which guides the daily work of that federation. He serves as chair of their political committee. He is an at-large member of the democratic

national committee, treasurer of the leadership conference on civil and human rights, president of Working America, and a chairman of the board of Americans United for Change. I know Lee has much to share with us about the work of AFSCME members.

Sisters and brothers, this is amongst the most important bilateral union relationships that our union has, going back to our inception in 1963. Please, a warm CUPE welcome for our friend and brother, Lee Saunders.

Following Brother Lee Saunders' address, Brother Paul Moist thanked him and presented him with a gift.

REPORT OF THE SPECIAL NEB COMMITTEE ON STRATEGIC DIRECTIONS

The committee members are: Lori MacKay, Regional Vice-President, Prince Edward Island; Wayne Lucas, Regional Vice-President, Newfoundland and Labrador; Odette Robichaud, Regional Vice-President, New Brunswick; Denis Bolduc, Regional Vice-President, Quebec; Yolanda McLean, Diversity Vice-President, representing workers of colour; Michael Hurley, Regional Vice-President, Ontario; Judy Henley, Regional Vice-President, Saskatchewan; and Daria Ivanochko, Shelley Gordon and Carole Proulx, staff advisors.

In your kit are two important documents for this discussion. First, there's a document called "Reporting Back, Strategic Directions 2013-2015, Proud of our Past, Ready for the future." This document provides an overview of our accomplishments over the last two years. Major initiatives in the 2013-2015 strategic directions included: Our first ever national sector council conference, our first national survey of CUPE members. We rolled out the fairness project to help members reconnect with each other, and we held a national human rights conference.

We now present strategic directions 2015-2017 for your consideration. Our strategic directions document has two chapters this year. Chapter 1 is called "Building Workers' Power." It focuses on the work we need to do in the next two years between this convention and our next convention. Chapter 2 is called "Strategic Directions: Creating the Foundation of Power." It's a summary of all of the strategic directions that our conventions have adopted over the past 12 years. We have included this summary in this year's strategic directions paper to indicate that the work mandated by these past six conventions continues and forms the

core of our work. Chapter 2 affirms that this work will continue.

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

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

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

Discussions took place on Strategic Directions 2015-2017, Chapter 1 "Building Workers' Power", paragraphs 1 through 8.

(M/S – M. Hurley, committee member)
(Referred back to the committee)

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

The members of the committee are: Elizabeth Paris, co-chair, Nova Scotia; Veriline Howe, co-chair, Ontario; Mona Yamine, Prince Edward Island; Joseph Theriault, and Charlene Gordon, New Brunswick; Chérie Thomas, Quebec; Amar Bajwa, Ontario; Kristin Wagner, Manitoba; Rochelle Sato, Alberta; Michele Alexander and Drew Parris, British Columbia, Tommy Liu, Hospital Employees' Union; Sajid Sheikh, Airline Division; Yolanda McClean, NEB Liaison; Harminder Magon, Staff Advisor.

"video presentation"

Introduction

The National Committee on Racism, Discrimination and Employment Equity (National Rainbow Committee) was established by the National Executive Board (NEB) in April 1988. The committee promotes and defends the rights of all workers of colour in our communities,

locally, nationally and internationally, and advise the NEB on issues pertaining to racism and employment equity.

The committee appreciates the ongoing support and commitment provided by our National Officers and members of the National Executive Board. We continue to receive invaluable support and assistance from CUPE staff and members who keep us at the forefront of our fight against racism.

The context for our work

There have been many gains for racialized workers in Canada over the years, but we still do not have full equality. Systemic racism, harassment and discrimination in our workplaces, union and our communities continue to be major stumbling blocks to achieving racial equality.

Canada has a long history of colonialism in its dealings with First Peoples and racialized communities. The systemic oppression faced by racialized Canadians is evident in high rates of poverty, unemployment, over-policing and incarceration. The legacy of mistreatment and abuse of First Peoples in the state-sponsored residential school system continues to have an impact today.

Racial profiling is rampant in our communities. Police shootings people of African descent in Toronto, Ferguson, New York, South Carolina and elsewhere have led to frustration and anger, marking a boiling over of racial tension that's been simmering under the surface for some time. Hiding behind the national-security agenda, Canadian officials at borders discriminate against people from the Middle East and the global South through systematic racial profiling.

Recently, there has been increased intolerance towards Muslims in Canada, as they face prejudice, suspicion and hostility, and bear the overwhelming brunt of anti-terrorism measures. Harper's new "Anti-Terrorism Act", Bill C-51 will make racial profiling and criminalization worse, providing for a range of measures that allow people to be detained based on little evidence.

The recent term of the federal government has overseen a major shift to a low-wage migration/immigration policy which seems to be specifically designed to keep racialized workers in precarious jobs. Every year thousands of racialized

women and men enter Canada with work permits under the Temporary Foreign Worker Program and the Live-In Caregiver Program. These workers lack access to basic labour standards, health and safety regulations and citizenship rights, and are pitted against other workers in Canada through a right-wing, racist “divide and conquer” strategy. As trade unionists, we must stand in solidarity with migrant workers.

Looking into the future, racialized workers will continue to become a growing part of the Canadian workforce. It is projected that by 2025, 20% of the population will be racialized and an even more significant number will inhabit our urban areas. Racist immigration policy, a low-wage labour market strategy, and non-recognition of foreign credentials will continue to be key barriers facing newcomers in securing meaningful employment. It is crucial that the labour movement prioritizes the elimination of these barriers.

Through CUPE’s membership survey, we can see what systemic discrimination in our society and economy means for our union. The survey confirms that racialized workers are less likely to hold good quality public service jobs. Only 15% of our members are racialized compared to 19% for Canada as a whole. Only 54% of CUPE’s racialized members have full-time work and they are twice more likely than the average CUPE member to have casual work. It is very likely that these precarious working conditions are a major barrier to participation in our union.

Our activities and progress

Over the 2013-2015 term of our committee, we developed and implemented a work plan based on CUPE’s 2013-2015 Strategic Directions document, the Vancouver Declaration, convention resolutions and emerging issues. The committee also worked closely with the Diversity-Vice President representing racialized members.

The following were our priorities:

Employment Equity

- Provided input to CUPE’s new human rights course, including a module on employment equity.
- Hosted a presentation on employment equity by the Director of Equality and the Managing Director of Human Resources.
- Protested Bill C-51, the *Anti-Terrorism Act*.

- Hosted a presentation by Deepan Budlakoti, a Canadian who has been unjustly threatened with deportation by the federal government, and developed recommendations for action.
- Attended a migrant workers forum to learn about issues and solidarity actions.
- Promoted discussions on the Temporary Foreign Worker and the Live-In Caregiver programs and the need to revamp these programs.

Strengthen the work of the committee

- Reached out to new activists at the National Human Rights Conference, division conventions and local and community events.
- Developed recommendations on the production of new anti-racism materials to promote our work, including the ‘Diversity Our Strength’ brochure, a new Black History Month bookmark, and other materials.
- Provided advice on the development of criteria for the new Ed Blackman Worker of Colour Award.
- Provided advice on the revision of the guidelines to Diversity Vice-President Selection Caucus at National Convention.

Human rights education

- Participated in the development of CUPE’s new human rights course.
- Hosted a presentation from the Managing Director of Union Development on CUPE’s human rights education and provided advice.
- Provided advice on the program for the National Human Rights Conference.
- Promoted human rights education at regional levels.

Equity Audits

- Hosted a presentation on CUPE’s membership survey to develop an understanding of the situation of equality-seeking members in our union and to consider the need for action.
- Promoted the need for equity audits at regional levels.

HIV/AIDS

- Received a presentation with the National Aboriginal Council on the development of CUPE’s HIV/AIDS educational materials and provided input.

- Incorporated an anti-bullying session into one of our meetings.
- Promoted anti-harassment courses for members and CUPE's new Stop Harassment guide and pamphlet.

Many of our members were able to attend CUPE's second National Human Rights Conference in Winnipeg in February 2015. The conference was a huge success and timely in addressing growing inequality, globalization, privatization and the rise of precarious work threatening the progress we've made. We were impressed with the diversity of speakers on the panels, and we were able to connect with many new racialized members at the worker of colour breakout session. In summing up this conference, Brother Charles Fleury said it best: "The more we understand each other – the stronger we are. Our differences do not make us weaker sisters and brothers. Our differences make us stronger."

A good deal of our work in the regions involves reaching out to racialized communities and their organizations. As a public sector union, CUPE's support is rooted in communities. We continue to strengthen our links and work with communities, not only through the services we provide as workers, but by connecting our work as CUPE activists to important activities in racialized communities.

Our committee members across the country play a pivotal role in commemorating days of action such as the International day for the Elimination of Racial Discrimination, Black History Month, National Aboriginal Day and Asian Heritage Month.

The following are some of our activities in the community:

- Organized Black History Month events, including BC's first ever event.
- Participated in Pride Parades, including "Don't be Afraid" with Scott Jones a victim of gay bashing in Nova Scotia.
- Planned and organized Carnivals in Toronto.
- Forged links between St. John District Labour Council and the local multicultural society.
- Took Unite for Fairness/Stand Up for Fairness Campaign training.
- Worked on establishing a scholarship to honor Brother Rocky Jones.
- Promoted HEU's work on living wages.

- Joined the OFL in supporting workers at Billy Bishop Airport to demand fair wages and benefits.
- Promoted the African Grandmother's Tribunal in Vancouver.
- Participated in PEI Celebrate Canada – Canadian Multiculturalism Day.
- Joined a rally to support migrant workers' rights with UFCW.
- Networked with migrant workers' rights advocacy groups.
- Participated in a "People's Social Forum" rally on Parliament Hill to serve notice to Stephen Harper about his replacement in 2015.
- Worked on NDP campaigns in federal, provincial and municipal elections.

Thank you and farewell

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

Finally, we wish to thank and bid farewell to all our sisters and brothers who have served on the committee in the past and we wish them all every success in their new endeavors.

REPORT OF THE NATIONAL ADVISORY COMMITTEE ON PENSIONS

The members of the committee are: Helen Fetterly, co-chair, Ontario; Bob Ripley, co-chair, Manitoba; Greg Baker, Newfoundland and Labrador; Anne Burgess, Nova Scotia; Leonard Crawford, Prince Edward Island; Roland Cormier, New Brunswick; Patrick Gloutney, Quebec; Michael Brockbank, Saskatchewan; Kim Jaedicke and Scott Cush, Alberta; Larry Bancroft and Frank Lee, British Columbia; Kelly Knox and Donisa Bernardo, Hospital Employees' Union; Tim Maguire, Local 79; Michael Hurley, NEB Liaison; Mark Janson and Kevin Skerrett, staff advisors.

"video presentation"

Introduction

The National Advisory Committee on Pensions (NACP) is pleased to present the following report to the Twenty-seventh Biennial CUPE National Convention. Since the NACP was established 26 years ago, the

committee has championed the expansion and improvement of our workplace and public pension plans, greater member education on pensions and progressive approaches to pension fund management. Adequate, secure and predictable workplace and public pensions are key parts of a middle class life that should be defended at all costs.

Serious Challenges on the Horizon

Looking forward, the NACP sees a serious retirement income problem developing in Canada. Far too many seniors, particularly single senior women, continue to live in poverty. One in three Canadian seniors still lives very close to being in poverty. These seniors are largely kept above low-income cut-off lines through federal pensions for low-income seniors. We are failing to achieve a widely-shared decent and secure standard of living in retirement. And looking forward, all of these problems are projected to get worse. Study after study shows that significant portions of future generations of Canadian seniors will not meet basic income replacement goals when they retire. Half of middle class baby boomers are projected to be facing significant drops in living standards when they retire. The picture looks even worse for subsequent generations. It's not surprising that our retirement income prospects are not looking good when we consider the broader trends: workplace pension plans continue to come under serious attack, RRSPs haven't delivered retirement security, wages are stagnant, and personal savings rates have declined while consumer debt has increased significantly. Most importantly, our small public pension system remains too modest to compensate for the fallout from these trends.

The Campaign to Expand the Canada Pension Plan (CPP)

The labour movement's campaign to expand the Canada Pension Plan continues to be the major priority for the NACP. We recognize that the real pension crisis in Canada is that six in ten Canadian workers do not have a workplace pension plan. Yet, all workers participate in the Canada Pension Plan: an efficient, sustainable, publicly-administered plan. The only flaw of the CPP is that it is not big enough. The average retiree receives just over \$600 per month from the plan. The labour movement has produced a viable, cost, affordable and effective plan for expansion of the Canada Pension Plan. Our plan calls for a doubling of CPP benefits, funded by a phased-in modest increase in CPP premiums. CPP expansion has the support of the

provinces, the public, pension experts and stakeholder groups from across the political spectrum. However, the Harper government has unilaterally ended further discussions on expansion. Harper has instead pursued private retirement options (like Pooled Registered Pension Plans "PRPPs" and Tax Free Savings Accounts "TFASAs") that provide no real security to Canadians, but provide significant profits to the financial industry. Expanding the CPP is the only solution to the impending retirement security crisis and it's clear that Harper's Conservative government is standing in the way. The Ontario government is currently pursuing an expansion of the public pension system at the provincial level with the Ontario Retirement Pension Plan (ORPP). However, the plan has serious drawbacks, most notably the fact that it is not a universal program (those with "comparable" workplace plans may be barred from joining). Whatever the outcome of the federal election this year, CUPE, the NDP, the labour movement and numerous other allies must continue this campaign until CPP is expanded.

The Need to Reverse Harper's Cuts to Old Age Security (OAS)

As we noted in our report to convention in 2013, undoing the Harper government's attack on the OAS system is a major priority for the committee. In 2012, Harper announced that the age of eligibility for Old Age Security would be increasing from 65 to 67, beginning in 2023. Harper had not campaigned on this change (he actually said he wouldn't cut pensions), nor did he consult with Canadians about it after elected. The OAS cuts were buried in Harper's infamous omnibus budget bill in 2012 and were just five pages of this 452-page affront to democracy. Experts and non-partisan watchdogs like the Parliamentary Budget Officer argued that the OAS system was perfectly sustainable *before* Harper's cuts. Losing OAS payments for two years will make retirement harder at a time when Canadians are increasingly worried about their ability to retire. The cuts will cost middle-class Canadians \$13,000 (in today's dollars) from their retirement funds. The cuts also apply to the Guaranteed Income Supplement (GIS), the modest supplemental pension only received by low-income seniors (shockingly, one in three seniors receives GIS). The GIS has been remarkably effective at keeping seniors out of poverty. If future generations of seniors lose this pension for two years, many more Canadian seniors will live in poverty. Harper has made a clear choice on pensions: cuts to OAS-GIS (which take billions of pension dollars from Canadians from programs which primarily benefit

middle class and low-income Canadians) and expansion of TFSAs (which cost the federal government billions and primarily benefit wealthy Canadians). CUPE must continue making the reversal of these cuts a major priority going forward.

Public Perception of Defined Benefit (DB) Pension Plan

Across the country, right-wing groups continue to attack “gold-plated public sector pensions,” arguing that they are drains on the economy and are “unsustainable.” These misinformed and misleading attacks are damaging to our efforts to protect DB pensions, both with our own membership and with the public. The NACP would like to highlight positive research from different jurisdictions that tells a very different story about DB pensions. These reports show that the large pools of investment capital in DB plans are actually macroeconomic goods, and are associated with positive job and GDP effects. Workers with decent workplace pensions tend to depend much less on public social and income support programs in retirement, saving the public purse money. We also discussed the basic misinformation that many in the public may believe: that a short tenure with a public employer can net a “full pension” paid for by tax dollars at age 55. The reality is that our pension plans are modest, they are earned gradually through years of work and pension contributions, and that the vast majority of a worker’s pension is paid by accumulated investment returns, instead of contribution dollars. The NACP will continue to work with CUPE and others in the labour movement to ensure that these pro-DB messages become part of the public conversation and are used to discredit the myths propagated by the right-wing. DB plans are both social and economic goods that we should proudly fight to preserve.

Provincial Attacks

The NACP has been shocked by the severity of the draconian attacks that provincial governments have levied against the workplace pension plans of CUPE members. We did not agree with the argument that target benefit (TB) pension plans should replace the defined benefit plans CUPE members have fought hard to establish and defend. TB plans do not provide the retirement security of a DB plan, as they replace an employer’s legal obligation to make good on defined benefit pension promises with non-binding pension aspirations that may or may not be met. In effect, they transfer retirement risk from employers to plan members. Shockingly, these attacks are increasingly

targeting accrued benefits – i.e. DB pension entitlements that have already been earned through past service (most notably in the misleadingly-named “Shared Risk” model in New Brunswick). Four provinces have mounted serious attacks of this nature. New Brunswick legislated a conversion of the province-wide public service plan from a DB plan to a TB plan. The NACP has previously reported that we did not agree that the NB “Shared Risk” target benefit model should be a trend-setter, but other employers and governments (like Prince Edward Island) have followed suit. The Government of Quebec passed an incredibly heavy-handed piece of legislation that essentially imposed a very narrow and employer-friendly set of pension concessions in the form of “negotiation” conditions on hundreds of supposedly standalone municipal plans. CUPE was heavily involved in a massive pushback that was organized against the legislation. Finally, Alberta attempted to force massive concessions in its province-wide plan, with the conversion to a target benefit plan buried in the small print of its proposal. After a pushback effort involving CUPE and a coalition of unions and the Alberta Federation of Labour, the government withdrew the proposed cuts, though the fight is far from over. The NACP expects these attacks to continue, particularly if the federal government moves forward with its proposal to allow retroactive conversions of defined benefit plans into target benefit plans in the federal jurisdiction. On a positive note, the NACP recognizes a positive outcome in Newfoundland and Labrador, where, with CUPE’s leadership, the province-wide defined benefit public service plan was brought out of statute and into a joint-sponsorship structure with a significant funding commitment from government, preserving the defined benefit nature of the plan.

Single-Employer Attacks on Pensions and Two-Tier Threats

The provincial-level trends are also evident in single-employer plans. Across the country, in every sector, employers are attacking DB plans. These attacks seek to reduce employer pension costs (through benefit concessions and member contribution increases) and reduce, or eliminate, employer pension risks (through the imposition of target or defined contribution plans). Often, these attacks have a stark two-tier character where employers propose that drastic pension concessions or plan conversions should be levied on new hires only. These attacks have been successful against several CUPE locals. The NACP views two-tier pension settlements as a grave threat to the next

generation of CUPE members, to the solidarity and strength of our bargaining units and to the integrity of the labour movement as a whole.

The committee was very happy about the recent victory of CUPE 2019 in Happy Valley-Goose Bay, Newfoundland. During bargaining, the employer had been pushing to close the modest DB plan for new hires only, who would be placed into a DC plan instead, and had offered significant wage increases in the hopes that members would agree to the change. CUPE 2019 stood strong, fought a month-long lockout and ultimately won when the employer withdrew the proposed pension concession. The NACP believes that we must recognize important victories like this to demonstrate to other CUPE locals that the pension fights that are coming can and should be won.

The NACP also recognizes strong CUPE pension victories in the City of Regina, and the Universities of Regina and Saskatchewan and in the TRIO municipal pension plan in Newfoundland.

Pension Funds and Privatization

CUPE National has longstanding policy against using workers' pension funds to invest in (or own outright) privatized or public-private partnership infrastructure. The NACP recognizes that the pressure to use our pension funds as vehicles for privatization will continue to mount. A developing trend threatens to significantly expand the scope of this basic problem. Recently the Quebec government has announced a policy where the Government and public employees' retirement plan (including the Quebec Pension Plan) administered by the *Caisse de dépôt et placement du Québec* would actively own and operate provincial transit projects. Both Kathleen Wynne's government in Ontario and Justin Trudeau's federal Liberals have mused about similar moves with public pension funds. The NACP sees the convergence of a number of troubling trends around this issue:

- 1) Canadian governments need to fund significant amounts of infrastructure over the coming decades,
- 2) the politics of austerity are leading governments to place misguided priority on attaining balanced budgets and avoiding debt,
- 3) the pressure to pursue P3 infrastructure continues from self-interested parties and governments wanting to hide debts "off book," and;
- 4) pension funds are huge pools of capital which many are pushing to invest in P3s.

These trends point to the very real possibility of huge waves of infrastructure privatizations over the coming decades and the committee calls on CUPE to develop resources and policy to combat this trend, to ensure that infrastructure development and renewal remains public, as it should.

REPORT OF THE NATIONAL YOUNG WORKERS' COMMITTEE

The members of the committee are: Nicole Barkhouse, co-chair, Nova Scotia; Lisa Worobec, co-chair, Saskatchewan; Colin Hipditch; Newfoundland and Labrador; Sarah Smith, Prince Edward Island; Melissa Kennedy, New Brunswick; Alex Hartung and Kristin Wagner, Manitoba; Carlo Sia and Aaron Young, British Columbia; Shayla Burke, Hospital Employees' Union; Kelly Moist, NEB Liaison; Monique Ménard-Kilrane, Staff Advisor.

"video presentation"

CUPE's National Young Workers' Committee is pleased to provide this report to National Convention. We have held four meetings since National Convention 2013. The dialogues between new and returning members on the committee has been valuable, sharing diverse ideas, perspectives and insight.

Our agendas have covered issues about CUPE as a union, the wider labour movement, the larger Canadian social justice movement and international labour and global justice. We have learned from each other and been motivated by multiple guests who have participated in our meetings.

Trends we have been discussing and exploring as a committee concern not only young workers, but also concern all workers. The privatization of public services, the increase in insecure work, cuts in the public sector, the wage stagnation matched with an increase in the cost of living, the threats to retirement security and lack of accessibility to post-secondary education and affordable child care are all symptoms of an economic and political ideology that not only affects working youth but affect us all as workers and as citizens.

This new reality puts immense pressure on unions and bargaining committees, resulting sometimes in two-tier agreements that concede our future position as a union, dividing us, and undermining our historic gains for a short-term benefit.

The young workers therefore see the importance of a strong and united movement, with members who are politically conscious and involved in the fight against the austerity and corporate agenda that hurts us all.

Members of this committee are all involved in our divisions, locals and communities in different ways. Along with our allies inside and outside the union, we are working to draw attention to these issues, make change in our unions and mobilize young workers to get involved. Some of us are facilitating workshops, organising events to make union education fun and accessible such as a “pub and learn”, promoting mentoring within our region or division, making speeches and hosting booths and caucuses at our division conventions.

We have been continuously supporting our union, our community and our fellow workers beyond the borders of Canada through engaging young members to vote, taking part in international solidarity days, continuing the journey in our own learning through union education, presenting resolutions at our division conventions and speaking up against injustices.

As a committee, we have also played a strong role in generating ideas for content for CUPE publications focused on young workers as well as in creating interactive scenarios for a future orientation video for CUPE members. The Young Workers’ Committee has also endorsed the Expand CPP campaign to increase retirement security for all.

In order to continue to grow as a union and to build strength to face the challenges related to today’s political reality, CUPE’s National Young Workers’ Committee feels that it is imperative to work at:

- Opening the door for more young people to be involved and engaged in their union.
- Looking at challenges faced by young workers as being common challenges for all.
- Showing curiosity in learning more about each other as union members through meaningful listening and being open.
- Using methods of mentoring and two way sharing to make us stronger as an intergenerational movement.
- Sharing and showing the importance of unions as a movement for working people, as a movement of resistance and healing, as a movement of celebration, participation, diversity and creativity.

- Promoting smart succession planning, adapted to new realities and new challenges.
- Allowing for space to challenge and discuss in a positive manner to find ways to move forward together to create strength.
- Increasing participation of young workers in decision making forums in order to hear a variety of perspectives at all levels of our unions.
- Connecting with young people in our unions and in our communities around elections, the importance of voting, and the strength we can have as united citizens.

CUPE’s National Young Workers’ Committee is happy to be part of creating positive change for workers and protecting public services for our communities. We look forward to continuing our involvement at the local, national and international level to build a strong movement for today and for future generations.

REPORT OF THE NATIONAL POLITICAL ACTION COMMITTEE

The members of the committee are: Marlene Hunt, co-chair, Prince Edward Island; Trevor Davies, co-chair, British Columbia; Jeanne Clarke, Newfoundland and Labrador; Serge Plourde, New Brunswick; Lisa Mason, Nova Scotia; Christine Guay; Quebec; Marc Xuereb and Colleen Costa, Ontario; Daniel Richards, Manitoba; Carla Smith, Saskatchewan; Mike Scott, Alberta; Marcel Marsolais, British Columbia; Barbara Nederpal and Ken Robinson, Hospital Employees’ Union; Michael Reed, Airline Division; Wayne Lucas, NEB Liaison; Archana Rampure, Staff Advisors.

“video presentation”

The National Political Action Committee (NPAC) was first established in 2003 and makes recommendations through the Officers to the NEB on CUPE political action. After developing a framework of CUPE political action strategies in 2011, we have been moving forward to increase political action capacity within CUPE, with a focus on the 2015 federal election. As with all CUPE committees, our committee was reconstituted after our 2013 convention.

We began work with the all-committees meeting of the new committee in April 2014. The NPAC met with senior staff from the Office of the Leader of the Official Opposition and from the CLC during the all-committees meeting. We also met with CUPE Communications to

discuss the best ways to communicate our messages to CUPE members. Since the focus of this committee's tenure for this term was to engage our members on local, provincial and federal elections in 2014 and 2015, the NPAC adopted the regional mapping carried out by the previous committee. There remains a lot of variation between regions in the degree to which CUPE members are involved and engaged with promoting the NDP, for instance. There are also variations in the levels of engagement on municipal, school board and provincial elections. But the most valuable part of the NPAC's work is continuing to share information about upcoming elections. With three labour council presidents, this NPAC has played a role in ensuring that information about local and regional issues at Federations of labour level are also shared with the entire committee.

The NPAC has tried to integrate CUPE political action initiatives with other CUPE initiatives and campaigns – NPAC members have participated in actions organized by a range of CUPE sectors: for instance, NPAC members have spoken at rallies supporting public health care and organized kitchen table conversations around the need of a national child care program. NPAC members have also been active participants in local lobbies that have been organized by CUPE or the CLC or our allies such as the Council of Canadians, the national and provincial health coalitions on issues such as retirement security, workers' rights and against privatization.

NPAC members who participated in CUPE's pilot election training course in 2012, where 12 members and staff across the country were trained to be voter contact organizers, Election Day organizers and campaign managers, have continued to be deployed into election campaigns. Most recently, staff and members CUPE trained have worked in the Ontario municipal election, the Alberta provincial election and in the federal election. At the time of the writing of this report, plans are currently under way to hold another training course in 2015.

As per the Strategic Directions adopted in 2013, our ultimate goal with this training program is to help prepare a new generation of trained union activists who will be available to work, where allowed by provincial and federal legislation, to elect worker-friendly school board trustees and worker-friendly governments municipally, provincially and federally.

CUPE NPAC members have participated in the CLC's

Election Preparedness Conferences in 2014 and in the CLC's follow-up "Time for Change" tour in 2015. Some of the CLC's conferences have been very well attended and CUPE has had a good presence at many of these events.

The NPAC's focus has to been to ensure that CUPE activists get involved in CUPE's own elections campaigns too – to that end, where possible, CUPE NPAC members have been involved with provincial elections campaigns.

With regard to the federal election, CUPE NPAC members have attended the election-themed breakfast or lunch events at CUPE Division conventions. NPAC members have also provided support to the regionally based staff election coordinators in carrying out CUPE's election plans, which involved connecting CUPE activists to key NDP campaigns in their own regions. NPAC members committed to getting CUPE members from their locals and regions out to the canvassing events that CUPE organized with local NDP campaigns.

The committee sees this work as key to its goal of increase the coordination of CUPE political action initiatives with the NDP. NPAC members have also been involved with the CUPE's election efforts in by-elections and in provincial and municipal and school board elections. Since 2013, members of the NPAC have been involved with provincial elections in British Columbia, Alberta (where Orange has become the new Blue!), Ontario, Nova Scotia and Prince Edward Island. NPAC members have also been involved in municipal and school board elections in British Columbia, Manitoba, Ontario, Quebec, Newfoundland and Labrador and Prince Edward Island and a number of by-elections at the federal and provincial levels. Working with the CLC's "Municipalities Matter" campaign, we have been a part of electing hundreds of labour-endorsed candidates at the local level.

Members of the NPAC are also active within the New Democratic Party, at both the provincial and federal levels and serve on a number of electoral district associations in various capacities. They have attended provincial NDP conventions and spoken up in support of NDP policy positions that support CUPE policy positions on issues such as health care, trade and water rights. NPAC members have also participated in virtual and on the ground actions organized by CUPE National on issues such as the expiry of the Health Accord, threats to workers' rights and to fight back against the

attacks on pension plans. They have organized events and rallies with allied organizations such as the Canadian Health Coalition and the Council of Canadians. They have lobbied, marched, protested and fought federal, provincial and local politicians on issues ranging from access to public health care, to support for murdered and missing aboriginal women and against legislation that guts bargaining rights. CUPE NPAC members have been guest speakers at community events, at locals, at Labour Council and CUPE District Council events and at rallies and demonstrations.

The NPAC has continued to work on increasing CUPE member and staff activism within the NDP; with over 630,000 members, CUPE is the largest union in Canada, and we have the capacity to make a difference within the party.

We have also been following the anti-union agenda of the federal (and provincial) Conservatives closely. We welcome CUPE's initiatives to fight back against these attacks, starting with Bill C-377 and encompassing the many other attacks on organized labour such as the passage of C-525 and the many omnibus budget bills which have attacked workers' health and safety, pensions and benefits. The NPAC has had reports on the particular attacks on CUPE's airline sector, which is regulated under the Federal Code, and therefore impacted very directly by the actions of the current federal government. We will be taking every opportunity available to support the Airline Component's 1 in 50 campaign, as well as its newly formed Political Action Committee, seeing this as another way in which to help CUPE members engage in political action.

CUPE's NPAC has continued to keep the focus on political action and member engagement throughout this term and hopes that this work will continue in 2016 and 2017, under the first NDP federal government in Canada.

RESOLUTIONS COMMITTEE REPORT

Resolution 325 submitted by Local 15 (B.C.)

CUPE NATIONAL WILL:

1. Create a campaign to educate our members on ethical purchasing and on how purchases support human rights and fair workplaces providing the living wage; and

2. Create an app that would provide access to lists of unionized worksites, factories and the hospitality services for the general public's and our members' use; and
3. Lobby the CLC to also create and keep a current and user friendly app with a list of unionized worksites, factories and hospitality services.

BECAUSE:

- In order to strengthen the labour movement members must be aware and support current unionized operations; and
- Ethical purchases help to promote healthier communities, families and people; and
- In order for union members to educate the public they must have access to the services which provide the information; and
- The CLC has a larger breadth of knowledge when it comes to unionized worksites.

(M/S committee member, committee member – Carried)

Resolution 282 submitted by CUPE Saskatchewan

CUPE NATIONAL WILL:

1. Support an educational campaign to build awareness of the ID requirements to vote and, furthermore, inspire First Nation Reserve and Non-Reserve residents to make a collective effort to vote and elect a progressive government.

BECAUSE:

- The Federal Conservative Government has made sweeping changes to Canada's election rules through Bill C-23, the so-called "Fair Elections Act" passed in May 2014, which limits Canadians' voting rights and has been widely criticized by opposition political parties, and election law experts; and
- Bill C-23 makes it much harder for aboriginal people, students, seniors and low-income Canadians to prove their right to vote by not allowing the use of a Voter Information Card to prove residency and by unnecessarily making vouching rules more strict. In so doing, Bill C-23 will prevent many thousands of Canadians from voting in the next election; and

- Bill C-23 muzzles Elections Canada and the Chief Electoral Officer, prohibiting the institution from speaking publicly about democracy or the importance of voting, and communicating with Canadians about complaints of election fraud - which, in turn, will make it more difficult for voters who have been the victim of election fraud to defend their right to vote in a fair election; and
- Conservative MPs rejected over 100 proposed amendments to the flawed Bill C-23 that would have given investigators the tools they need to crack down on electoral fraud, maintained Elections Canada's independence from government, and restored the authority of the Chief Electoral Officer to encourage all Canadians to vote; and
- The right to vote is fundamental to a democratic society, but Canadians can be deprived of this fundamental right by rules that unreasonably deny them.

(M/S committee member, committee member – Carried)

Resolution 299 submitted by the National Executive Board and Local 1004 (B.C.)

CUPE NATIONAL WILL:

1. Oppose the policy and practices of carding and racial profiling carried out by law enforcement agencies in Canada; and
2. Demand that the Mayor of Toronto, Toronto City Council and the Toronto Police Services Board immediately end the practice of carding; and
3. Strengthen relations with civil society organizations representing those at risk of racial profiling, and support their campaigns to end practices which perpetuate it; and
4. Call upon the Canadian Labour Congress (CLC) to join with civil society organizations in demanding an end to carding and racial profiling; and
5. Educate our members on racial profiling and carding and the impact of these practices on those at risk.

BECAUSE:

- Racial profiling and carding by law enforcement agencies at all levels of the state is an invasion of privacy, a form of discrimination, and a violation of Canadian human rights law; and
- These practices put racialized people, Muslims, Aboriginal people and others at a risk of unnecessary questioning, detention, harassment and violence; and
- Carding, which allows police officers to arbitrarily stop and question any person on the street at any time, has repeatedly been shown to target people of colour, especially young black men; and
- The policies and practices of racial profiling and carding contribute to a culture of fear and threaten our communities and our solidarity as workers.

(M/S committee member, committee member – Carried)

Resolution 300 submitted by the Hospital Employees' Union (B.C.), Locals 2191 (Ont.), 15 and 951 (B.C.)

CUPE NATIONAL WILL:

1. Lobby the federal government to:
 - a) Investigate and report on policies and practices of racial profiling by law enforcement agencies such as local and provincial police forces, the RCMP, CSIS, border agencies, and private security firms; and
 - b) Work with provincial and municipal governments to eliminate racial profiling policies and practices; and
2. Publicly oppose any legislation that promotes and supports these practices.

BECAUSE:

- Racial profiling puts innocent people at risk of police violence, including racialized people, Muslims, Aboriginal peoples and especially youth; and
- Racial profiling is an invasion of privacy and a form of discrimination, which violates Canadian human rights law;
- Police violence due to racial profiling is increasingly resulting in brutality and deaths; and
- Legislation such as Bill C-51, the Anti-Terrorism

Act, promotes racial profiling, human rights violations, police violence and deaths.

(M/S committee member, committee member – Carried)

Resolution 248 covering resolution 249 submitted by CUPE Metro Vancouver District Council (B.C.)

CUPE NATIONAL WILL:

1. Take a strong stand against two-tier pension conversions, where current defined benefit plans are closed to new hires, which are instead placed into defined contribution plans or target pension plans; and
2. Recognize the threat that two-tier pension plans pose not just to our locals but to the integrity of the labour movement as a whole; and
3. Stand behind locals involved in two-tier fights in whatever ways the National union can.

BECAUSE:

- Employers will continue their attacks on defined benefit pension plans and will keep pressing for two-tier conversions of their plans into defined contribution or target benefit pension plans; and
- Some CUPE locals have been successful in fighting off such attacks while others have not in recent years; and
- Defined contribution and target benefit plans cannot provide the income security that a defined benefit plan can. Plan members bear all of the risks in these plans, which is why employers are pushing for such conversions. Employers want to shift retirement risks from their books to plan members; and
- Local unions will not remain strong if their memberships are divided over such an important part of compensation. The "tier-two" members will not feel adequately represented by their Local or connected to it. Employers will be able to exploit these divisions for decades; and
- The labour movement and CUPE National have embarked on fairness campaigns that promote the idea that unions work for all workers. At the same time, the right-wing tries to promote the view that unions are self-interested. Two-tier pension arrangements that push cuts onto certain workers

while protecting others only fees into the right-wing narrative.

(M/S committee member, committee member – Carried)

Resolution 250 covering resolution 262 submitted by Local 1004 (B.C.)

CUPE NATIONAL WILL:

1. Take a strong stand against the use of public pension funds in the development, building, ownership or operation of private infrastructure; and
2. Lobby municipal, provincial and federal governments and stakeholder organizations against the use of public pension funds for privatization; and
3. Ensure that the NDP at federal and provincial levels takes a strong stand against such policies; and
4. Engage in a public awareness campaign explaining CUPE's position on this complex issue.

BECAUSE:

- CUPE National opposes the use of workplace pension plan's funds in privatization; and
- Canada's infrastructure deficit requires Canadian governments at all levels to fund significant amounts of infrastructure; and
- Self-interested parties and the financial services sector are pressuring governments to adopt P3s using deceptive methodologies and will continue to do so; and
- There is a very real possibility of huge waves of infrastructure privatizations using public pension funds over the coming decades; and
- The current government of Quebec and the Liberal parties in Ontario and federally have expressed an interest in this policy; and
- Using pension funds to invest in privatized infrastructure will ultimately result in more expensive, lower quality, less accessible infrastructure.

(M/S committee member, committee member – Carried)

Resolution 231 covering resolutions 229 and 230
submitted by CUPE Newfoundland and Labrador

CUPE NATIONAL WILL:

1. Lobby the provincial and federal governments to adopt the living wage as determined by "The Canada Living Wage Framework" as the minimum wage for communities across Canada; and
2. Working with CUPE Divisions, support Living wage campaigns across Canada, providing resources where appropriate and needed; and
3. Encourage locals and members to support living wage campaigns in their region; and
4. Work towards adopting policy of bargaining a living wage for all members

BECAUSE:

- Minimum wage is not currently a living wage. Work should lift you out of poverty, not keep you there; and
- A living wage reflects what earners in a family need to bring home, based on the actual costs of living in a specific community. It's a key solution to rising poverty rates; and
- Without living wage standards, workers and families who work for low wages face impossible choices: buy food or heat the house, feed the children or pay the rent; and
- Low-wage has negative impacts on workers and communities including poor health and higher uses of health care services; and
- A living wage would benefit the lowest paid and most precarious workers and ensure dignity of all workers which allows for full participation in family, community, work and union life.

(M/S committee member, committee member –
Carried)

WEDNESDAY, NOVEMBER 4, 2015

MORNING SESSION

REPORT OF THE SPECIAL NEB COMMITTEE
ON STRATEGIC DIRECTIONS

Discussions were held on Strategic Directions 2015-

2017, Chapter 1 "Building Workers' Power", paragraphs 9 through 16.

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

CREDENTIALS COMMITTEE REPORT

This is the third report.

From Newfoundland and Labrador: 50 delegates representing 26 local unions; 1 delegate representing 1 provincial division; for a total of 51 delegates and 8 alternates.

From Nova Scotia: 60 delegates representing 26 local unions; 1 delegate representing 1 provincial division; for a total of 61 delegates and 2 alternates.

From Prince Edward Island: 29 delegates representing 12 local unions; 1 delegate representing 1 provincial division; for a total of 30 delegates and 2 alternates.

From New Brunswick: 96 delegates representing 48 local unions; 3 delegates representing 3 councils of unions; 1 delegate representing 1 provincial division; for a total of 100 delegates and 6 alternates.

From Québec: 274 delegates representing 98 local unions; 7 delegates representing 7 councils of unions; 1 delegate representing 1 airline component; 1 delegate representing 1 provincial division; for a total of 283 delegates and 6 alternates.

From Ontario: 858 delegates representing 297 local unions; 1 delegate representing 1 council of unions; 9 delegates representing 9 district councils; 1 delegate representing 1 service division; 1 delegate representing 1 airline component; 1 delegate representing 1 provincial division; for a total of 871 delegates and 88 alternates.

From Manitoba: 85 delegates representing 32 local unions; 1 delegate representing 1 airline component; 1 delegate representing 1 provincial division; for a total of 87 delegates and 10 alternates.

From Saskatchewan: 99 delegates representing 33 local unions; 1 delegate representing 1 council of unions; 1 delegate representing 1 provincial division; for a total of 101 delegates and 5 alternates.

From Alberta and the Northwest Territories: 137

delegates representing 52 local unions; 1 delegate representing 1 district council; 1 delegate representing 1 provincial division; for a total of 139 delegates and 11 alternates.

From British Columbia: 470 delegates representing 183 local unions; 6 delegates representing 6 district councils; 1 delegate representing 1 service division; 1 delegate representing 1 provincial division; for a total of 478 delegates and 24 alternates.

At this time, there are 2,201 delegates and 162 alternates representing 807 local unions, 12 councils of unions; 16 district councils; 2 service divisions; 10 provincial divisions; 2 national officers and 5 general vice-presidents for a total of 2,208.

We also have 5 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 committee member; committee member –
Carried)

TRIBUTE TO PAUL MOIST

CHAIRPERSON CHARLES FLEURY: Good morning, sisters and brothers. I have the great honour of leading this part of the day, while we pay tribute to our brother and my friend, Paul Moist. Paul will not like this, as he does not want too much attention. Paul, we will be quick and we want you to know that it is important for us to do. As you know, Paul served CUPE for 40 years as a member, activist, national staff representative, and then as president of CUPE local 500, the municipal local in Winnipeg.

Paul became our national president 12 years ago in 2003. I started as regional vice-president at the same time that Paul started as president. Paul is a great leader to CUPE. He is seen as a great leader by the whole country and across the world. The largest unions in the world know Paul Moist and now they know CUPE.

I want to thank Paul's family, Marion, Kelly, and Scott for the many years that you shared Paul with us. Paul, we have a video for you.

“video presentation”

CHAIRPERSON PAUL MOIST: Sisters and brothers, let me thank you for your warm response and the generous reception I've received here this morning and all week.

I want to of course thank Brother Charles, Brother Barry O'Neil, Kelly, Pam Beatty, Maude Barlow, Stephen Lewis, Kim and Carlo, and all of the floor speakers. I want to, if I could, give a special thank you to Sister Pam Beatty who's watching this in Ottawa. Pam is finishing a round of chemotherapy and she's cancer free and she would be ordinarily sitting with me all week. And I want to tell you, Pam, we love you and miss you and I want to thank you for your message.

We have election results to get to and so it's time to move through this quickly. I have been blessed to have a tremendous career in our union. Forty years of membership, my 33rd year of working full time for the membership, 12 years as national president. I kind of knew, maybe I should run when the opportunity presented itself, and I know it's a good time for me to move along, and I think all people in elected life need to know when to run and they need to know when to step back for the good of their organization, and this is a good time for me, and this union is strong and will continue to be strong.

It's been a privilege to serve the members. I have visited every corner of Canada and all the continents on the planet in the course of my duties. It's been a privilege to be given the microphone so many times at your meetings, your conferences, your picket lines, your conventions. I finish my time as national president proud of CUPE's strength and its progressive culture. I'm proud that we've grown in my time as president. I'm proud that we have secured our strike fund through your hard-earned dues dollars and our management of those dollars. We are stronger now than at any time in our history.

I'm proud that our union has never shied away from entering the key debates that face our nation and face our world. And I thank you, each of you, for your activism. I especially thank the women and men not here today who founded and built our union over 50 years ago. We stand on their shoulders. I thank the staff that I've worked with over the last 40 years. A special thank you, as I did last week in Ottawa at the national office, to all the clerical staff I've worked with over the years and have provided such professional service for me. I want to thank the staff in the national president's office who, over the past dozen years, have worked so

hard each and every day and I'd like them to just stand for a moment and at the end you can recognize them. You want to put a face to these names.

Brother Dennis Burke, Sister Pam Beatty, who I just spoke of, Brother Carl Dubé, Sister Archana Rampure, my own administrative assistant, Sister Julie Veit, Sister Jo-Anne Tremblay, Sister Tammy Emond, Sister Danielle Letarte, Sister Joanne Danis, home on parental leave, Sister Ravinder Sandhu minding the shop back in Ottawa. These are incredible women and men who make the national president's office work and I thank them on your behalf.

And my working relationship, my most important working relationship since 2003, was the one I've had with two national secretary-treasurers who with whom I worked, two brothers, incredible brothers, Brother Claude Généreux and Brother Charles Fleury. Thank you for your commitment and thank you for all the work you have done for the members of CUPE. Thank you Charles and thank you Claude.

And my family. My wife Marion, my daughter Kelly, my son Scott, and my daughter-in-law, Carly. They've always been there for me to support and enable this career within our union. And the support of my extended family and two of my brothers as well, my blood brothers. I've got lots of brothers here, but two of my real brothers are here, my brother Kevin and my brother Brian. Give a wave both of you. Brian's in the back, Kevin's right there.

They've always, always supported my work and I was surprised and pleased that Kelly showed a picture up on the screen when the delegates in 2005 convention extended a warm welcome to my mom and dad, who are no longer with us, but I kind of think they're here today and I'm thinking of them today.

My fondest memories of my time as national president are about you, the membership. The province-wide strike in Newfoundland and Labrador in 2004, moose burgers on the picket line and a cow that wouldn't cooperate at one of our demonstrations. Our strike fund paid for a cow and it wouldn't walk. That same year, here in British Columbia, the Hospital Employees Union strike surrounding Bill 29, and Fred Muzin and myself, well, we went to many picket lines but I landed in BC, and I hope I have the name right, the first place we visited was a personal care home for seniors, the Louis Brier Centre. And there were all of the residents in wheelchairs and on the front lawn on a beautiful Friday evening holding signs that said "We support HEU

members." I'll never forget that as long as I live.

I'll never forget breaking my ankle at the 2005 convention. I guaranteed you guys good weather all week and then it snowed on Thursday and I broke my ankle on Friday and on Monday I joined Barry O'Neil on the K to 12 picket lines when 26,000 CUPE BC K to 12 workers backed up teachers on their picket line. I'll never forget representing our union on a very sad occasion in August 2011 with Brother Claude, Brother Barry and many others, Brother Fred Hahn was there at the state funeral for Jack Layton.

To be with over 50,000 municipal workers in Quebec last year.

I'll never forget meeting workers in Soweto in South Africa; meeting injured workers in Shenzhen, China, who had guards watching on the street because they were afraid to tell us their stories about being injured workers in a country where there's nothing other than a state boss-controlled union movement.

I remember walking the lines in small town Canada in places like Bonfield, in Biggar, Saskatchewan, in Naramata, BC.

I remember Pride Day in Toronto marching with hundreds and hundreds of CUPE Ontario, leaders and folks with over one million citizens lining the streets. In November 2010, I remember a sad occasion, flying across the country to join Brother Barry O'Neill and we drove to Tofino, British Columbia for the memorial service for two fallen paramedics who died on the job, Ivan Polivka and JoAnn Fuller. I remember the work of CUPE members making strong, caring communities. Imagine a Canada without medicare. Behind that medicare are CUPE members. Imagine Canada without public education. Behind that public education system are CUPE support workers. Imagine a Canada without essential municipal services like water. Behind that water are public employees. Behind those emergency services are CUPE members. Imagine a Canada without communities that have libraries, parks, and sporting facilities.

Our organizing, our bargaining, our servicing has made life better for 634,000 CUPE members, but the services our members provide have made life better for each and every Canadian. Our advocacy makes life better for Canadians and workers throughout the world. CUPE's leadership matters within our Canadian Labour Congress, within our global union, Public Services

International, within the political party our movement founded, the New Democratic Party. I have always believed in these bodies. Unity in our movement is critically important and unity can only emerge if our union is both, active, credible, and at the forefront within the CLC, within PSI, and within the NDP. Throughout the past dozen years, I have moved our union closer to these bodies consciously in order to strengthen our union and the broader democratic left, and I urge you to continue on this journey. There is a soul and a purpose to our social union values. We embrace Martin Luther King's wise words, that the arc of the moral universe is long, but it bends towards justice.

I take leave of my duties as national president, but my heart will always be with you, the members. Our union is strong, our vision is clear, and our dream of a better life for all workers will never die.

All the best.

ELECTION OF NATIONAL PRESIDENT

Brother Dave Coles, 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 Mark Hancock and Brother Fred Hahn were nominated. Brother Mark Hancock was elected and duly sworn in.

ELECTION OF NATIONAL SECRETARY-TREASURER

Brother Dave Coles, 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 Charles Fleury was acclaimed and duly sworn in.

WEDNESDAY, NOVEMBER 4, 2015

AFTERNOON SESSION

PRESENTATION OF THE NATIONAL LITERACY AWARD

CHAIRPERSON PAUL MOIST: The CUPE national literacy award recognizes and honours, a literacy champion who encourages CUPE members to learn, models lifelong learning by following their own learning goals,

raises awareness about literacy and clear language within our union and the workplace and, helps to build our union through literacy and clear language.

The recipient of the 2015 CUPE literacy award is brother Danny Cavanagh, regional vice-president and a member of CUPE local 734. Danny is a literacy champion, as a learner himself and an activist. He has pushed our union to make literacy a union issue throughout CUPE. As he grew as a union activist and a leader, as he continues to do to this day, he has made literacy a priority in his local, his province, and his work on the national executive board.

I think it says a lot about his commitment of how he has pushed literacy at all levels of our union. There are so many accomplishments that I could share with you, but I'll just mention a couple. He has been a local member and a local leader for 35 years. He created a workplace literacy committee in CUPE local 734. When he was president of his district labour council, he began a local weekly newspaper column and hosted a local cable TV show interviewing politicians on labour and community issues, in an understandable, clear language way as a worker. He was a founding member of CUPE's literacy working group. He attended the very first meeting and is still involved today as our national executive board liaison to our literacy working group. He is the board chairperson of Literacy Nova Scotia. Danny has been a tireless advocate for literacy and workplace education. He brings attention to it at every opportunity. His passion truly comes from the heart.

This literacy award to this CUPE literacy champion is long overdue. Congratulations Danny.

REPORT OF THE NATIONAL LITERACY WORKING GROUP

The members of the National Literacy Working Group are: Karyn Noble, co-chair, Prince Edward Island; Cindy Jessop, co-chair, Saskatchewan; Dianne A. Martin, Newfoundland and Labrador; Jim Laverie and Darlene Hynes, Nova Scotia; Parise St-Onge, New Brunswick, Andrew Dukeshire, Ontario; Philip Dembicki, Manitoba; Ruth Shymka, Alberta; Joey Lau and Sarah Bjorknas, British Columbia; Jody Berg, Hospital Employees' Union; Danny Cavanagh, NEB Liaison; Isabelle Boucher, Staff Advisor.

Literacy is the combination of skills needed to be autonomous in simple everyday life situations. It's the ability to read, write, and calculate, along with other

essential skills such as finding, understanding, memorizing, analyzing and using information in texts and documents.

Literacy skills help us to function better at work and participate more fully in our union and our communities. CUPE members who upgrade their literacy skills feel empowered and better able to achieve their goals and develop their knowledge and potential.

Sadly, in the year 2014 we saw the disappearance of all federal funding and the subsequent closure of most of the national literacy organisations that were our long time partners. We hope that by the time you read this report, elections will have brought a new life to the literacy field with a renewed federal support.

“video presentation”

Who we are

We are a group of activists and staff who are passionate about workers’ right to learn and fully participate in their union, their workplace, and their community. We believe in education and lifelong learning as ways to improve life at all levels.

What we do

- We promote literacy and clear language in our union and in our community.
- We develop tools and resources to help locals claim the right to learn.
- We develop clear language tools and resources to make our union and the workplace more accessible.
- We work with literacy organizations and other allies to put literacy on the public agenda.

Why it matters

Do some of your members make frequent errors or omissions in forms and documents? Do they have trouble following written instructions or avoid participating in meetings? Do they have trouble with technological changes or demands for certification?

Challenges related to literacy affect all segments of the population, all ages and all environments. According to the most recent international survey published in 2013 (PIAAC), half of adult Canadians have literacy levels that cause some degree of difficulty in their everyday

lives. It is a common belief that literacy-related challenges mainly involve people who are marginalized or unemployed. Actually, more than half of people with low literacy skills are employed.

CUPE locals that put literacy on their agenda have made it possible for their members to:

- build skills
- adapt to changing job requirements
- bid into better paying jobs
- develop an interest in further learning
- become more active in their union and community

Locals that negotiate upgrading programs are not only helping union members improve their skills – they are also protecting their jobs.

What we have been up to

Since the last convention, we’ve been pursuing our important work in the regions and nationally.

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

- promoting a culture of learning among all CUPE locals and at the national level;
- creating and promoting tools to raise awareness about the importance of a culture of learning;
- increasing access to learning opportunities for all members.

Learning at work

In 2014, Employment and Social Development Canada ended its funding of all national literacy organizations in Canada. As a result, most of them have been forced to close their doors. The federal government also replaced the Labour Market Agreements (LMA) with a new program – the Canada Job Fund (CJF). The LMAs transferred funds to the provinces and territories to support the training of vulnerable workers, including workers with low literacy skills. The agreement for the new six-year program was signed in July 2014, after a bitter battle with the provinces.

CUPE commissioned Brigid Hayes, an expert advisor on learning, literacy, and labour to study the ongoing implementation of the Fund in the provinces and territories. Her updated report, published in March 2015, shows that the Fund represents a step backward for Canada’s most vulnerable workers. The report showed that:

- The Canada Job Grant is far more restrictive than the Labour Market Agreements.
- The Grant's criteria, costs, eligible clients, and activities are very specific, removing any provincial/territorial discretion.
- The lack of specificity about who can be trained, and what type of training is supported, could leave out workers with low literacy skills and unemployed workers.
- It's likely that employers will take advantage of higher priced training (for supervisors and managers) in order to gain full benefit from the Canada Job Grant.
- There are few incentives for employers to support non-employees (creating opportunities for unemployed workers).

One of the biggest problems is that the Fund seems designed to cut funding to provinces who fail to meet the complex spending targets. According to local literacy organizations, fewer employers than expected took advantage of the Fund since its launch.

CUPE Learning Champions Network

The Learning Champions Network is a group of CUPE members who are learners in literacy programs. These members help to promote literacy and inspire potential learners by sharing their learning journeys. They also work with the National Literacy Working Group to make sure that learners' voices are included in the work we do.

Network members have been busy raising awareness and providing information about literacy at provincial division conventions. The Network also produced a new poster (Workplace Learning: Step by Step Toward a Brighter Future) to promote workplace learning; the poster was distributed through the May 2015 general mailing.

In 2015, two individuals were awarded CUPE's new Workplace Learning Champion Certificate for their support to Rob Snyder of CUPE 109, City of Kingston. A Learning Champions Network member, Rob Snyder managed to complete his Grade 12 while working full-time as a city bus driver.

Clear language

Clear language continues to be an important aspect of our work. We have updated the clear language

workshop and bookmark. The workshop provides hands on skills to improve union communication and to bring clear language strategies to the workplace. The bookmark is a handy reminder of clear language essentials.

Our clear language awareness work is having an impact: two provincial divisions have been re-writing their constitution in clear language.

New promotional material

- The Literacy Program now has its own Facebook page;
- The members of the Learning Champions Network can rely on PowerPoint presentations to promote literacy;
- We have updated material for the Literacy table at CUPE events (posters, contest material, fact sheets, one-pager on literacy and clear language courses, etc.);
- A new quiz challenges literacy myths and helps members learn more about the issue.

New resources

- Steward Learning Series module: Literacy awareness for stewards;
- *Transformations: Literacy and the Labour Movement, Past, Present, and Future* – a new book that documents the invaluable contribution of unions in the history of literacy in Canada.
- Learning in Solidarity.ca – a new website that brings to life the story shared in *Transformations* with an interactive timeline and a series of video clips. In these videos, workers, teachers, union members, and literacy professionals talk about their struggles and accomplishments, and why literacy training is still so important for workers, unions, and society. The website also includes a resource section that represents the most comprehensive collection of literacy resources developed by unions.

REPORT OF THE NATIONAL LIBRARY WORKERS' COMMITTEE

The members of the committee are: Dawn Lahey, co-chair, Newfoundland and Labrador; Maureen O'Reilly, co-chair, Ontario; Suzanne Nelson, Nova Scotia; Dorothy Peters, Prince Edward Island; Debra Tozer, New Brunswick; Lucie Ruest, Quebec; Janna

Munkittrick-Colton, Ontario; Joan McMahon, Manitoba; Debbie Mihial, Saskatchewan; Terrill Budd, Alberta; Karen Ranalletta, British Columbia; Judy Henley, NEB Liaison; Joseph Courtney, Staff Advisor.

“video presentation”

Introduction

The National Library Workers’ Committee (NLWC) provides advice to the National Executive Board (NEB) on how CUPE can support library workers in public libraries, special libraries, school libraries and academic libraries in colleges and universities across Canada. It monitors privatization and contracting out in the library sector and provides advice on strategies to fight back against these threats.

The committee discusses new and emerging issues in the sector including precarious work arrangements, new workplace technologies, workplace health and safety and workplace violence. Equality initiatives are also integrated into the work of the committee. The committee also provides advice on how CUPE can best support library workers by bargaining improved compensation and working conditions, organizing library workers and advocating against library closures.

Raising the profile of library workers in our communities

CUPE represents 22,000 library workers across Canada or 80% of all unionized library workers in the country. Approximately 7,000 of CUPE’s library workers are in their own local unions. The remaining 15,000 library workers are in bargaining units or are members of locals with municipal, university, college and school members. Half of CUPE’s library members work in the public library system while the other half work in libraries in schools, universities, colleges and municipalities. The vast majority of the library workforce, 85%, are women. Racialized workers account for 12% of CUPE library workers. Many workers are in part-time or casual positions.

The committee’s goal is to raise the profile of library workers within the labour movement and, more broadly, within our communities. For example, at the national level, the NLWC is working to raise the profile of the many workplace issues that affect library workers through its work with the Canadian Library Association (CLA). The CLA has branded itself as the “national voice for Canada’s library communities.” CUPE’s participation and sponsorship of the annual CLA

National Conference and Trade Show, through our information booth, for example, ensures that the voice of library workers, and of organized labour, is communicated to a national, stakeholder audience.

CUPE also hosted a panel presentation and discussion at the 2015 CLA National Conference and Trade Show in Ottawa. The theme of the session was “Library Privatization – Costs and Consequences” and was moderated by NLWC co-chairs Dawn Lahey of Newfoundland and Labrador and Maureen O’Reilly of Ontario. The guest panelists were Carrie Lynn Poole-Cotnam, treasurer for CUPE 503 at the City of Ottawa, which includes the Ottawa Public Library, and David Macdonald of the Canadian Centre for Policy Alternatives.

The panelists provided an overview of public-private partnership (P3) infrastructure development in Canada while examining recent trends, the purported benefits, and the various pitfalls. Also discussed was the potential development of the main branch of the Ottawa Public Library via a P3 arrangement. At the time of writing, the City of Ottawa was studying the feasibility of a P3 development and council had not made a final decision. The panel discussion was well received with plenty of good discussion.

Precarious Work

CUPE hosted a well-attended panel discussion on precarious work at the 2014 CLA National Conference and Trade Show in Victoria, B.C. Panelists included committee co-chairs Dawn Lahey of Newfoundland and Labrador, Maureen O’Reilly of Ontario and Marlea Clarke, assistant professor at the University of Victoria.

The rise of precarious forms of work whether part-time, temporary, casual or contract work is having a negative impact on quality public services in the library sector. Approximately 45 per cent of CUPE library workers work part-time, while the proportion of CUPE library clerks who work part-time is over 70 per cent.

The precarious nature of work means that many CUPE library workers must work more than one job to make ends meet which makes it difficult to achieve a healthy work-life balance. Precarity also negatively impacts employers’ ability to attract and retain qualified staff.

Retirement security is a significant issue for the sector. The rise in precarious employment and decrease in full-time work results in lower wages, fewer benefits and

less access to pensionable earnings all of which contribute to the real possibility of retiring into a life of poverty for library workers and their families.

Privatization

The committee continues to monitor privatization threats across Canada. Privatization takes many forms in the library sector. One of the more common threats is the contracting out of bibliographical services such as ordering, processing, cataloguing and technology. The move to self-service check out is becoming more prevalent which results in staff layoffs. Less common, but concerning nonetheless, is the threat of public-private partnerships (P3s) in the construction and renovation of library infrastructure; the most recent example being the potential P3 development for the City of Ottawa's new, main public library.

Health and Safety

Library workers are at risk of experiencing, either directly or indirectly, harassment, bullying, and verbal and physical violence; working alone exacerbates this risk. Public libraries are safe spaces for people suffering from mental illness, addictions and homelessness. Library workers are often called upon to work with at-risk and marginalized people and often have little or no formal training in conflict resolution.

In addition, library workers are sometimes unwittingly exposed to graphic internet pornography by patrons using public computers. The committee has incorporated workplace health and safety into its work-plan and is actively monitoring trends across the country.

REPORT OF THE NATIONAL POST-SECONDARY EDUCATION TASK FORCE

The members of the National Post-Secondary Education Task Force are: Leo Cheverie, co-chair, Prince Edward Island; Janice Folk-Dawson, co-chair, Ontario; Theresa Antle, Newfoundland and Labrador; Kellie Mattatall, New Brunswick; Éric Gascon and Marc Lévesque, Quebec; Brianne Goertzen, Manitoba; Bill Rafoss, Saskatchewan; Robert Wiznura, Alberta; Laurie Whyte and Michelle Waite, British Columbia; Henri Giroux, NEB Liaison; Matt McLean, Staff Advisor.

"video presentation"

The CUPE Post-Secondary Education Task Force is pleased to present this report to National Convention. We believe that under funding of post-secondary education, and the resulting tuition hikes and skyrocketing student debt, are a national crisis. Reversing these trends, and moving towards a universal access to post-secondary education, is a critical social policy issue for which our Union should advocate for the good of current and future members, and Canada at large.

The task force provides advice on how CUPE can advocate for publicly funded and delivered post-secondary education through an integrated system of public community colleges and universities. It makes recommendations on strategies to increase funding for post-secondary education, resist privatization, and engage employers in coordinated bargaining.

At the last National Convention in 2013, CUPE released the first edition of the booklet *Post-Secondary Education: Our Choices, Our Future*. Since that time, CUPE released a new revised version which reflects the post-secondary policy positions adopted at the 2013 National Convention – in particular our support for the adoption of the *Post-Secondary Education Act* and the elimination of tuition fees. Members of the task force have distributed these booklets across the country – to post-secondary locals, members at large at regional meetings and conferences, and to the public in general.

Our immediate priority has been to increase the visibility of post-secondary issues and the sector in CUPE and to strengthen our profile with other unions and allies in the sector so we can improve our effectiveness to advocate for increased funding for post-secondary education and to reduce tuition fees. In particular, the task force has taken steps to develop a working relationship with the Canadian Federation of Students (CFS), who represent over half a million students from more than 70 universities and college students' unions across Canada. Representatives of CFS have, on numerous occasions, attended meetings of the task force, and presented at the National Sector Council Conference in 2014.

We want to join students and other organizations in campaigns to pressure the federal and provincial/territorial governments to commit to public investments in the sector to achieve:

- Lower tuition fees and reduced student debt;

- Increased funding for student grants and research;
- Increased funding for the operation, building and renewal of our campus infrastructure;
- The prohibition of contracting out; and
- Improving working conditions and job security of precarious workers.

The work of the task force has revolved around developing a campaign advocating for greater funding for PSE, lower tuition fees, and the adoption of the *Post-Secondary Education Act*, coordinated bargaining, privatization fight-back, reversing the casualization of work on campus, and fighting for good pensions.

Funding

Despite overwhelming evidence that investing in PSE makes sense for Canada’s social and economic well-being, the barriers to access higher learning are greater than ever. Universities and colleges have seen the proportion of government funding plummet over the past 50 years. In the 1960’s and 1970’s 90% of university operating revenue came from government funding. Today, Canada’s public funding covers roughly 50% of the cost of university and college education. Across Organisation for Economic Co-operation and Development (OECD) states, the average is 68%.

The task force has advocated for the federal government to take a leadership role in post-secondary education and reverse this trend. This included advocating for the adoption of the *Post-Secondary Education Act* which would enshrine in law the right to post-secondary education and restore a dedicated transfer to the provinces and territories that addresses funding shortfalls and tuition fee hikes.

In response to government underfunding, PSE members in British Columbia developed a campaign called “Where’s The Funding?!?” (WTF?!?). This campaign raised awareness of the issue of chronic underfunding of colleges and universities in British Columbia. After being reported to the Task Force, the campaign has spread to Ontario – and there is interest in now making it a national campaign.

The task force took action to raise awareness about the loss of funding to our institutions and to promote the *Post-Secondary Education Act*. The committee has begun development of a toolkit to assist locals in speaking with members and the community about the Act, and to assist in lobbying elected officials.

Tuition Fees and Student Debt

As the federal and provincial governments have abdicated their responsibility to fund post-secondary education, the burden of payment has fallen heavily on students and their families in the form of increasing user fees/tuition. Between 1990 and 2014 average tuition fees across Canada have seen an inflation-adjusted increase of over 155%. In Ontario tuition has increased over 180%.

As a result of skyrocketing tuition costs, students have been taking on ever larger loans. Today, the federal government issues just over \$2.5 billion each year in new Canada Student Loans. In 2014, the average student debt is estimated to be over \$28,000 – and this does not include any private debt student’s hold.

The tuition fee issue is important for CUPE to profile because so many of our members are both workers and students and another large portion are parents of students in post-secondary education. Students and their families are struggling to find ways of covering the cost of tuition and students are left with debts that can exceed \$100,000. Access to PSE is an equality issue. Aboriginal and many racialized groups are underrepresented in post-secondary education and lack of education further worsens inequality.

Through the booklet, *Our Choice, Our Future*, articles in *Counterpoint*, and other materials developed by the task force, we have sought to raise awareness about this growing crisis, and have provided members with the tools to talk about this issue in their workplaces and their communities.

Outsourcing, Privatization and Precarious Work

In addition to creating a student debt crisis, loss of government funding has encouraged universities and colleges to contract out work that was previously done by CUPE members. Food services and janitorial services are often targets of privatization.

However, privatization has moved beyond these “traditional” areas of privatization, and has even begun to occur in student instruction. Several universities have contracted with private-for-profit colleges to offer entry programs for students. The contracting out of student education has resulted in job losses for CUPE education workers.

While we know that contracting out results in less job

security and greater casualization of work, we have begun to observe universities and colleges directly engaging in many of the same practices. We have witnessed a trend of failing to fill vacant full-time food service and janitorial positions, and an increased reliance on part-time and casual workers. There are even cases of workers being laid off, while institutions simultaneously post for casual positions in the affected areas.

The Task Force has shared information about their experience with outsourcing and ideas on how to resist outsourcing, privatization, and precarious work including member mobilization and bargaining strategies.

Pensions

Universities are one of the few sectors in CUPE where workplace pensions are directly employer sponsored. This creates many challenges and opportunities for the sector. Demands by employers for pension concessions has become all too common at PSE bargaining tables – and has resulted in various forms of job action. Members in the sector have held strong and have fought back against these attacks.

In Ontario, the government would like Universities, who each have their own plan, to move into some sort of jointly sponsored plan across the industry. CUPE has been working with other unions in the sector in studying the issue, and have been involved in dialogue with all the actors.

The task force has received presentations from CUPE Research Branch on the most recent pension attacks in our sector, and shared information and discussed strategies from across the country on how best to fight pension concessions, and to improve access to members who are currently excluded. The task force began work on a project to map PSE pension coverage in the sector, taking note of barriers to join the plans.

Bargaining

Our members have faced the austerity agenda at post-secondary bargaining tables across Canada. We are proud of the CUPE locals that have engaged in campaigns and job action to protect the public delivery of services, defend our pension plans, and improve the working and living conditions of members in precarious positions.

The task force shared information and strategies for bargaining the best collective agreements – including make use of the CUPE Collective Agreement Information System (CAIS) to help with the coordination of our bargaining demands.

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

RESOLUTIONS COMMITTEE REPORT

Resolution 275 covering resolutions 269, 271 and 272 submitted by CUPE Newfoundland and Labrador

CUPE NATIONAL WILL:

1. Register our strong opposition to Bill C-51 by writing to the Prime Minister and Cabinet outlining the very real dangers to freedom of speech, assembly, human rights and democracy posed by the Bill; and
2. Provide tools to our members, including analysis and fact sheets, and ask all CUPE chartered organizations to write to the Prime Minister and Cabinet to oppose Bill C-51; and
3. Encourage and assist all CUPE members to contact their MP and register their concern and opposition to Bill C-51 through letters; phone calls and emails; and
4. Support the New Democratic Party of Canada in its opposition to Bill C-51 by signing their petition against the Bill and collecting signatures among CUPE members and by highlighting our support for their principled position through mainstream and social media; and
5. Actively work with civil society groups who are already opposing Bill C-51 and reach out to communities and organizations that find themselves made vulnerable by this Bill; and
6. Demand that the Canadian Labour Congress (CLC) join with the civil society organizations and participate in events to demonstrate the union movement's opposition to Bill C-51; and
7. Make every effort to expose the contradiction between the stated intent of Bill C-51 and this government's undermining of public safety and the health of communities by cutting funding to public services such as policing, food inspection,

environmental protection and transportation regulation that ensure public safety.

BECAUSE:

- Bill C-51 profoundly threatens the civil liberties and democratic freedoms of all people living in Canada, including the freedom of expression, assembly, security of the person, freedom from unlawful search and freedom from arbitrary arrest; and
- Bill C-51 gives sweeping powers to CSIS to collect and share private information and to detain without due process, significantly changing the mandate of CSIS and overriding the rights of Canadians currently protected in the criminal justice system; and
- "National Security" as defined to include interference with critical infrastructure and threats to economic and financial stability, renders trade unionists and activists who engage in strike action and other forms legitimate dissent vulnerable to unjust surveillance and criminalization; and
- Bill C-51 is a systematic effort to create a culture of fear by targeting minority and marginalized communities which serves to silence legitimate dissent to government policy and threatens to undermine our solidarity as workers struggling to create a more equal society.

(M/S Committee Member, Committee Member – Carried)

Resolution 218 covering resolutions 220 and 221 submitted by the Hospital Employees' Union (B.C.), Locals 8920 (N.S.) and 2550 (Alta.)

CUPE NATIONAL WILL:

1. Lobby the Federal Government to restore and maintain core funding to literacy and essential skills programs and organizations across Canada.

BECAUSE:

- Literacy and essential skills are the foundation to improve life at home, at work and in the community; and
- CUPE supports social justice, equality and inclusion; and
- Literacy and essential skills contribute to economic growth and independence.

(M/S Committee Member, Committee Member – Carried)

Resolution 217 submitted by Local 4948 (Ont.)

CUPE NATIONAL WILL:

1. Survey all public library locals across Canada over the next two years and have them complete the index of precarious work developed by the Poverty and Employment Precarity in Southern Ontario (PEPSO); and
2. Analyze the results of this survey and determine the percentage of precarious workers in each bargaining unit; and
3. Survey all academic and school libraries as per above in the following two year period.

BECAUSE:

- As a result of the CUPE membership survey for all sectors, library workers have been identified as the largest precarious work employment sector; and
- The precarious work model has been well entrenched in the library sector, diminishing the standard employment relationship especially in the area of benefit provisions and pension accessibility and undermines the quality of life for families especially for women who have remained primary care givers and now often primary income earners; and
- The staffing data for library workers is often absent or extremely limited at the provincial level where the collection of data is usually mandated by legislation; and
- Precarious work hampers our ability to continue to provide a high level of service excellence to our patrons; and
- Precarious work prevents full participation in our unions

(M/S Committee Members, Committee Member – Carried)

Resolution 286 covering resolution 287 submitted by Locals 3433 (N.B.), 1334, (Ont.) and 951 (B.C.)

CUPE NATIONAL WILL:

1. Develop, resource and mount a comprehensive four year campaign to ensure post-secondary education is a federal election priority.

2. The campaign will:

- a) Build capacity through structured conversations and workshops with CUPE members; community and family; and
- b) Gather contact Information via a CUPE petition; and
- c) Outreach to communities and allies in the sector by organizing and joining post-secondary education coalitions; and
- d) Distribute the Post-Secondary Education: Our Choices, Our Future booklet in our communities and workplaces; and
- e) Coordinate days of action in our communities, provinces and nationally on the social value of post-secondary education; and
- f) Advocate for the adoption of a Post-Secondary Act that provides tuition fee free post-secondary education with dedicated adequate predictable multi-year funding.

BECAUSE:

- CUPE members adopted a resolution calling for the elimination of tuition fees and the adoption of a Post-Secondary Act; and
- The chronic underfunding of post-secondary has led to privatization and a greater role of corporate interests in providing support services, molding academic research and education; and
- The systemic underfunding and privatization of post-secondary education has contributed to the casualization and reduction of all aspects of the post-secondary workforce.

(M/S Committee Member, Committee Member –
Carried)

ELECTIONS OF GENERAL VICE-PRESIDENTS

Brother Dave Coles, Chief Electoral Officer, declared nominations open for the elections of the five general vice-presidents. The following members were acclaimed and duly sworn in.

*Daniel Légère, Atlantic and Maritimes
Kelly Moist, Manitoba and Saskatchewan
Fred Hahn, Ontario
Lucie Levasseur, Québec
Marle Roberts, Alberta and British Columbia*

INTRODUCTION OF GUEST SPEAKER

CHAIRPERSON PAUL MOIST: Sisters and brothers, it's my great privilege to introduce the president of our Canadian Labour Congress, Brother Hassan Yussuff, first elected May 2014. Hassan is a committed trade unionists, committed to working for fairness in the workplace in Canadian society, for retirement security for all, for good, decent paying jobs, to protect public health care, and for the creation of a national child care program.

He came to Canada from Guyana at 16 years of age. Hassan trained to become a heavy-duty truck mechanic and quickly became a union activist, when fellow workers elected him as plant chairperson after he attended just two or three union meetings. Hassan has been a Canadian auto worker and now Unifor activist, as well as a staff member in the former CAW. He was elected as executive vice-president of the Canadian Labour Congress in 1999, secretary-treasurer in 2002, and president in May 2014.

Hassan has been a very high profile leader in Canada but also respected internationally. Hassan was elected president of the Trade Union Confederation of the Americas, TUCA, in 2012 for a four-year term. In this position he heads an international labour group representing more than 50 million workers in 29 countries.

I've worked with Brother Hassan throughout my entire presidency in CUPE on the Canadian Labour Congress executive and Canadian council. Hassan worked tirelessly in the last federal election, providing inspiration and leadership to other labour leaders. He lives this 24/7, 365 a year.

Please welcome the president of our Canadian Labour Congress, our good friend, Brother Hassan Yussuff.

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

CONSTITUTION COMMITTEE REPORT

Constitutional Amendment C26 covering resolution 83 submitted by the National Executive Board

CUPE NATIONAL WILL:

1. Amend Article B.11.3 (a) to read:

“At least ten days and no more than 120 days after the complaint has been delivered or sent to the accused, the Local Union will elect a Trial Panel of 11 members in good standing and select a Trial Committee. The election will take place at the next regularly scheduled membership meeting or a properly constituted meeting of the Local Union. **If the Local Union is a Provincial Local, the election of a Trial Panel and selection of the Trial Committee can take place at a sub-unit meeting.** The Recording Secretary will deliver notice of the meeting to both the accused and the accuser or send the notice by registered mail or by e-mail.

For purposes of this Article, sub-unit can mean a sub-local, unit or Region of a Provincial Local.”

BECAUSE:

- For Provincial Locals it is quicker and more economical to elect a Trial Panel and select a Trial Committee at a meeting of the sub-unit; and
- Electronic transmission of notices is an acceptable and quick method of communication.

(M/S Committee Member, Committee Member – Carried)

Constitutional Amendment C24 submitted by the National Executive Board

CUPE NATIONAL WILL:

1. Amend Article B.11.2 (b) to read:

“The Recording Secretary will countersign the complaint and deliver a countersigned copy of the complaint or send it to the accused by registered mail **or by e-mail** within ten days of receiving it.”

BECAUSE:

- Electronic transmission of information is an acceptable and quick method of communication.

(M/S Committee Member, Committee Member – Carried)

Constitutional Amendment C27 submitted by the National Executive Board

CUPE NATIONAL WILL:

1. Amend Article B.11.4 (a) to read:

“The Trial Committee will hold a private hearing into the complaint or complaints within 60 days of being selected. The Committee will give at least 14 days’ written notice to the accuser and the accused of the time and place of the hearing. The notice will be delivered in person or sent by registered mail **or by e-mail.**”

BECAUSE:

- Electronic transmission of notices is an acceptable and quick method of communication.

(M/S Committee Member, Committee Member – Carried)

Constitutional Amendment C30 submitted by the National Executive Board

CUPE NATIONAL WILL:

1. Amend Article B.11.5 (b) to read:

(b) “The written appeal by the accused will set out:

- (i) the part or parts of the decision that are being appealed;
- (ii) the date on which the decision was reported to the accused;
- (iii) the reasons for the appeal;
- (iv) whether the accused wants a hearing or wants to make submissions in writing;
- (v) the desired location, if a hearing is requested; and
- (vi) the remedy requested by the accused.

The accused will send the appeal to the National President by registered mail or by e-mail and will send a copy of the appeal to the accuser and to the Recording Secretary of the Local Union.”

BECAUSE:

- Electronic transmission of information is an acceptable and quick method of communication.

(M/S Committee Member, Committee Member – Carried)

Constitutional Amendment C31 submitted by the National Executive Board

CUPE NATIONAL WILL:

1. Amend Article B.11.5 (e) to read:

"If the accused requests a hearing, the Appeal Panel will send notice to the accused and the accuser of the time and place of the hearing. The notice will be sent by registered mail or by e-mail at least one month before the hearing."

BECAUSE:

- Electronic transmission of notices is an acceptable and quick method of communication.

(M/S Committee Member, Committee Member – Carried)

Constitutional Amendment C15 submitted by the National Executive Board and CUPE British Columbia

CUPE NATIONAL WILL:

1. Amend Article 14.2 to read:

"Five per cent of any per capita tax will be placed in the National Defence Fund for cost-shared, national and major organizing campaigns. If the National Strike Fund falls below \$50 million, four per cent of any per capita tax will be placed in the National Defence Fund until the National Strike Fund reaches \$80 million. The National Executive Board will make regulations governing the National Defence Fund. The regulations must comply with decisions of Convention."

2. Amend Article 14.3 to read:

"Five per cent of any per capita tax will be placed in the National Strike Fund for strike benefits, campaigns to avert strikes and interest arbitration costs for Local Unions not permitted by law to strike. If the National Strike Fund falls below \$50 million, six per cent of any per capita tax will be placed in the National Strike Fund until it reaches \$80 million. The National Executive Board will make regulations governing the National Strike Fund. The regulations must comply with decisions of Convention. No loan can be made from the National Strike Fund."

BECAUSE:

- The National Strike Fund is solid and can provide support to all locals facing strikes or lock-outs.
- The National Defence Fund has seen over the last

years its budget being overspent, limiting the number of initiatives, cost-shared and other campaigns, and organizing drives CUPE can undertake to fight for its members and public services.

- A trigger will protect the National Strike Fund if falling below \$50 million by reverting back to a six per cent per capita tax until the Fund reaches \$80 million.

Notwithstanding Article 6.15 of the Constitution, this amendment will take effect January 1, 2016.

(M/S Committee Member, Committee Member – Carried)

Constitutional Amendment C33 submitted by the National Executive Board

CUPE NATIONAL WILL:

1. Amend renumbered Article B.11.5 (g) to read:

"The Appeal Panel can confirm or set aside the finding of guilt and can confirm, change or set aside any penalty or order made by the Trial Committee. The Appeal Panel will make its decision within ~~30~~ 90 days of the completion of the hearing or written submissions. The decision of the Appeal Panel is final and binding."

BECAUSE:

- The Appeal Panel comes from across the country, it is increasingly difficult to meet the current 30-day time frame to render a decision; and
- The nature of some appeals are complex with an overabundance of evidence, it is increasingly difficult to meet the current 30-day time frame to render a decision.

(M/S Committee Member, Committee Member – Carried)

Constitutional Amendment C34 submitted by the National Executive Board

CUPE NATIONAL WILL:

1. Amend Article B.11.5 (h) to read:

"If the appeal is upheld **in whole or in part**, the Local Union will pay the travel and accommodation expenses

of the accused for attending the hearing before the Appeal Panel. **Travel and accommodation will be paid at the rate outlined in the Local Union bylaws.** If the appeal is dismissed, the accused will pay their own expenses.”

BECAUSE:

- The Appeal Panel may uphold the finding of guilt but vary the penalty; and
- It is not clear at what rate travel and accommodation should be paid.

(M/S Committee Member, Committee Member – Carried)

Constitutional Amendment C28 submitted by the National Executive Board

CUPE NATIONAL WILL:

1. Amend Article B.11.4 (b) to read:

“The Trial Committee decides its own procedure **in accordance with National Guidelines.** The Committee can accept any oral or written evidence that it considers proper, so long as every member receives a fair and impartial hearing. The Trial Committee can decide any preliminary objection to the complaint and can dismiss the complaint. The Trial Committee can act with only four members, if necessary.”

BECAUSE:

- CUPE will publish a series of guidelines to assist all participants in the Trial Procedure; and
- The Trial Committee will have guidelines that will ensure the rules of natural justice are followed.

(M/S Committee Member, Committee Member – Carried)

RESOLUTIONS COMMITTEE REPORT

Resolution 52 covering resolutions 56 and 57 submitted by Locals 8920 (N.S.) and 2550 (Alta.)

CUPE NATIONAL WILL:

1. Encourage Union Development Department to include the Steward Learning Series module:

“Literacy Awareness for Steward” as one of the core component for new stewards.

BECAUSE:

- Literacy is the foundation to all learning
- Literacy impacts all the challenging work that stewards do; and
- Stewards’ awareness is key to understanding their members’ literacy issues and concerns; and
- Literacy issues can lead to health and safety concerns and inability to comply with the procedures.

(M/S Committee Member, Committee Member – Carried)

Resolution 166 submitted by Local 2329 (N.L.)

CUPE NATIONAL WILL:

1. Impress upon all provincial governments the importance of and the need to strictly enforce working alone legislation requirements.

BECAUSE:

- Employers are required to conduct risk assessments where workers work alone or in isolation; and
- Procedures are to include time intervals between checks and the procedure to follow in case the worker cannot be contacted, including provisions for emergency response; and
- Written procedure to check on the well-being of the workers must be developed in consultation with the worker, occupational health and safety committee or worker representative; and
- Employers have failed in complying to the working alone provisions of the Occupational Health and Safety Act and Regulations; and
- In many public library systems across Canada the many workers work in one-person libraries which then translates into a situation where all of their working hours are worked alone; and
- This is just another example of government bringing in improved regulations but no method of funding government offices, boards and agencies to comply with these regulations and no obvious enforcement.

(M/S Committee Member, Committee Member – Carried)

Resolution 285 submitted by CUPE Prince Edward Island, Locals 3433 (N.B.), 1334, 4207 (Ont.) and 951 (B.C.)

CUPE NATIONAL WILL:

1. Develop, resource and mount a comprehensive campaign on the precarious work in Post-Secondary Education. The campaign would include:
 - a) Collection of research data; and
 - b) Collaboration with progressive organizations such as CCPA; and
 - c) Coordination with other workers, Student Union and Unions, and
 - d) Public awareness and outreach component.

BECAUSE:

- The PSE sector has the largest number of precarious workers in CUPE and that number continues to grow; and
- The chronic systemic underfunding of the system has led to institutions managing by attrition and contracting out; and
- Workers are doing more with less and the increase of injuries is escalating; and
- Increased actualization creates stress and put undue pressure on regular full time employees.

(M/S Committee Member, Committee Member – Carried)

Emergency Resolution 802 submitted by Local 301 (Que.)

WHEREAS:

- A fiscal agreement was adopted between the Government of Quebec and the UMQ on September 23, 2015;
- The agreement announced by Minister Moreau will give the Cities the power to decree our working conditions;
- Never before has such a media balloon been floated that calls into question the social pact that was established over 51 years ago;
- Such arrogance demands that our National Union Officers and Local Unions respond in such a way that meets the expectations of our members;

- Should the bill that follows the agreement be adopted, the very notion of free collective bargaining would be jeopardized all across Canada;
- When such illegitimate attacks occur, we have the duty to close ranks because our very survival is what's at stake for everyone concerned.

BE IT RESOLVED:

1. Employ all the means and all the political influence necessary to denounce this fiscal agreement;
2. Put all the measures and means possible into place to support SCFP-Québec in its endeavours to prevent the adoption of this bill;
3. Support and assist in practical terms the Local Unions in Quebec's municipal sector that will have to fight this bill.

(M/S Committee Member, Committee Member – Carried)

THURSDAY, NOVEMBER 5, 2015

MORNING SESSION

**PRESENTATION OF THE NATIONAL
DISABILITY RIGHTS ACTIVISM AWARD**

CHAIRPERSON PAUL MOIST: It's my pleasure this morning to present the CUPE national disability activism award. This award was established in 2007 by convention delegates to recognize the achievements and activism of a CUPE member, retiree or chartered organization who's raised awareness about and advocated for disability rights in the workplace. And I couldn't be happier to announce this year's recipient right beside me, Sister Ann Ramsay from beautiful Prince Edward Island.

Sister Ann has her personal cheering section right in front of me here. She's a proud member of CUPE local 1770, was a bus driver for the Western School Board. An accident in 2009 left her with paralysis in the lower half of her body and the need for a wheelchair. For Ann, accommodation in the workplace meant retraining, changing jobs, and joining a different CUPE local in the school board. Working with her union and the employer, Ann learned a whole bunch about the importance of support from other members and staff in dealing with disability at work. She knows the value of union membership because it means not having to face all those challenges on your own.

After her life-changing accident, Ann added disability rights to her already active union volunteerism. She was a division trustee of CUPE PEI, an executive member of CUPE 1145, and in 2010, just one year after her own personal accident, Ann joined the CUPE national persons with disabilities committee. She currently serves as co-chair of our national committee. She will join her colleagues on my left after this important award. She's also a member of CUPE PEI's equality committee. As a labourer and disability rights activist with quiet strength and joyful resilience, Ann, on a daily basis, demonstrates the importance of upholding the human rights that allow workers with a disability to continue in productive employment and in trade union involvement.

She's done a number of presentations on disability rights to the CUPE PEI convention, to the division executive in PEI, and she's served as a face for a powerful poster that was a part of CUPE's solidarity of abilities campaign. She is a strong advocate for the duty to accommodate training and has helped to organize workshops in her own province on this topic. Ann has been involved in the community as a board member on the Prince Edward Island Council of People with Disabilities that promotes the full participation and inclusion of people with disabilities into PEI's society and workplaces. She was featured in a television interview on disability issues in the workplace in 2014, and that same year she received the Prince Edward Island council's access award, which honoured her mentoring and volunteer efforts on behalf of other workers with disabilities.

A very worthy recipient, this year's national award winner, disability rights activism, Sister Ann Ramsay.

REPORT OF THE PERSONS WITH DISABILITIES NATIONAL COMMITTEE

The members of the Persons with Disabilities National Working Group are: Ann Ramsay, co-chair, Prince Edward Island; Pat Shade, co-chair, British Columbia; Susan Kearsy, Newfoundland and Labrador; Michael Graham White, Nova Scotia; Abby Bourque-Coyle, New Brunswick; Jayne Warner and Joanne Dowswell, Ontario; Valerie Beel, Manitoba; Laurie Shiels, Saskatchewan; Deborah Stewart, Alberta; Deborah Fraess, Hospital Employees' Union; Stephen Drost, NEB Liaison (until June 2015) and Odette Robichaud, NEB Liaison (as of June 2015); Conni Kilfoil, Staff Advisor.

"video presentation"

Introduction

The CUPE National Persons with Disabilities Committee (NPWDC) met for the first time in November 2000, following a Canadian Labour Congress conference on workers with disabilities. The group met sporadically until May 2004, when it developed its Terms of Reference and a two-year action plan.

The committee has a mandate to promote and defend the rights of persons with disabilities and to improve their working conditions and accessibility; to promote the principles of CUPE; to raise the profile of CUPE members with disabilities through awareness-raising and educational means; and to participate politically to advance these goals.

On March 11, 2015, the National Executive Board passed a motion to change the name of the group to the National Persons with Disability Committee. Prior to this, the group had been known as the National Persons with Disabilities Working Group. Committee members believe the new name reflects the permanence of the group.

Since the very memorable 2013 CUPE National Convention, the committee has a number of new members, including new representatives from Newfoundland and Labrador, New Brunswick, Ontario, and Manitoba.

At the 2013 National Convention, the group reported on its "A Solidarity of Abilities" disability rights awareness campaign, which lasted approximately two years and involved the production of a variety of educational materials; the development of CUPE's first National nine-hour "Duty to Accommodate" course; and a variety of awareness-raising educationals and initiatives that NPWDC members spearheaded in their regions.

Regional initiatives included, for example: the BC Division, with CUPE National's assistance, created a video entitled "Ready and Able: Disability Rights and the CUPE Activist" about members' experiences with having their disabilities accommodated. In New Brunswick, CUPE staff provided "Duty to Accommodate" training to members, their employers, and activists from disability rights organizations. In Prince Edward Island, Ontario, Saskatchewan, and Manitoba, members spoke at union meetings and Conventions about disability rights.

Our work, 2013-2015

Pleased with the success of our campaign and the fact sheets, video, luggage tags, posters and presentations that resulted from it, the NPWDC has continued our activism in a variety of ways since the 2013 National Convention. Most of our activities have been focused on the following areas:

- a) advising on the development new disability-related fact sheets, similar to the four that were produced as part of the disability rights awareness campaign. These fact sheets have been used in CUPE accommodation courses, shop steward courses, at disability events, and at local unions meetings throughout Canada. They are especially timely, since CUPE workplaces are increasingly dealing with accommodations;
- b) considering ways to work with the Canadian Labour Congress and progressive organizations and governments to combat the widespread poverty and economic marginalization within the community of people with disabilities. Examples include employment initiatives and opportunities for people with disabilities, and lobbying for increases to the Canada Pension Plan (Disability) and other resources;
- c) providing advice to ensure that all CUPE conventions, conferences, and educationals are truly accessible and that disabilities and accessibility issues are incorporated into CUPE educationals as well as in their union and workplaces;
- d) working with other equity-seeking groups and committees, to achieve our common goals of accessibility, justice, equality of opportunity, and representativeness in decision-making;
- e) monitoring the progress that the federal government has made or will make to comply with its obligations under the UN Convention of the rights of people with disabilities.

Other key activities include:

Presentations on disability issues and rights

The NPWDC has benefited in the past two years from presentations on disability issues and disability rights initiatives by Sister Vicky Smallman, Human Rights Director at the Canadian Labour Congress; Nikias Vangelis from the Council of Canadians With Disabilities; Brother Bill Robb Director of the Union Development Department; Wendy Porch from the

Canadian Working Group on HIV and Rehabilitation; as well as a “Duty to Accommodate Disabilities” workshop by staff person Sister Conni Kilfoil.

Education for members, employers and community

A number of NPWDC members made presentations about disability issues to their local unions.

In addition, co-chair Brother Pat Shade arranged for “Accommodation of Disabilities” training for managers, CUPE members, faculty and human resources personnel at the University of Victoria. Co-chair Sister Ann Ramsay was involved in organizing similar training for CUPE members, employers, and the Prince Edward Island Council for the Disabled at Charlottetown, PEI.

CUPE National Human Rights Conference

Committee members Sister Ann Ramsay, Sister Jayne Warner, Sister Valerie Beel, and Sister Debbie Fraess attended the February 2015 Human Rights Conference including a visit to the new Human Rights Museum in Winnipeg, which was enjoyed by all.

Mental health education

Sister Valerie Beel, on behalf of the Committee, attended the pilot Stewart Learning Series courses about “Mental Health in the Workplace” and provided her feedback to the Union Development Department and the NPWDC.

Accessibility site audit

As has been the case since 2007, two members from the NPWDC worked with CUPE National staff to do a two-day site audit of the 2015 National Convention site. This initiative has significantly reduced complaints from members about barriers to the participation of members with disabilities etc.

UN Convention on the rights of persons with disabilities

The committee has been fortunate to have two visits from Mr. Vangelis Nikias, Program Director at the Council of Canadians with Disabilities (CCWD), who spoke about the importance of the UN Convention on the Rights of Persons with Disabilities, which poses concrete obligations on the Canadian federal government. When Canada’s First Report regarding its obligations under the Convention came out last year, the NPWDC worked with its staff person to complete a draft response to Canada’s First Report.

The committee's work in this matter was aided greatly by the relationship that we have developed with the Council of Canadians With Disabilities through Mr. Nikias, as well as by discussions held by those members that sit on the Canadian Labour Congress Disability Rights Committee.

Luggage tags

Members distributed the attractive luggage tags, with the message that "Disability Rights are Human Rights", that were part of the "A Solidarity of Abilities" campaign. When attending events, these tags have prompted conversations about CUPE's impressive role in advocating for disability rights.

Personal empowerment and political activism

The NPWDC has succeeded in the area of empowering its own members. Knowing and understanding their collective agreement rights and their human rights has spurred them into activism.

For example:

- Sister Debbie Fraess, from British Columbia who was denied the use of Disability Parking from 9:00 a.m. to 9:00 p.m. by her strata council, filed a disability-based human rights complaint that led to a successful resolution to the situation, which was deemed that there could be no time restraints put on disability parking. When, as a ferry passenger, she had been unable to leave her car because of the way the ferry was loaded, she complained to the ferry corporation, insisting that they respect her rights. The corporation not only rectified the situation, but they invited her to sit on the BC Ferries Accessibility Advisory Committee, a position she happily accepted.
- Sister Ann Ramsay, from Prince Edward Island played a pivotal role in helping to organize "Duty to Accommodate Disabilities" training for members, employers, and disability activists in her Division. She subsequently was invited to sit on the board of the Prince Edward Island Council of People with Disabilities and later, was the recipient of the Council of Canadians Disability Rights award.
- Brother Pat Shade, from British Columbia, is the Accommodation Officer at his local at the University of Victoria and works with the University of Victoria on accommodation of CUPE members with disabilities. He has also arranged for CUPE accommodation training for joint

CUPE/management groups, which has greatly benefited his local.

- Brother Mike White, from Nova Scotia, successfully lobbied a service organization to which he belongs, to create parking spaces reserved for persons with disabilities.
- Sister Susan Kearsy, from Newfoundland and Labrador, wrote a very compelling story about the symptoms of depression and her own struggle with the disability. She shared it with her local and agreed to have it posted on the CUPE National website. She has heard from members that her story has educated and touched them deeply.
- Sister Abby Bourque-Coyle, from New Brunswick, is working with the New Brunswick Equality representative on accessibility issues at her workplace.

REPORT OF THE NATIONAL HEALTH CARE ISSUES COMMITTEE

The members of the Health Care Issues Committee are: Pam Parks, co-chair, Ontario; Gordon Campbell, co-chair, Saskatchewan; Sherry Hillier, Newfoundland and Labrador; Dianne Frittenburg, Nova Scotia; Wanda Livingstone, Prince Edward Island; Wayne Brown and Norma Robinson, New Brunswick; Elyse Boivin, Quebec; Kelly O-Sullivan, Ontario; Debbie Boissonneault, Manitoba; Brenda Reid, Alberta; Chris Losito and Randall Filan, British Columbia; Jim Calvin and Jodi George, Hospital Employees' Union; Marco Lutfy, NEB Liaison (2014); Michael Hurley, NEB Liaison (2015); Heather Farrow and Govind Rao, Staff Advisors.

"video presentation"

Introduction

CUPE members deliver direct health care and support services in nearly every city and town in Canada. With more than 190,000 members in the health care sector, CUPE is Canada's largest health care union.

For 13 years, the CUPE National Health Care Issues Committee has served the National Executive Board and CUPE members by supporting campaigns for good working and caring conditions in the health care sector. The past two years have been focused on protecting, strengthening and expanding Medicare through CUPE's Health Accord campaign, working with health coalitions and other allies, and defending public health care from Brian Day's legal assault on Medicare.

Health Care Issues Committee activities

The committee has worked hard over the last two years. With the support of the National Executive Board, we held five face-to-face meetings and three conference call meetings and undertook the following activities:

Health Accord Campaign

We supported Resolution 157 (CUPE Convention 2013) which committed the union to a broad-based campaign for a strong federal role in health care and a new Health Accord. With participation from members in every province and region, and working with our national partner the Council of Canadians the campaign consisted of:

- 14 town halls and workshops in every province;
- knocking on 42,500 doors;
- distributing 103,500 leaflets;
- 59,500 direct mail and mail drops in many communities throughout the country;
- led and contributed to around 100 rallies of MP offices across Canada on the dates that marked the end of the Health Accord (March 31, 2014) and the first anniversary of its expiry (March 31, 2015);
- participating in three Canadian Health Coalition MP lobby days/weeks: December 2013, November 2014 and May 2015.

The campaign achieved these successes working hand-in-hand with provincial and service divisions, CUPE health care councils, health coalitions, and other unions.

Background

The federal-provincial health accord expired March 31, 2014. In the last year alone, Canadians have lost \$987 million in federal health funding. The Conservatives plan to cut another \$35 billion over the next nine years and let the provinces go their own way, with no national goals and no commitment to uphold even current standards. This plan will lead to 13 different health care systems, most of them privatized. Harper is already ignoring violations of the *Canada Health Act* and has refused to show any federal leadership on important issues like senior's care and Pharmacare.

Bargaining and CUPE's Health Care Sector Council

The committee heard that the top issue of concern on

the bargaining side for health care workers was workload, followed by wages and benefits. On the campaign side, the Health Accord campaign was the top priority issue.

Background

Austerity budgets are leading to cuts to health care funding and pressure to find "efficiencies." Private, for-profit corporations are targeting health care for privatization, which has a negative impact on the quality of care.

Workers are concerned about workload, stress, high injury rates, bullying and violence in the workplace. Attendance management hearings, hospital acquired infections and mandatory vaccinations were also key topics that were discussed.

Another overarching issue is that the right to strike is being limited for health care workers, which creates challenges in terms of bargaining power. Restructuring of health care regions in some provinces is creating challenges in terms of representation.

Dr. Brian Day Charter Challenge to Medicare

The HCIC has been closely monitoring the court case involving Dr. Brian Day and his Charter challenge against Medicare in the BC Supreme Court. The case is expected to be heard in November 2015. CUPE and the HCIC have been working closely with the BC Health Coalition to support the education of the public about this threat to Medicare, and together we worked with the CCPA to publish a backgrounder on the case in April 2015.

Background

For-profit clinic owner Dr. Brian Day has launched a constitutional challenge that could fundamentally change Canada's public health care system. Dr. Day wants to accomplish two things with the legal challenge:

- change laws so the publicly-funded doctors can charge whatever they want in for-profit clinics (extra billing);
- make it possible for US style private insurance companies to operate in Canada.

Health care should be providing treatment based on need, not ability to pay. Public wait times get longer as

private hospitals/clinics poach health care staff away from the public system. For more information, see <http://www.savemedicare.ca/>

Push for Pharmacare

The committee heard from a number of speakers on the need for a national Pharmacare program, including Marc-André Gagnon (Carleton University). CUPE continues to work with national allies such as the Canadian Health Coalition and the Canadian Doctors for Medicare to advocate for a universal, national, prescription drugs benefit program on the principles of the *Canada Health Act*. Such a program needs to cover all residents of Canada without user fees or other barriers to access.

Background

Canada is the only country with universal health care that does not also cover prescription drugs except for the province of Quebec which has put in place a public and universal prescription drug system. One in ten prescriptions go unfilled because residents cannot afford necessary medicines. A CCPA report by Marc-André Gagnon estimates that Canada could save \$11.7 billion in unnecessary drug costs with a national Pharmacare program.

Other activities

Additional activities undertaken by the HCIC and staff advisors include:

- Supported health coalition work to ensure that blood collection and plasma clinics remain non-profit;
- Supported the work of the Atlantic Regional Office in responding to the restructuring of provincial health authorities (Bill 1);
- Supported the celebration of Nursing Week and Health Care Aide/Personal Support Worker Day;
- Supported general work on campaign strategy and political lobbies of the federal parties on health care policies and activities;
- Participated in Canadian Health Coalition's conferences on Continuing Care (November 2013) and on Anti-Privatization (November 2014);
- Participated in CUPE and academic research projects on residential long-term care (CUPE data on beds by ownership type; ACCC national care aide

education standards; CUPE-Parklands project on continuing care privatization);

- CUPE National actively participated in an ongoing academic research project on residential long-term care (Dr. Pat Armstrong, York University, "Re-imagining Long-Term Care");
- Acted as a clearinghouse on health policy, monitoring media, journals and web sites and sharing important events and reports through email lists and social media;
- Supported media work on health care; and
- Participated and supported Council of the Federation health care events in 2014 (Charlottetown) and 2015 (St. John's).

Finally, the committee would like to thank the National Executive Board for its support for health care issues over the past two years, and the members and staff who work hard to defend working conditions in health care and protect our public health care system.

REPORT OF THE NATIONAL PINK TRIANGLE COMMITTEE

The members of the committee are: Line Blackburn, co-chair, Quebec; Gerry Lavallée, co-chair, Airline Division; Michael Biggin, Newfoundland and Labrador; Julie Van Tassell, Nova Scotia; Brenda Doucette, Prince Edward Island; Mike Connors, New Brunswick; Nancy Hanschmann, Ontario; Lorenzo Dufrane, Manitoba; Donna Smith, Saskatchewan; Michelle Montemurro, British Columbia; Karen McVeigh, Hospital Employees' Union; Deidra Roberts, Martine Stonehouse and Audrey Gauthier, Trans Representative; Victor Elkins, NEB Liaison; Wendy Johnston, Staff Advisor.

"video presentation"

Introduction

The National Pink Triangle Committee is dedicated to promoting and defending the rights and freedoms of lesbian, gay, bisexual, transgender, transsexual and intersex (LGBTTI) persons within our union, workplaces and communities in Canada and around the world. Committee members work for change in partnership with other CUPE equality committees, labour organizations, advocacy groups and activists at the regional, national and international levels.

The committee was created in 1991, taking its name from the pink triangle badge worn by men targeted as

homosexuals in the Nazi concentration camps of the Second World War. The pink triangle was reclaimed by the LGBTTI community as a symbol of struggle, survival and pride.

Every province and service division within CUPE is represented on the committee. In 2001, national convention delegates passed a resolution to add designated seats for transgender persons. Three trans representatives currently sit on the committee.

This report will provide an overview of the committee's goals and activities since the 2013 convention.

Education

LGBTTI persons in our union, workplaces and communities continue to experience discrimination, harassment and violence. We must continually renew and intensify our educational initiatives to promote respect, understanding and acceptance for LGBTTI persons. The committee has through the years advocated for more and improved training and educational resources for CUPE members, leaders and staff.

In 2013, CUPE's education staff began work on a new weeklong human rights workshop, focusing on different equity-seeking groups and issues. Two of our committee members participated in the evaluation of the workshop, providing input on the sexual orientation and gender identity module. The workshop has now been piloted in several regions and is a welcome addition to our educational tools.

The committee is also pleased to see how equality themes have been integrated into the popular Steward Learning Series introduced several years ago by CUPE's Union Development Department. Members have the opportunity to take three-hour modules on challenging homophobia, being an ally for equality and creating a harassment-free workplace as well as more traditional topics like handling grievances and dealing with management.

It is important that LGBTTI persons model diversity as member facilitators for these and other CUPE workshops. The committee encourages members from the LGBTTI community and other equity-seeking groups to contact the education staff representative in their regions to apply for member-facilitator training.

Pride events and other awareness-raising initiatives

Committee members lend their support and organizing experience to the Pride celebrations that take place in Canada from June through August each year. These range from the enormous, corporate-funded parades in cities like Vancouver, Montreal and Toronto to modest parades in small towns.

We applaud the CUPE members and elected leaders who take part in Pride events across the country. A strong CUPE contingent including our National President, Paul Moist, participated in the massive WorldPride Parade held in Toronto in late June 2014. We encourage CUPE to increase its visibility in the smaller centres with flags, banners and signage for vehicles a CUPE leaders in Pride parades.

Committee members also seize opportunities throughout the year to raise awareness on homophobia, transphobia and the alarmingly high rates of harassment, bullying and violence experienced by LGBTTI youth and adults. We organized events and circulated letters and statements on commemorative days including the Day of Pink on the second Wednesday in April, the Transgender Day of Remembrance on November 20th and May 17th, the International Day Against Homophobia and Transphobia.

Two of our trans representatives, Deidra Roberts and Martine Stonehouse, attended the Moving Trans* History Forward - Transgender Archives Symposium held in March 2014 at the University of Victoria. That institution has gathered the world's largest collection of materials documenting the struggles and achievements of transgender people. Both of our delegates recorded a short-video for The Queer Story Archives, available on the website www.onmyplanet.ca

Community outreach

Building alliances with community organizations and advocacy groups outside our union is more important than ever at a time when labour rights, human rights and social justice are under attack.

CUPE supports the educational and advocacy work of Egale, the major LGBTTI organization in English Canada. In September 2014, the committee held its fall meeting in Toronto and had the opportunity to attend the Egale Gala, a high-profile fund-raising and networking event.

Quebec's Fondation Émergence is an important force for LGBTTI awareness-raising among francophones. The foundation provides bilingual materials for the International Day Against Homophobia and Transphobia, sponsors a crisis phone line and support services.

Committee members also work with a range of advocacy and community groups in their regions, including chapters of the family support group PFLAG, the Montreal-based Conseil Québécois LGBT, Gay-Straight alliances in schools and local Rainbow Resource Centres.

Legislative and policy reform

The past two years have seen several important legislative and policy victories for trans persons in Canada, yet they still count among the most marginalized people in our society. They struggle for rights that most of us take for granted, including the ability to earn a living in safety and dignity and to have identity documents that match their lived gender. Several provinces followed the lead of Ontario, Manitoba and Nova Scotia by amending their human rights codes to provide explicit protection for transgender people. Prince Edward Island, Newfoundland and Labrador and most recently Saskatchewan added gender identity (PEI and NL also added gender expression) to the prohibited grounds for discrimination.

The federal government lags behind the provincial trend. The private members Bill C-279 that would provide protection against discrimination and hate crimes based on gender identity in the Canadian *Human Rights Act* and the Criminal Code of Canada is currently stalled in the Senate.

In Quebec, sex reassignment surgery is no longer required to change one's gender on official provincial documents. The Ontario Human Rights Tribunal had ruled in 2012 that sex reassignment surgery is not required to change gender identity on birth certificates.

Transgender health and inclusion

Transgender persons continue to face severe problems in accessing health care services and often risk their personal safety in using gender-specific washrooms and changing facilities.

In many regions across the country, the high costs of sex reassignment surgeries, hormone treatments and other procedures necessary for gender transition are not covered under public health budgets. There is still much work to be done to convince federal, provincial, and territorial governments that trans Canadians must be able to access the medical procedures necessary to align their physical being with their lived identity.

CUPE trans activist Martine Stonehouse has documented her struggles to get funding for her sex reassignment surgery in the film *Transfixed*, which had its North American premiere in May 2015 at Toronto's Inside Out LGBT Film Festival.

More CUPE Locals should be encouraged to initiate discussions with employers about creating "safer spaces" by providing gender-neutral washrooms and changing facilities.

HIV and AIDS

HIV and AIDS is a workplace issue, a human rights issue and a social justice issue. The committee has a long-standing interest in this issue. Committee members participated in the CUPE strategy meetings in 2009 and 2012 that led to the development of a much needed HIV and AIDS policy. On World AIDS Day 2014, CUPE provided financial support for awareness events organized by committee members in partnership with community HIV and AIDS groups.

We continue to monitor the situation of the HIV and AIDS epidemic and advocate for prevention and support measures. It is troubling to see new cases and the ongoing ravages of HIV and AIDs on women, LGBTTI people, Aboriginal people, workers' in the global south, migrants and sex workers.

The NPTC has identified education of our union members as a priority for CUPE. Delegates at the 2013 National Convention passed our resolution calling for the development and distribution of educational materials that address HIV and AIDS prevention, testing, access to care, treatment and support. CUPE is preparing a resource kit for members that will include information on health and safety, bargaining and action, along with a poster. We look forward to seeing these valuable resources available online and in the hands of our members by the end of 2015.

Health care and support services for elderly LGBTTI persons

The committee is promoting education and awareness on LGBTTI aging issues, especially as it relates to the quality of health care and support services. This is a concern for our aging LGBTTI members who are vulnerable to discrimination and ill treatment by staff, other residents and the public. It also affects CUPE workers who provide services in hospitals, long-term care facilities, or through home-based services and social service agencies. It is important that service providers are trained to understand the needs of LGBTTI seniors.

Promising action-research projects are ongoing in Quebec, Ontario and B.C., such as the Aging Out project supported by the Hospital Employees Union in B.C.

At our September 2014 meeting, we welcomed Dr. Line Chamberland, holder of the Research Chair on Homophobia at the Université du Québec who shared with us the results of her research on the difficulties faced by trans seniors in accessing health and social services. Dr. Chamberland has worked on education and training programs for health care and social service workers as part of the solution.

International Solidarity

LGBTTI persons in many countries experience persistent violations of their human rights and live in fear of repression, violence and imprisonment. In the lead up to the 2014 Winter Olympics in Sochi, world attention was focused on Russia's anti-gay legislation. Our committee suggested a letter be sent to Canadian and international authorities to denounce Russia's state-sponsored persecution of the LGBTTI community. CUPE National took a strong stance in solidarity with the LGBTTI community and participants in the Sochi Olympics.

CUPE National sent a delegation including several NPTC members to the 2014 WorldPride Human Rights Conference held in Toronto from June 25 to June 27. The Conference was part of a 10 day global event, the first ever WorldPride held in North America. More than 400 activists, educators, researchers and policy makers from over 50 countries gathered to share stories and research on struggles, gains and challenges facing LGBTTI communities worldwide. It was an impressive and inspiring forum where we had valuable opportunities for learning, networking and making

global connections. The conference did not, however, produce a collective declaration nor an action-oriented report. Our delegation also noted the need to do more to boost the visibility of the labour movement's contribution to LGBTTI rights.

Conclusion

The committee gratefully acknowledges the support and assistance provided by CUPE leaders and staff. We thank Brother Paul Moist, Brother Charles Fleury, the NEB members and committee Liaison, Victor Elkins. The committee also thanks Sister Daria Ivanochko, managing director, National Services, Sister Elizabeth Dandy, director, Equality Branch, staff person Wendy Johnston as well as Sisters Danielle Wright and Debbie Rebeiro, support staff at National Office.

RESOLUTIONS COMMITTEE REPORT

Resolution 112 submitted by CUPE Ontario and Local 1334 (Ont.)

CUPE NATIONAL WILL:

1. Lobby the federal government to create a National Disability Strategy in consultation with provincial and territorial governments, First Nation representatives or employers that employ workers in this sector; and
2. The purpose of the Strategy will be to create a comprehensive, unified, national approach to policy and program development to improve the lives of Canadians with a disability and their families. The Strategy shall be entitlement-based and fully-funded by the federal, provincial and territorial governments with the federal government contributing at a minimum fifty per cent of the total cost of the strategy; and
3. The strategy will focus on the priority areas for action to improve the lives of people with a disability and their families. Priority actions shall include, but not necessarily be limited to:
 - a) Inclusive and accessible communities; and
 - b) Rights protection, justice and legislation; and
 - c) Economic security; and
 - d) Personal and community support; and
 - e) Person-centered care; and
 - f) Learning and skills; and
 - g) Health and well-being.

BECAUSE:

- The current systems across Canada offer at best a patchwork of programs and services for disabled persons and their families.

(M/S committee member, committee member –
Carried)

Resolution 131 submitted by Local 4207 (Ont.)

CUPE NATIONAL WILL:

1. Make sure that part-time/part-time casual unionized workers shall receive the same level of representation, rights, and benefits in the union as full-time workers.

BECAUSE:

- Part-time workers pay union dues, but can be marginalized in the union when they are unable to participate in the democratic functions of the union. This marginalization includes, but is not limited to: their inability to vote and attend meetings; their lack of union representation; and their inability to become involved in the collective bargaining process. This creates further division between part-time and full-time workers, leading to the growth of anti-union sentiments; and
- Unions function best when all those in the union are treated equally, regardless of length of service and/or the amount of hours worked per week.

(M/S committee member, committee member –
Carried)

Resolution 188 covering resolutions 185, 186, 187 and 190 submitted by CUPE Manitoba

CUPE NATIONAL WILL:

1. Mobilize our membership to work with health coalitions, community partners and other allies to protect, strengthen and expand Medicare; and
2. Promote our vision of universal, publicly funded, publicly administered and publicly delivered health care; and

3. Promote public hospitals as hubs for community health care, which provide more and better access to hospital beds and a range of services; and
4. Help build and coordinate national action to expand public health care; and
5. Campaign for federal leadership in health care and a new Health Accord that includes:
 - a) Stable and sufficient federal funding, including at minimum the 6% escalator; and
 - b) A national continuing care program, covering long term care facilities, home and community care; with minimum staffing levels and phasing out of for profit delivery of services; and
 - c) A national publicly funded and operated, comprehensive Pharmacare program.

BECAUSE:

- The best health outcomes for all residents of Canada are achieved through a publicly funded, administered and delivered health care system; and
- CUPE should continue to build on our reputation as Canada's health care union and a leader in the defense of public health care.

(M/S committee member, committee member –
Carried)

Resolution 192 submitted by CUPE Manitoba

CUPE NATIONAL WILL:

1. Encourage the Canadian Labour Congress and other long term care advocates to create a National Long-Term Care Strategy; and
2. Lobby the federal government to develop a National Long-term Care Strategy that focuses on establishing national and optimal staffing ratios, addressing staffing shortages and staff retention, providing stable funding transfers, and implementing a national tracking system on violent and dangerous incident statistics.

BECAUSE:

- The government of Canada should partner with the provinces, territories, and municipal

governments as appropriate, in the development and expansion of long-term care services across the country to provide a more effective and efficient allocation of resources.

(M/S committee member, committee member – Carried)

**ELECTIONS OF REGIONAL VICE-PRESIDENTS,
DIVERSITY VICE-PRESIDENTS AND NATIONAL
TRUSTEE**

Brother Dave Coles, 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
Michael McNeil

New Brunswick
Odette Robichaud

Prince Edward Island
Lori MacKay

Québec
Benoit Bouchard and Denis Bolduc

Ontario
Candace Rennick and Michael Hurley

Northern Ontario
Henri Giroux

Manitoba
Mike Davidson

Saskatchewan
Judy Henley

Alberta
David Graham

British Columbia
Paul Faoro and Victor Elkins

Brother Dave Coles next opened nominations for the positions of diversity vice-presidents. Sister Yolanda McClean and Sister Gloria Lepine were elected and duly

sworn in.

Brother Dave Coles next opened nominations for the position of national trustee in accordance with Article 11.1 of the CUPE Constitution. Sister Karen Ranalletta was elected for a six-year term

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

Discussions were held on the third part of Strategic Directions 2015-2017, chapter 1, paragraphs 17 through 32.

(M/S – Y. McLean, W. Lucas)
(Referred back to the committee)

THURSDAY, NOVEMBER 5, 2015

AFTERNOON SESSION

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

CHAIRPERSON PAUL MOIST: It's my great privilege again, as I've done for 12 years, to award our national health and safety award. I want to note a number of nominees for this award who were not selected but are tremendous health and safety activists and I've been asked to just give their name and province: Brother Yves Carbonneau from Quebec, Kelly Walker from Ontario, Gervais Pelletier from Quebec, Jean McGee from Nova Scotia. I want to congratulate all of these nominees. All of them are worthy activists and they may well be nominated in the future.

But the winner this year is from the beautiful province of Saskatchewan, Sister Pearl Blommaert. I know Pearl very well from all my years of visiting Saskatchewan. Pearl has been working on health and safety issues as an activist for over 25 years. She's worked at all levels of health and safety, the system in CUPE. She sat as co-chair of the CUPE Saskatchewan occupational health and safety committee, and the national health and safety committee. Pearl has also facilitated too many workshops to even count at the provincial and the national level. In the early 1990s Pearl was an instrumental leader in forcing her employer in the health care system and the entire province of Saskatchewan to adopt violence prevention policies and legislation. It came from CUPE and it came from Sister Pearl pushing. This was unheard of anywhere else in the Canadian health and safety law.

**REPORT OF THE NATIONAL
HEALTH AND SAFETY COMMITTEE**

And since this time, since the early nineties, when we broke through first in Saskatchewan, all provinces, except for one, have adopted similar legislation. Through her work in the nineties and in the 2000s, Pearl has influenced health and safety provisions in provincial collective agreements and regulations around prevention, musculoskeletal injury prevention, rules for working alone, shift work, and psychological harassment, which was another first in Canadian occupational health and safety law.

Pearl is the first woman ever to win CUPE's health and safety award. From the health and safety activist that she's mentioned, I know she won't be the last. So, delegates, please join me in welcoming a great sister, a great activist, a great health and safety activist, Sister Pearl Blommaert.

INTRODUCTION OF GUEST SPEAKER

CHAIRPERSON PAUL MOIST: I'm very pleased to introduce Naomi Klein, an award-winning journalist, syndicated columnist and author of international best sellers, beginning with the latest, "This Changes Everything: Capitalism Vs the Climate," and "No Logo" in 2000, "The Shock Doctrine: The Rise of Disaster Capitalism" in 2007.

She is a columnist for the Nation magazine and The Guardian newspaper and is a contributing editor at Harpers magazine. She is a Puffin Foundation writing fellow at the Nation Institute and is on the board of directors for 350.org, the global grassroots movement to solve the climate crisis.

Her critically acclaimed new and latest book, "This Changes Everything: Capitalism vs the Climate" was the 2014 winner of the Hilary Westin's writer trust prize for non-fiction. It has been named to multiple bestseller lists in 2014, including the New York Times 100 notable books worldwide of 2014, an instant New York Times and international best seller.

"This Changes Everything" has been translated into over 25 languages. The documentary inspired by the book produced by Naomi's partner, Avi, premiered at the Toronto International Film Festival this past September and now is in release worldwide.

Please, a warm, warm, CUPE welcome for our friend and sister, Naomi Klein.

Following Sister Naomi Klein's address, Brother Paul Moist thanked her and presented her with a gift.

The members of the committee are: Don Postar, co-chair, Ontario; Dolores Douglas, co-chair, Saskatchewan; Michael Murphy, Newfoundland and Labrador; Kathy Dauphney, Nova Scotia; Jason Woodbury, Prince Edward Island; Minerva Porelle, New Brunswick; Kelly Walker, Ontario; Brad Carnduffr and Tom Nicholls, Ontario, Local 1000, Power Workers Union (Ontario); Walter Gretschman, Manitoba; Mark Langlois and Jaycynth Millante, Alberta; Dal Benning, British Columbia; John Fraser and Shelly Bridge, Hospital Employees' Union; Julianne Vondrejs, Airline Division; Don Monroe, NEB Liaison; Troy Winters, Staff Advisor.

« video presentation »

The National Health and Safety Committee is pleased to present the following report to the Twenty-seventh Biennial CUPE National Convention. Since the 2013 convention, the committee continues to monitor and defend the occupational health and safety rights of CUPE members.

Our focus continues to be 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 three times since the last convention in April 2014, October 2014, and May 2015. During this period, the committee has undertaken a wide range of activities including:

- Promoting health and safety as a top priority at all levels of the union.
- Providing input to the new Health and Safety Learning Series.
- Supporting April 28th, the Day of Mourning activities, nationally and internationally.
- Assisting with the promotion, selection 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 11 CUPE

members were killed as the result of their work at the time this report was prepared. We mourn the loss of:

- Billy (William) Mallock, Local 4848, New Brunswick
- Richard Davidson, Local 116, British Columbia
- Manuel Jupista, Local 389, British Columbia
- Brian Goble, Local 1004, British Columbia
- Dellis Partridge, Local 4946, Alberta
- John Macleod, Local 1867, Nova Scotia
- Alain Bissonnette, Local 503, Ontario
- Harl Hawley, Local 30, Alberta
- Nilo Sanchez, Local 59, Saskatchewan
- Venancio Perez, Local 1483, Ontario
- Stephen Penny, Local 30, Alberta

Each fatality must remind us that prevention of workplace illnesses and injuries together with strong government enforcement and swift and severe punishments for employers are the keys to stopping the death toll in our workplaces.

National committee activities in the past two years

The following is a broader description of the activities that the National Health and Safety Committee participated in this year.

Day of Mourning – April 28th

This year marked 31st year anniversary since CUPE's National Health and Safety Committee first proposed the National Day of Mourning for workers killed or injured as a result of workplace causes. It was CUPE's National Health and Safety Committee who first recommended the creation of a remembrance day for workers killed or injured on-the-job in 1984. The Day was proclaimed by then CUPE National President Jeff Rose at a Health and Safety Conference in early 1985, and in the same year, the Canadian Labour Congress and affiliated unions quickly adopted the day across Canada. 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 28th bookmarks, a Workers' Statement, posters and activity checklists – which are distributed to all locals through general mailings.

Violence prevention kit

The National Health and Safety Committee, has helped advised the Health and Safety Branch as they update the Violence Prevention Kit. The committee has reviewed the new guidelines and helped suggest additional items to help broaden the kits scope.

Health and Safety Learning Series

The National Health and Safety Committee, has helped advised the Health and Safety Branch and Union Development Department in the development of the new health and safety learning series courses. It is hoped that this new style of health and safety courses will increase the number of members who learn about the basics of health and safety, and encourage them to seek out additional learning and training opportunities.

National Health and Safety Award

Since the creation of the National Health and Safety Award in 1992, the National Health and Safety Committee has selected and recommended each award winner. Over the past two years, the committee has redesigned the award from to ensure greater fairness amongst nominees. The winner is selected by a subcommittee of the whole. We offer our sincerest congratulations to this year's worthy recipient.

Conclusion

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. The committee remains confident that our union will to continue to play a leading role in occupational health and safety in CUPE and within the labour movement.

More than ever, the past two years have demonstrated that the fight for healthy and safe workplaces and decent working conditions is not over. Employer and right wing government attacks continue, and are increasing. 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.

REPORT OF THE NATIONAL ENVIRONMENT COMMITTEE

The members of the committee are: Carmel Forde, co-

chair, Nova Scotia; Carolyn Unsworth, co-chair, Hospital Employees' Union; Lisa MacDonald, Newfoundland and Labrador; Donna Gormley, Prince Edward Island; Gary Burris, New Brunswick; Sylvie Moreau and Bob Walker, Ontario; Kyle Lucyk, Manitoba; Donna Krawetz, Saskatchewan; Derek Benson, Alberta; Ken Evans and David Wieler, British Columbia; Carina Ebnoether, Airline Division; Don Monroe, NEB Liaison; Matthew Firth, Staff Advisor.

"video presentation"

Introduction

CUPE's National Environment Committee provides advice and recommendations for action on environmental issues to CUPE members. Since the last national convention, the committee has focused its work on outreach following the adoption of CUPE's environmental policy, climate change, green/climate jobs, greening the workplace, Earth Day and other environmental days, greening CUPE, promoting environmental awareness, and building alliances. The committee has continued to meet and communicate regularly, often using CUPE's videoconferencing capacity. The following report to the Twenty-seventh Biennial CUPE National Convention outlines our activities.

Committee activities in the past two years

Environmental policy

The committee played a leading role in forming CUPE's first national environmental policy, entitled *Working Harmoniously on the Earth*. Since that policy was adopted in March 2013, the committee has used it as a foundation for further environmental work. The policy calls on CUPE to act on climate change. The committee has helped create a new outreach tool for members on climate change called "Starting to Talk: CUPE Climate Change Conversations" that engages members on the issue to spur workplace and community action. The policy has also been used as a stepping stone to greening initiatives within CUPE at both the day-to-day level and at CUPE events, such as conventions. CUPE's environmental policy calls for strong action on climate change and more public renewable energy among its central tenets. CUPE has called on Canadian political leaders to step up our country's climate change efforts. For example, when Canada's provincial premiers met in Quebec City in April 2015, CUPE urged those leaders to push the federal government to act to cut greenhouse

gas emissions that cause climate change. CUPE's environmental policy has also become a model within the labour movement in particular, helping to show how trade unions can be instrumental in pressing for progressive environmental solutions.

Climate Change

The committee has responded to climate change in many ways. Principally, the committee has helped develop a new climate change outreach tool entitled "Starting to Talk: CUPE Climate Change Conversations." This tool is centred on a short, interactive visual presentation that covers the basics of the issue, such as the current science, why workers should care and how climate change is affecting Canadian communities today. "Starting to Talk" encourages CUPE members to share their stories about the environmental changes they have witnessed and experienced where they live. From this grounding point, CUPE members are urged to consider actions to slow climate change and to further open up dialogue on this critical workers' issue.

The presentation/outreach tool is designed to be nimble and can be used at gatherings of just about any size. To date, it has been presented to some national committees and at some CUPE division conventions.

The committee also closely monitored and reported on international climate change negotiations at the last two United Nations Conference of the Parties (COP) meetings on climate change in Warsaw, Poland (COP19, December 2013) and Lima, Peru (COP20, December 2014).

The committee helped put in place various initiatives to green national convention, with the chief step being a full carbon offsetting program for 2013 National Convention that resulted in that convention being carbon neutral.

Green Jobs

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

CUPE has helped organize and has participated in GEN community outreach roundtable events in Winnipeg, Edmonton, Hamilton and Charlottetown that have brought community, labour and environmental activists together to explore local green/climate job opportunities. In some cases, community-based chapters of GEN have been set up as a result.

Greening the Workplace

The committee has encouraged CUPE locals and all workplaces to make changes that reduce the harmful environmental impact of our work. The committee has contributed to a new initiative entitled Adapting Canadian Work and Workplaces (ACW) based out of York University. This endeavour creates model workplace environmental action plans for Canadian workers and has used many of CUPE's established green workplace steps as the foundation for broader programs across various Canadian workplaces. ACW also aims to measure the effectiveness of green workplace programs and may partner with CUPE workplaces to assess and quantify how green steps cut greenhouse gas emissions and reduce the environmental impact of work practices.

The committee continues to promote its green workplace tools. For example, several hundred CUPE workplaces have used CUPE's workplace environmental auditing tool to measure their workplace's progress. Numerous CUPE workplaces have also set up workplace environmental committees.

Earth Day and other environmental Days

The committee has continued to promote environmental action by focussing on Earth Day and other environmental days that draw awareness to environmental issues. The committee changed its Earth Day materials for 2014 and 2015. A Green Workplace contest was established to promote worker environmentalism. The first winner – CUPE Local 402 – won as a result of participating in a local environmental festival where CUPE members demonstrated how public sector work can have environmental benefits.

The committee has also highlighted actions CUPE members and others can take to reduce our environmental impact on Clean Air Day, Buy Nothing Day, Car Free Day, Bottled Water Free Day, and during Earth Hour. The committee has recognized that these days help draw attention to environmental issues, while at the same time the committee has promoted

positive environmental change in workplaces and communities throughout the year.

Greening CUPE

The committee has continued to improve the environmental performance of committee business by holding meetings by videoconference. This practice drastically reduces the environmental impact of committee meetings, by, for example, cutting carbon emissions caused by travel roughly in half.

The committee was also instrumental in making changes to CUPE national convention to reduce its environmental impact. 2013 National Convention was the second carbon neutral event for CUPE, thanks to an offsetting program recommended by the National Environment Committee. The committee also encouraged other green steps at convention, such as a full auditing of carbon emissions, promoting green transportation options for delegates, reducing paper and other materials leading to less waste and energy consumption at convention, and promoting public tap water. The committee also helped establish CUPE's first green stewards program that was put in place at 2013 National Convention.

Promoting environmental awareness

The committee used communication tools to promote environmental awareness, such as the environment section of cupe.ca. A CUPE Environment Network Facebook group shares information using social media. A new CUPE environment electronic newsletter was set up in 2014.

CUPE environmental activists also took part in civil society events, such as Earth Day rallies and the "Act on Climate" demonstration in Quebec City in April 2014, where dozens of CUPE activists joined with environmental, Aboriginal, social justice and other labour activists to lobby Canadian premiers to take decisive action on climate change.

Building Alliances

The committee has continued to work with allies within labour and with environmental and social justice groups to strengthen actions taken on environmental issues. Some committee members sit on the Canadian Labour Congress Environment Committee. The committee also works with the International Trade Union Confederation, Green Economy Network,

Climate Action Network – Canada (CAN – Canada), and others. The committee was represented in October 2014 at a CAN – Canada meeting with NDP leader Thomas Mulcair to strategize for leadership on climate change at the federal level.

Conclusion

The Environment Committee’s work is vital to CUPE, the Canadian labour movement and society more broadly as it helps situate workers’ roles and strengths in the struggle to confront the climate crisis and move toward a more sustainable and equitable low-carbon future. CUPE must play a leading role advocating for action on climate change, environmental protection, green/climate jobs and sustainability. The National Environment Committee will work to embed environmental awareness and action into all elements of our union. Its new climate outreach tool, for example, will help bring climate change to the centre of workers’ concerns and help ensure that CUPE members are part of the solution to the environmental crisis.

In the past two years, some committee members have moved on from the National Environment Committee. We thank them for their work and dedication: Debra Nichol, Newfoundland and Labrador; Doug Elford, British Columbia; Rob Coelho, Ontario; Denis Petitclerc, Quebec; Denis Brun, New Brunswick; Serge Plourde, New Brunswick (alternate); Victor Elkins, NEB Liaison.

REPORT OF THE NATIONAL ABORIGINAL COUNCIL

The members of the Council are: Shirley Langan, co-chair, Manitoba; Dale Whitford, co-chair, British Columbia; Linda Holwell-Tibbo, Newfoundland and Labrador; Diane Obed, Nova Scotia; Doris Naso, New Brunswick; Daniel Blacksmith and Laurence Poulin, Quebec; Joanne Webb and Frederick Loft, Ontario; Roger Procyk, Manitoba; Heather Acoose and David Miller, Saskatchewan; Deborah Morin, Alberta; Leanne Toderian, British Columbia; Joanne Foote and Martin McKenzie, Hospital Employees’ Union; Brian Barron, NEB Liaison; Gloria Lepine, Alternate Diversity Vice-President; Audrey Barr and Don Moran, Staff advisors.

“video presentation”

The National Aboriginal Council (NAC) was established in Winnipeg at the 2005 CUPE National Convention. The Council’s composition reflects Aboriginal traditions of governance to ensure gender parity, elder advice, indigenous selection processes and consensus

decision-making. NAC recognizes late Elder John Shingoose who opened our inaugural meeting held in Saskatoon in 2006, Sister Minnie Denis who assisted us during convention and Elder Thomas Louttit who continues to guide our proceedings.

Tansi

While we’ve achieved much over our 10-year existence, we’ve also had to spend energy battling the newest choices made by federal and provincial governments. The growing concentration of corporate power under capitalism has been accompanied by continuous attacks on the working class and indigenous communities worldwide. Studies show that austerity is hurting public and social services that have given equality seeking groups a chance to find paid work, independence and a chance at equality. Austerity is increasing inequality.

Mandate

The Council’s mandate is to promote and defend the rights of Indigenous Peoples in our union and communities, locally, nationally and internationally.

The Council is made up of elected Aboriginal individuals from regions who have established councils – indigenous people electing their own representation.

At the beginning of our 2013-2015 mandate, we developed a strategic plan. Aside from our face-to-face meetings, we kept in touch through email, Facebook and teleconferences between meetings.

Indigenous Children – Truth and Reconciliation Commission (TRC) and the Child Welfare System

For our 2013-2015 term, NAC members prioritized work on developing understanding and supporting activism on the legacy of abuse suffered by indigenous children under Canada’s assimilationist policies.

As part of the outcomes of the *Indian Residential Schools Settlement Agreement*, the TRC was formed on July 1, 2009, and the federal government made an apology to Aboriginal Peoples for the suffering and abuse borne by Aboriginal children and their families. The commission issued a summary of its final report on June 2, 2015, after five years of recording testimony across Canada of the survivors of the residential school system.

The Canadian residential school system was implemented as part of government policy in collusion with Christian churches from the 1870s until 1996. Approximately 150,000 Aboriginal children went through the residential school system, and by the time the last school closed in 1996, at least 3,000 Aboriginal children had died in the system.

As a continuation of the horrible treatment of Aboriginal children, the Sixties Scoop between 1960 and the late 1980s saw the forced removal of approximately 20,000 Aboriginal children from their families who were fostered or adopted out, predominantly to non-Aboriginal families. These forced removals led to their loss of cultural identity, contact with their natural families, and access to medical histories. Status Aboriginal children also lost their status in the process.

A third and cruel initiative that involves Aboriginal children is the Millennium Scoop (late 80s – today), where more than 14,000 Aboriginal children are currently “wards of the state” – representing almost half of all Canadian children in foster care. Cindy Blackstock of the First Nations Child and Family Caring Society quotes “There are three times as many Aboriginal children in child welfare care today than were in residential schools at their peak.”

To support this work, NAC members:

- Promoted the TRC’s final report summary and closing events over social media.
- Attended the Indigenous Adoptee Gathering in 2014. This event was an opportunity for Indigenous people, many of whom grew up separated from their families of origin and culture, to come together in a supportive setting.
- Held a session at our fall 2014 meeting to expand our knowledge on the scoop children and have developed resolutions and strategies around the issue.

Enough is Enough Campaign

In partnership with the Assembly of First Nations and the Safe Drinking Water Foundation (SDWF), CUPE launched an *Enough is Enough* campaign intended to draw attention to concerns surrounding First Nations water. In consultation with the AFN, CUPE financially supported the provision of Safe Drinking Water Testing Kits to Aboriginal schools across Canada. NAC members promoted the campaign at provincial conventions, AFN and Metis Assemblies.

Networking and coalition-building

CUPE has made much headway in developing relationships with Aboriginal organizations. We are frequently invited to events not only as observers but also as speakers. It is vital that our union continue to strive to meet with the leadership from indigenous organizations. With stronger relationships and drawing from their expertise, CUPE has been effective in taking action on indigenous issues. As our national strategic plan points out, we must support vulnerable groups in our society to achieve our goals for all – decent pay, dignity, respect, equality, safe workplaces, a healthy environment, and excellent public services. CUPE must focus resources to increase our membership support, increase understanding and build alliances and support amongst indigenous communities for unions.

NAC members were very active in building relationships with Aboriginal organizations. The committee:

- Helped to organize and attended the Saskatchewan Canoe trip honouring the Metis Back to Batoche days.
- Organized tables at the Metis Back to Batoche days in Saskatchewan.
- Attended and organized display tables at the Manitoba and Saskatchewan Metis Federation Annual General Assemblies.
- Attended the Sundance ceremony on Henvey Inlet First Nation in Ontario.
- Assisted in promoting and attended Terrie’s Healing Fund fundraiser for children of missing and murdered Aboriginal women.
- Attended the FemNorthNet (FNN) to discuss strategies to achieve social justice and sustainability in northern communities.
- Promoted and attended the Assembly of First Nations General Assembly in Nova Scotia and Montreal and the Special Chiefs Assembly in Winnipeg. Organized tables at these assemblies.
- Provided input into the ongoing work of the CLC related indigenous issues.

Environment

Many Indigenous people define their relationship as belonging to the land, and they see themselves as one element of a fully integrated environment. We need to continue to pressure the federal government on the impact of mining, forestry, hydro decisions, climate

change, fracking, pipelines, fishing, water and many others on the environment and the need to protect traditional lands from exploitation. CUPE must continue efforts to partner with communities and other organizations with expertise on issues related to the environment – land, air and sea.

To support this work, NAC members:

- Hosted a presentation from the Alternate DVP on a KAIROS-led delegation to the Philippines to assess the impact of Canadian mining on indigenous peoples.
- Promoted and raised awareness through social media on indigenous struggles against governments and corporations against the environmental devastation of lands, including Grassy Narrows First Nation, Barrière Lake First Nation, Treaty 8 land in BC, and others.
- Held a session at our spring 2015 meeting to expand our knowledge on CUPE's environmental work and provide advice.
- Hosted a speaker at our spring 2015 meeting on proposed BC dam on Treaty 8 lands on Peace River, and drafted a resolution for National Convention on the issue.

Aboriginal Veterans Day/National Aboriginal Day

We must participate in activities commemorating June 21st National Aboriginal Day. This is an opportunity to become better acquainted with the art, agriculture, games, medicines, and other unique aspects of Indigenous cultures. Aboriginal Veterans Day, on November 8th, honours the participation of Aboriginal peoples in war efforts. Aboriginal veterans who served in World War II experienced discrimination by the federal government on their return home.

NAC members:

- Participated in June 21st and November 8th events across Canada.
- Organized display tables at various events promoting these days.

Justice

Studies and reports across the country confirm that Aboriginal peoples experience disproportionately high rates of crime and victimization and are over-represented in the justice system. The costs of justice continue to spiral upwards.

NAC members:

- Worked on the Leonard Peltier campaign through social media and attendance at the LP annual vigils held annually in February in Toronto.
- Promoted awareness about the human rights complaint put forward by Cindy Blackstock's First Nations Child and Family Caring Society (FNFCFS) and the Assembly of First Nations, by distributing bookmarks and other campaign material. The complaint alleges that Canada has failed to provide equitable and culturally appropriate child welfare services to First Nations children on reserves and that this amounts to discrimination on the basis of race and ethnic origin.
- Participated on FNFCFS advisory committee to help guide the integrity and growth of the "I am a witness," "Jordan's Principle" and "Shannen's Dream" movements. For more information on these movements, please see the FNFCFS website at <http://www.fnfcfsociety.com/>.

Aboriginal Awareness Training

Equality and anti-racism training is an integral part of CUPE educational programs. CUPE has an Aboriginal awareness course that helps to promote understanding and dispel myths and stereotypes about Aboriginal people. It is important that this training is offered at all schools and promoted to ensure that it is not cancelled for lack of enrollment.

NAC members:

- Hosted a presentation by Union Development at our spring 2014 meeting and provided input into the Aboriginal awareness course.
- Delivered the course as member facilitators in several provinces.

Workforce Partnership Agreements

Partnership agreements promote a workforce which is representative of the Indigenous community. Work needs to be focussed on partnership agreements to overcome under-representation in our workplaces and unions.

- NAC members developed a resolution development of partnership agreements that calls for the 2015 National Convention.

HIV/AIDS

Council members have been involved nationally and internationally on the issue of HIV and AIDS. This is an important issue for us, partly because there is such a high rate of HIV and AIDS among Aboriginal communities.

NAC members:

- Held many sessions to learn about CUPE's HIV/AIDS policy and provide advice on the development of educational materials.
- Supported the work of the Stephen Lewis Foundation (SLF) in Africa.
- Provided advice on CUPE's attendance at the Canadian Aboriginal Aids Networks Annual General Assembly and hosted a report about the Assembly.
- Participated in the All Nations Hope Society walk.

Violence against Aboriginal women and girls

We have supported the Native Women's Association of Canada's Sisters in Spirit vigils every October 4th and the Families of Sisters in Spirit (FSIS) October event. In 2015, CUPE Ontario began a postcard campaign calling for a national public inquiry on the issue of missing and murdered Aboriginal women and girls.

NAC members:

- Helped organize and promote CUPE Ontario's postcard campaign.
- Provided advice on working with the many organizations calling for an inquiry into missing and murdered Aboriginal women and girls, including the Native Women's Association of Canada, Women of the Métis Nation /Métis National Council, The Assembly of First Nations, Inuit Tapiriit Kanatami, Pauktuutit Inuit Women of Canada and the Congress of Aboriginal Peoples.
- Promoted the work of the Canadian Feminist Alliance for International Action (FAFIA) in their goal of building public support for systemic change in Canadian governments and police responses to violence against Aboriginal women and girls.
- Participated in a Healing Camp for missing and murdered indigenous women and girls in B.C. and held a session on the review of the camp in 2014.
- Provided opportunities for members to participate in the Native Women's Association faceless dolls projects.

Idle No More

Idle No More continues to promote systemic change for Aboriginal peoples through events across Canada and social media. Throughout this past term of the Council, members:

- Provided advice on a joint statement with various NGO's in support of the movement, which CUPE became a signatory too.
- Provided advice on CUPE's support for the "First Voices! First Women Speak!" Teach-in focused on a direct connection between violence against the earth and violence against women and supported the Defenders of the Land.
- Contributed to the IDLENOMORE electronic newsletter through social media.

Political action

NAC members were active in campaigns to elect progressive candidates in elections at all levels.

NAC members:

- Assisted in pulling the vote and encouraging individuals to run in municipal, provincial, school board and federal elections.

We all should remember the significant human rights struggles that Indigenous Peoples have faced and continue to face today. This struggle is shaped by the ongoing legacy of colonialism, including the impact of the residential school system, the two scoop periods, the persistent violation of treaty rights, and the environmental devastation of indigenous lands and waters. The growing list of missing and murdered Aboriginal women and girls, and the lack of justice for their families, is a major human rights crisis for Canada today.

The National Aboriginal Council thanks the National Officers, the National Executive Board, the National Staff and the members at National Convention who have gifted us with a clear analysis of the challenges we face and the opportunities for action.

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

RESOLUTIONS COMMITTEE REPORT

Resolution 40 submitted by Local 4828 (Sask.)

CUPE NATIONAL WILL:

1. Encourage affiliates to include Gender Identity and Gender Expression protections when negotiating non-discrimination language in their Collective Bargaining Agreements.

BECAUSE:

- Gender identity and Gender Expression are not protected under many Provincial Human Rights Codes across the country; and
- Bill C-279 ("An Act to amend the Canadian Human Rights Act and the Criminal Code - gender identity") is still stalled at the National level, having been introduced in 2011; and
- CUPE members' health and safety is at risk through potential violence in the workplace or in their everyday lives; and
- CUPE members are negatively affected by discrimination based on their gender identity and expression; and
- Having the right to gender identity and expression included in contracts will give needed protection to CUPE members.

(M/S committee member, committee member –
Carried)

Resolution 211 covering resolution 212 submitted by Local 4828 (Sask.)

CUPE NATIONAL WILL:

1. Lobby the federal, provincial and territorial departments of health and social services to promote awareness and education on LGBTTI aging issues for frontline care and support services workers.

BECAUSE:

- LGBTTI seniors living in care facilities or receiving home-based services are extremely vulnerable to discrimination and mistreatment by staff, residents and public; and
- Workers providing senior care in hospitals, long-term care facilities and home support/home care

services should have education on LGBTTI aging issues; and

- Education is essential to raise awareness of the challenges facing LGBTI seniors and to encourage acceptance and respect; and
- Increased awareness will help build empathy and protect the personal autonomy and physical safety of LGBTTI seniors, which is a fundamental human right.

(M/S committee member, committee member –
Carried)

Resolution 118 submitted by the Hospital Employees' Union (B.C.), Locals 3912 (N.S.) and 4980 (Sask.)

CUPE NATIONAL WILL:

1. Help promote, distribute and support the presentation of the National Environment Committee's PowerPoint presentation called Starting to Talk: CUPE Climate Change Conversations.

BECAUSE:

- CUPE has an environmental policy that calls on our union to take action on climate change.

(M/S committee member, committee member –
Carried)

Resolution 119 submitted by Locals 3912 (N.S.) and 4980 (Sask.)

CUPE NATIONAL WILL:

1. Develop a strategy for Provinces, Divisions, Councils and Locals to lobby municipal and provincial governments on issues with the most significant environmental impact within their jurisdictions, i.e., energy, transportation and environmentally friendly buildings.

BECAUSE:

- Municipal and provincial action on environmental issues, such as climate change, can greatly improve the health of the natural environment and help create a sustainable, prosperous and equitable society.

(M/S committee member, committee member –
Carried)

Resolution 144 covers resolutions 147, 150, 151 and 152 submitted by Local 1979 (Ont.)

CUPE NATIONAL WILL:

1. Provide resources for a campaign to raise the issue of mental health in the workplace. This campaign will provide education toolkits and will include specialized mental health issues for each sector. It will support members to be able to recognize and understand mental health issues, and offer the necessary tools to deal with mental health issues in the workplace.

BECAUSE:

- Mental health issues are becoming very much a part of the workplace, with members suffering without understanding why and often not being able to recognize signs and symptoms, both in themselves and their sisters and brothers. Members are suffering in silence, and this has to end.

(M/S committee member, committee member – Carried)

Resolution 145 submitted by Local 79 (Ont.)

CUPE NATIONAL WILL:

1. Promote awareness to all sectors/jurisdictions of workplace violence legislation in their province and lobby their government for better legislation; and
2. Encourage all CUPE Divisions to work with members to contact elected officials at all levels of government for greater ramifications of those employers in violation of "Violence Prevention Legislation"; and
3. Encourage all CUPE Divisions to promote awareness of member's rights with respect to workplace violence and encourage all Divisions to educate all members about their responsibilities to report all incidents of violence in the workplace; and
4. Encourage all CUPE Divisions to help develop a standard assessing workplace risk assessments provided by the employers.

BECAUSE:

- With this knowledge and action our Joint Health and Safety Committees (JHSC's) can help reduce the frequency and severity of workplace violence; and
- Effects of workplace violence are felt by many, the victims, their families, employees who witness the violence, the person accused of the violence, and the organization; and
- Acts of violence in the workplace continue to cause unhealthy workplace environments. Not all provinces have good legislation addressing violence in the workplace. Too many employees are avoiding their responsibilities under the various health and safety acts and consequences for employers with injured workers due to violence are too few.

(M/S committee member, committee member – Carried)

Resolution 2 submitted by the National Executive Board

CUPE NATIONAL WILL:

1. Affirm CUPE's commitment to reconciliation between Indigenous and non-Indigenous peoples in Canada; and
2. Call upon governments in Canada to implement the recommendations of the Truth and Reconciliation Commission in consultation with Indigenous Peoples; and
3. Educate our members on the residential school system and the attempted cultural genocide of Indigenous Peoples in Canada; and
4. Support Indigenous organizations and grassroots activism in efforts to promote healing and reconciliation; and
5. Encourage the CLC and other labour bodies to do the same.

BECAUSE:

- The residential school system was a central part of the federal government's policy of cultural genocide and Indigenous Peoples continue to suffer because of it; and

- The Truth and Reconciliation Commission has made comprehensive recommendations to address the devastating legacy of the residential school system and the need for reconciliation; and
- Government actions are required to promote education about the residential school system across Canada; to increase funding for Indigenous education and health and social services; to transform child welfare services for Indigenous children and families; and to ensure cultural sensitivity and increased control by Indigenous families and communities; and
- All governments in Canada should ensure the international human rights of Indigenous Peoples and Indigenous treaty rights, language rights and self-governance.

(M/S committee member, committee member –
Carried)

Resolution 11 covers resolution 24 submitted by Locals 3550 (Alta.) and 951 (B.C.)

CUPE NATIONAL WILL:

1. Reaffirm its commitment to the Indigenous community through updating CUPE National's "2007 Native People and Aboriginal Rights" policy paper by editing the title to "2015 Indigenous Peoples Rights Policy Paper".

CUPE supports the principle of such demands for self-government for Indigenous Peoples and accordingly calls on the Federal/Provincial/Municipal government to:

1. Recognize and respect the rights of Indigenous Peoples as guaranteed by the United Nations internationally covenants on the political, economic, social and cultural rights of humanity; and
2. Engage in accelerated and comprehensive negotiations on outstanding 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 the law of Indigenous communities with regard to no development on lands without the approval of the appropriate Indigenous communities involved. This includes sites such as

Grassy Narrows, Barriere Lake, Shoal Lake, Site C and many other communities; and

4. Respect all treaty obligations with Indigenous Peoples on the same basis as any other treaties or all indigenous inherent rights; and
5. Entrench in the constitution the Indigenous right of local self-government as the community sees fit; and
6. Ensure that all Indigenous Peoples have fair access to the process and to the financial resources required to negotiate such agreements; and
7. Respect the rights of Indigenous communities to retain their tradition of customary self-government to run their affairs and for the federal government to cease and desist in its imposition of an Indian Act system of band council elections; and
8. Guarantee indigenous language and cultural rights.

BECAUSE:

- This original policy paper known as PS-87 entitled "Native People and Aboriginal Rights" was approved at the 1987 National Convention; and
- This 1987 Convention policy paper entitled "Native People and Aboriginal Rights:" was further amended by Resolution 10 at the 2007 National Convention; and
- This update is grammatical in nature except for number 3 which is an expansion on known sites of detrimental incidences to the indigenous communities.

(M/S committee member, committee member –
Carried)

Resolution 301 submitted by Local 1764 (Ont.)

CUPE NATIONAL WILL:

1. Eliminate the waiting period for strike pay and provide strike pay paid from the first day of the strike.

BECAUSE:

- In today's more challenging economic times CUPE Members will need to stand up to protect their public services including strike action; and

- CUPE Members need to be able to support their families while on strike and also deserve dignity and respect while striking or being locked out to protect wages, benefits, job security and defend public services; and
- The waiting is a deterrent to members not to vote for strike action; and
- The current waiting period currently exempts those on rotating strikes to benefit from any strike pay.

(M/S committee member, committee member –
Defeated)

INTRODUCTION OF GUEST SPEAKER

CHAIRPERSON PAUL MOIST: Sisters and brothers, Mohamed Fahmy is an Egyptian-born Canadian journalist and a former political prisoner. In December 2013, while working as the Al Jazeera English international bureau chief in Egypt, he was arrested with two other journalists for allegedly falsifying the news and belonging to or assisting in the banned Muslim Brotherhood. He was pardoned in September 2015, allowed to return to Canada.

CUPE and many others sent letters to the government of Canada, calling on the Harper government to exert pressure on the Egyptian government to release Fahmy. This is about freedom of the press and human rights. Since his release, Mohamed Fahmy has been vocal about his disappointment in the Harper government and his tremendous appreciation for trade unions such as CUPE.

This is a magical moment. Please join me in welcoming Mohamed Fahmy, home to Canada, home to CUPE.

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

FRIDAY, NOVEMBER 6, 2015

MORNING SESSION

PRESENTATION OF THE COMMUNICATIONS AWARD

CHAIRPERSON PAUL MOIST: Union solidarity depends on good communication, a point made at the microphones yesterday and today. Informed members make powerful locals. That's why the work of all of our communicators in your locals is so important. At every convention we take a minute, to recognize some excellent work out of locals, provincial divisions, and

other chartered bodies of CUPE with our CUPE communication awards.

This year the award categories were narrowed down to just five: Best overall content, best campaign, best use of social media, best photo, and best story. And we've asked the winners to join us on stage and they get a certificate. For a complete list of the winners and the honourable mentions, there was so many candidates, locals, you can visit our national website, cupe.ca.

- Best overall content, local 429, City of Montréal.
- Best local union campaign, local 500, City of Winnipeg for their anti-privatization campaign.
- Best use of social media, local 79, City of Toronto.
- Best story, Hospital Employees' Union in British Columbia for the article "In Harm's Way" from the magazine The Guardian.
- Photo of the year, local 4628, le Centre Jeunesse de Montréal.

And if I could, for all of the local union newsletter editors and communicators and website people, thank you for all your efforts to put our union in a positive light at the local level.

INTRODUCTION OF GUEST SPEAKER

CHAIRPERSON PAUL MOIST: It's with great pride I introduce a fellow Manitoban and a resident of the city where I live, the Honourable Justice Murray Sinclair. He was appointed chair of the Truth and Reconciliation Commission of Canada, which looks at those affected by the Indian residential school system. In June of 2009 he received his appointment.

He was Manitoba's first aboriginal judge, the second aboriginal judge in Canada. He was appointed associate chief judge of the provincial court of Manitoba in March 1988 and to the Court of Queen's Bench in Manitoba in January 2001, and a co-commissioner, along with the Court of Queen's Bench Associate Chief Justice Alvin Hamilton of Manitoba's aboriginal justice inquiry.

In 2000 Justice Sinclair completed the report on the pediatric cardiac surgery inquest into the deaths of 12 children in the pediatric surgery program in Winnipeg's Health Sciences Centre in 1994.

He was awarded a national aboriginal achievement award, in addition to many other community service awards, as well as nine honorary degrees for the work in the field of aboriginal justice.

On October the 8th, at the Canadian Museum for Human Rights, I watched Justice Sinclair receive another award and speak to a crowd of about 300 who were on the edge of their chairs listening to his report on his work over a five-year period. Justice Sinclair has chaired the critically important Truth and Reconciliation Commission of Canada, debated on this floor yesterday, resolutions from our union.

Please join me in a warm CUPE welcome for a great hero and a great Canadian, Justice Murray Sinclair.

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

REPORT OF THE SPECIAL NEB COMMITTEE ON STRATEGIC DIRECTIONS

Strategic Directions 2015-2017

Chapter 1 Building Workers' Power

Liberal Majority Government

On October 19th Canadians sent a clear message: Stephen Harper's regressive decade of divisive, anti-democratic politics is over. Harper's agenda was ruthless: painful cuts to public services and programs that all Canadians depend on, paired with massive tax breaks for the richest individuals and most profitable corporations. Canadians have spoken and Harper's agenda has been soundly rejected.

Sadly, many Canadians believe that the Liberals are a "progressive" party like the NDP. They will be disappointed when they are faced with the Liberals' fiscal conservatism and alliance with big corporations.

Under a Liberal government, we will not see a universal drug benefit or comprehensive seniors' care programs. We will not see a new federal minimum wage at \$15 per hour. The Conservatives surveillance legislation, Bill C-51, will survive. The Trans Pacific Partnership (TPP) trade agreement will be implemented. More good jobs will be lost.

The Liberals made some promises that could benefit all working Canadians and CUPE will keep the pressure on the new government to carry through on those promises. They have signaled support for enhancements to the Canada Pension Plan, more grants for students in post-secondary education and reductions in green-house gas emissions. They have promised to develop a new national early learning and child care framework in collaboration with provinces, territories and Indigenous communities. They committed to a new chapter in federal-provincial relationships which could lead to the speedy negotiation of a new health accord. We will press the Liberals to keep their promise to reinstate the tax credit for contributions made to labour-sponsored funds and to scrap changes to EI.

But the truth is that no Liberal government has lived up to such campaign promises in the past without immense amounts of pressure from civil society. CUPE will stand shoulder to shoulder with our partners in social movements to ensure that we hold the Liberals to their promises.

CUPE will represent our members' interests and the interests of all workers with the Liberal government at every opportunity. We will work to ensure that new transit and social housing is public infrastructure, that support for child care goes into creating high-quality affordable child care spaces and that health care is publicly delivered. We will pressure the Liberals to repeal the Conservatives' anti-union legislation. We will keep pushing on the inquiry into missing and murdered Aboriginal women and girls and for implementation of the recommendations of the Truth and Reconciliation Commission. And we will not be silenced by undemocratic bills like C-51.

This election makes it obvious that it is past time to reform Canada's electoral system. First-past-the-post delivers lopsided majority governments. In this election, just under 40% of voters marked their ballots for the Liberals, but that party got 55% of the seats in the House of Commons. The NDP received 20% of the votes, but only hold 12% of the seats. The Liberals have made a commitment to reform the electoral process. CUPE and all Canadians have an interest in making sure we have the most representative form of proportional representation in place for the 2019 federal election.

The stronger CUPE, the Canadian Labour Congress and our community allies are, the more likely we can keep the Liberals from acting just like the Conservatives.

CUPE's 2015-2017 Strategic Directions are:

- Building our union's strength through:
 - Organizing
 - Building bargaining strength
 - Building strong and inclusive locals
- Taking political action, by building social movements and working to elect NDP governments that support our issues
- Protecting the planet
- Fighting for global justice

Context

As it was when CUPE members gathered in Quebec City two years ago, and in Vancouver two years before that, these are difficult times for working people in Canada. Together, corporations and their allies in government have sustained a vigorous and often successful campaign to erode workers' rights, benefits, pensions and union protection. We increasingly see government suppression of dissent and militancy. Corporations are relentless in their efforts in Canada and around the globe to drive down workers' wages, and to gain control over – and profit from – public services.

These same corporations erode the welfare state, our collective interests, and the common good with their unceasing pressure for lower taxes in the pursuit of higher corporate profits. The push for lower taxes leads to austerity budgets; and to privatization of public services such as utilities, health care, and education. This pressure to minimize taxes and maximize profits leads to growing economic inequality.

The attacks workers are facing in Canada are part of a global pattern. While oppression of workers is growing, global capital is facing fewer and fewer restrictions and controls. Workers from around the world, forced to flee wars, undemocratic regimes, environmental disasters, and economies built on oppression, create a pool of labour forced into the lowest-paid and most precarious jobs in developed economies.

International trade agreements focused solely on increasing corporate profits are enabling the marketization, deregulation and privatization of public services – our jobs. Short-term profit motives are taking the world to the verge of climate disaster that will destroy all of our economies.

Working people are fighting back.

We have just been through a Canadian federal election. The results clearly show that ordinary working people want progressive change. We know, as workers, that our well-being is linked with that of workers in Greece, Asia, the Middle East, elsewhere around the globe, all of whom are battling rising inequality and austerity.

For progressive change to occur, workers have to be organized in a strong and progressive labour movement, locally, nationally and globally.

CUPE's response must be militant, forceful and sustained. We are in this for the long game. The labour movement must continue to put forward a vision of a just and equal society – a society that benefits the 99% and is built on collective values and solutions. We are proud to be trade unionists fighting for good jobs; living wages; safe, decent working conditions; benefits; and adequate pensions for all. We are fighting to expand public services so everyone has access to good child care, health care, and education, and can retire in dignity.

We have to bring our analysis and our strength to the defining struggle of our times: fighting to preserve the planet for our children and their children. The same forces trying to keep working people down are the powers that have brought us to the verge of climate disaster. Fighting for working people now and in the future is deeply interconnected with fighting to protect our planet from the disastrous effects of climate change.

There is no radically new direction or simple solution for working people to achieve our goals. We have to work hard to build our movement, forge new alliances, and strengthen social movements. And we must be prepared to fight through parliamentary and non-parliamentary actions.

CUPE's strength is in our members and in our social unionism values that motivate us to engage in struggles beyond our workplaces, organizing for broad-based social and economic justice.

How do we mount a broad coalition for positive change?

Building our union strength

- 1) Our strategy starts with strengthening our own union.

This starts with protecting CUPE members from contracting out, privatization of our work, restructuring, reducing public services, attacking the integrity of bargaining unit work and raiding.

- 2) We will organize more workers, focusing first on increasing protection for workers who are precariously employed.

We will:

- a) Develop an organizing strategy for precarious workers, to build strong and sustainable bargaining units.
- b) Organize wall-to-wall within workplaces, to bring precarious workers into the scope of our collective agreements and strengthen our bargaining power in our workplaces. CUPE will identify collective agreements that exclude part-time, temporary, casual and other precarious employees from the scope of the bargaining unit. We will develop strategies for bringing these workers into the bargaining unit.
- c) Strengthen the negotiating power of existing bargaining units by identifying strategic organizing targets in sectors and regions.
- d) Develop a protocol to connect organizing to a strategy and commitment to a first collective agreement which raises the floor for these new members by strengthening their rights, and winning better wages and benefits.
- e) Increase the resources dedicated to organizing.
- f) Develop material for each of our sectors that demonstrates the “CUPE and union advantage,” to be used in organizing.
- g) Ensure that member organizers reflect the diversity of the workers we seek to organize.
- h) CUPE National will bring a comprehensive national organizing plan to the 2017 national convention for debate. This plan will include local, sector, regional and national targets for organizing and regular reports on progress. Organizing plans will provide support for regions undergoing government-mandated restructuring and attacks such as the Quebec social services and health sector.
- i) Develop pan-Canadian strategies and action plans for organizing and bargaining with private multi-national employers in sectors such as long-term care.

- j) Make organizing a key theme of our second CUPE National Sector Conference in October 2016.

- 3) CUPE is proud to back up our members and all workers in their efforts to have decent wages, benefits and working conditions.
- 4) We will continue to support our members in their goal of good, safe jobs with good wages, benefits and a pension. Our target for the lowest wage rate for CUPE members by the end of 2017 is \$19/hour. The NEB and the regions will develop a comprehensive and strategic plan to support achieving this target.
- 5) Our diversity is our strength and we will continue to build on this foundation. Precariously employed workers and CUPE members are disproportionately women, young workers, workers with disabilities, racialized workers and those who are newcomers to Canada. We will build our power by being even more inclusive. We will analyze our own structures, policies and procedures for the ways in which they encourage and discourage participation, representation and opportunities for equity-seeking members.
- 6) We will negotiate collective agreements that are strong and inclusive by:
 - a) Expanding our collective agreement scope clauses to include precarious workers – temporary, part-time, and casual – where they do not.
 - b) Focusing our bargaining on improving wages and working conditions for precarious members, and expanding benefits and pension coverage in our collective agreements to cover precarious workers.
 - c) Encouraging bargaining committees and pension trustees to eliminate any barriers to participation in pension plans for part-time, temporary, and other precarious workers.
 - d) Pushing for broader, public sector-wide defined-benefit pension and benefits plans, rather than single-employer plans.
 - e) Developing employment equity resources to support locals in negotiating employment equity with employers.
 - f) Developing tools to help locals bargain culturally-sensitive and appropriate language.

- g) Rejecting two-tier collective agreements which create two or more sets of wages and working conditions in our bargaining units.
 - h) Identifying supports for bargaining to help locals meet these goals through regular communications about bargaining, such as telephone town halls.
 - i) Preparing and distributing annual regional reports to all locals on our progress in reaching our organizing and bargaining targets. These reports will assist the work of our sector committees.
 - j) Bringing locals and sectors into coordinated bargaining and consolidating locals where it provides our members with a strategic advantage in bargaining.
 - k) Fighting for improved employment standards and labour legislation for precarious workers in alliance with the Canadian Labour Congress, provincial federations of labour and other allies.
- 7) In 2017, CUPE will hold a national conference on the theme of “Building local union power” to showcase best practices and tools that help us:
- a) build strong and inclusive locals with bargaining power.
 - b) engage and mobilize our members.
 - c) meet our union’s strategic objectives.
- 8) Following the conference, CUPE National will help locals in all regions access the tools, resources and reports used at the conference.
- 9) CUPE is strong and effective when we mobilize our members to stand up for their rights and for social justice and equality.
- 10) Our members are our ultimate strength and we must reconnect with rank-and-file CUPE members. Our effectiveness as a union depends on engaging and mobilizing our members. To do that we will:
- a) Review and assess the Fairness program. Many locals have achieved a great deal of success with the Fairness program, but much remains to be done to ensure its implementation across the entire union. Learning from our successes and challenges, CUPE will continue our commitment to developing the Fairness program for increased success.
 - b) The review and assessment of the Fairness program will include establishing a consensus on the objective of the program, identifying opportunities for reporting back, and ensuring that the material uses clear language and considering whether other languages or formats would enhance accessibility.
 - c) Promote the use of the Fairness program in all locals.
 - d) Build electronic member communications capacity for mass mobilization.
 - e) Provide support to local unions to maintain and use electronic membership contact lists.
- 11) We will continue building strong locals by engaging all members in the union. We will do this by:
- a) Identifying the barriers, including communication, accessibility and financial, that prevent precariously-employed members from being more involved in our union, and developing ways of removing these barriers.
 - b) Developing member education and tools to support locals in implementing Strategic Directions and building local union capacity.
 - c) Creating more accessible opportunities for leadership training and development, including for young and new members.
 - d) Encouraging local union leaders to bring more young members into active roles in locals, bargaining committees and other union structures.
 - e) Conducting our second national membership survey to inform and guide our union on building a more inclusive union, meeting our members’ needs, and engaging our members. We will consult our equity-seeking members in the development of this survey.
 - f) CUPE will undertake a review of internal policies and services we provide to members and locals when dealing with criminal activity such as member-to-member sexual violence. This review includes both internal processes and our dealings with employers who have the legal obligation to provide safe workplaces.
- 12) More CUPE members will become involved when they see their union representing their interests both inside and outside the workplace. We will focus our efforts on campaigns aimed at increasing workers’ power, fighting inequality,

and transforming our economy into one that works for workers – not corporations. In addition to our ongoing campaigns (see Chapter 2), CUPE will undertake the following campaigns:

- a) For employment equity legislation in all jurisdictions, and employment equity clauses in CUPE collective agreements.
 - b) To close the gender pay gap by campaigning for pay equity legislation where it doesn't exist and campaigning to end the undervaluing of all care work, known as the "care gap."
 - c) For the implementation of the recommendations of the Truth and Reconciliation Commission, in consultation and as allies with First Nations groups.
 - d) For decent pensions for all, starting with defending our members' pensions from all attacks and for expansion of the Canada and Quebec Pension Plans.
 - e) For fair wages for all, and an increase in the minimum wage in all jurisdictions, and other improvements to minimum employment standards such as guarantees of hours of work to create stable and predictable employment.
 - f) For full employment standards, as well as labour and health and safety rights for temporary foreign workers.
 - g) Facilitating communication among CUPE members who are skilled trades workers on national issues such as support for apprenticeships in the public sector, the reinstatement of red seal programs and access for equity-seeking groups to the trades.
- 13) CUPE will continue our proud tradition of working with our members in their communities for social justice and equality.
 - 14) CUPE will continue to defend public services, fighting privatization and contracting out in all its forms. This includes our campaigns against public-private partnerships which privatize infrastructure, facilities and services; social investment schemes which privatize social services; cuts to health care services and funding that force individuals to pay privately for care; defunding of universities, which drives tuition fee hikes and increases corporate control of campuses and for quality, affordable child care that families can rely on.

CUPE will establish and strengthen regional rapid

response networks comprised of members from all sectors to support locals facing privatization, to provide training and tools to build our capacity to defend publicly-funded and publicly-delivered services, and to provide timely communication and organizational support.

CUPE's campaign to protect and extend public health care will include a campaign to defeat challenges to public health care delivery such as Dr. Day's case in British Columbia.

- 15) CUPE will strengthen our locals and increase member engagement through our health and safety program.
- 16) CUPE will kick-start renewed attention to health and safety at work by:
 - a) Declaring 2016 as "The year of health and safety".
 - b) Responding to members' increasing concern about addressing violence in the workplace, violence at home and the hazards of working alone.
 - c) Ensuring our health and safety work addresses the particular situations of precarious and vulnerable members who cannot easily speak up for their own protection. We will push for Labour Ministries to pursue prosecutions of CEOs and Boards of Directors where they have failed to protect workers from violence.

Political Action **Build social movements**

- 17) In working for the collective interests we share with many other people, we work most effectively with those who share our values and those who use the services we deliver. Our social unionism is reflected in our work with the Council of Canadians, the Canadian Health Coalition, provincial health coalitions, Droit à l'énergie, as well as many environmental and student groups, to name just a very few. CUPE works with and/or provides financial support to 100 different activist organizations.
- 18) We will continue to build, work in and lead coalitions in the campaigns described here and in response to new threats. These include campaigns for public services where our members work; campaigns for the rights of our members and their families and communities; and

campaigns for working people who don't have union protection. CUPE will continue to fight against international trade agreements such as CETA, TPP and TISA. Through all of these efforts, our union is stronger.

- 19) Conservatives and the broader right wing have done everything they can to eradicate the social movements that oppose them – the women's movement; movements for rights for migrants and immigrants; the lesbian, gay, bisexual and transgender movement; the workers of colour movement; the environmental movement; and the student movement. The union movement has to be a counter-force and sustain those movements by using our greatest strength, our members. CUPE will:
 - a) Step up our advocacy for funding for social groups, so they can be sustained (including calling for cuts to be reversed).
 - b) Support our members in their work in social movements and encourage more of our members to be part of social movements.
 - c) Encourage local unions to motivate and support members in this work at the workplace and at union events.
 - d) Communicate with our members about our work with social movements more effectively, by broadening our electronic contacts lists and using them for this work.

Putting forward workers' interests to electoral politics

- 20) The recent federal election saw the NDP lose seats, in part because the Liberal party successfully positioned itself to the left in the eyes of Canadians. CUPE remains committed to ensuring that the New Democratic Party represents workers' interests, and supporting the NDP to represent our interests in the political sphere. CUPE will participate in the NDP's review of this election campaign, offering critical but constructive input and advice.
- 21) We will continue to build our political party, the NDP. We must encourage more involvement in our party throughout the union. We need more union candidates, and increased electoral support for the party – the party the labour movement helped found. We will also encourage members to be involved in their local riding associations and AGMs to make sure CUPE's values are included

and that the NDP supports CUPE members. We will encourage and assist our members to stay in contact with local elected representatives between elections.

- 22) Even though we have just come through a hard fought federal election, there are always more elections in our regions and municipalities.
- 23) We will encourage members to get involved in school board, municipal and provincial elections and include in our target ridings those where CUPE members are running with their local's support. When we are involved in political campaigns, we can better defend the rights and interests of our members.
- 24) CUPE will initiate an evaluation of potential electoral system reforms and promote the most representative form of proportional representation for the 2019 federal election.

Protect the planet

- 25) The private market won't solve global warming; nor will "green" consumerism. Combatting climate change will take nothing less than transforming our economy away from our reliance on fossil fuels and toward renewable energy; increasing public transit; and protecting public water and other public services. Only public policies that prioritize public action and accountability have any chance of preventing disaster. Action on climate change solutions and investment in a low-carbon economy, as well as mitigating and adjusting to climate change, will be good for the economy over the short and medium term, with the potential to generate millions of jobs and to boost the economy. A green economy will be a more equitable economy. CUPE will:
 - a) Continue to educate our members about the causes, effects and remedies for climate change.
 - b) Continue to promote the LEAP Manifesto and encourage local unions to sign on.
 - c) Work in coalitions with other unions, First Nations and environmental groups, nationally and internationally, to protect the planet from climate change. We will offer concrete support to First Nations and others taking action on the front lines to prevent further environmental degradation resulting from oil and gas extraction.

- d) Attend COP21 as part of the union delegation.
- e) Educate CUPE pension trustees about the risks of climate change to pension investments.
- f) Help locals undertake workplace initiatives that reduce pollution and the use of toxins, and that tackle global warming.
- g) Work to ensure that global warming mitigation and climate change adaptation strategies – climate resilience strategies – at all levels of government are based on public solutions and public services.

Global Justice

- 26) International solidarity is an essential component of any CUPE fightback strategy. The global economy has created the situation where millions of workers have been forced to leave their homes in search of work in other countries. Often, these same workers are marginalized in Canada because experiences of global poverty and inequality have rendered them more vulnerable and easier to exploit than other workers. We have seen the right wing Conservative government use the Temporary Foreign Worker Program as a tactic to undermine the wages and working conditions of all workers in Canada.
- 27) Solidarity in our workplaces is critical, and we must stand in solidarity with workers all over the world who are fighting for decent jobs and living wages so they are no longer forced to separate from their families.
- 28) CUPE's new International Solidarity Policy Statement, adopted by the NEB in December 2014, sets our union in motion to:
 - a) Expose and campaign against human rights violations.
 - b) Support struggles to defend and recognize labour and trade union rights.
 - c) Challenge global corporate aggression.
 - d) Ensure Canadian government accountability.
- 29) The current international crisis, with millions of refugees fleeing Syria and their homes in other countries, illustrates the failure of the Conservative government to address serious flaws in immigration and refugee policy, focusing on exclusionary barriers and military intervention rather than humanitarian assistance.

- 30) International solidarity is a call to action and an essential component of any fightback strategy we develop in our union. We have assessed our international work and will focus on:
 - a) Increasing our activity in our global union, Public Services International, which enables us to speak directly to global power at the United Nations and the World Bank.
 - b) Integrating international issues and international solidarity actions into all aspects of our union work.
 - c) Engaging in worker-to-worker solidarity exchanges, relationships and grassroots organizing, as well as stabilizing CUPE's funding of this critical international work.
 - d) Continuing to speak out on important international issues.

Resources

- 31) The National Executive Board is proposing a change to the National Defence Fund which will allow the union to fully support strategic priorities by increasing the resources available in the National Defence Fund while at the same time ensuring that our Strike Fund remains strong and available to all CUPE members.
- 32) The NEB proposes the creation of a National Strike Fund Task Force to review National Strike Fund related issues:
 - a) The strike pay waiting period;
 - b) The amount of weekly strike pay;
 - c) The impact of strike fund regulations on members who work in precarious employment;
 - d) Accessibility to the national strike fund when the right to strike is limited by law (Eg; essential services legislation);
 - e) Who determines strike related duties and activities;
 - f) Policies of other unions on these strike-related issues; and
 - g) Such other related matters as determined by the NEB, including the history of strike support within CUPE.

The task force will be chaired by the National Secretary-Treasurer and will consist of a total of nine members approved by the NEB. The task

force will seek input from CUPE locals and report to the membership regularly by way of National Officers' Quarterly Reports.

The task force will report to the National Executive Board no later than September 2016 in order for the NEB to prepare a presentation to all Provincial Division Conventions in the spring of 2017 and to the National Convention in 2017.

- 33) The strategic priorities outlined in this document need resources if we are to meet membership needs and expectations.

Chapter 2

Strategic Directions

Creating the Foundation of Power

CUPE members delegated to our biennial national convention, debate and adopt strategic directions and resolutions that mandate CUPE's work and policy orientation. For decades, we debated individual, single issues at conventions. As the political and economic landscape became increasingly complex and hostile to labour, it was evident that more strategic and unified approaches were necessary to support CUPE members, and to address challenging times.

In 2003, CUPE began to develop comprehensive road maps – Strategic Directions – and invited members to discuss, debate and adopt detailed programs of policies, strategies, direction and action. We continued this approach over the past twelve years and six national conventions. Each Strategic Directions paper re-commits to the previous, and ultimately shapes the core work of our union, and maintains a strong foundation from which to move forward into the future.

The chapter that follows is a summary of the strategic directions adopted at conventions, to date. At this convention, Vancouver 2015, we reaffirm our commitments to the following areas, in addition to the new priorities set out in Chapter 1.

Strategic Directions themes

Policies adopted by delegates at a national convention form the critical direction for our union in matters of collective bargaining, social policy and political action. The following shapes the policies mandated by our strategic directions and resolutions, and forms the basis of our ongoing efforts.

Strengthen our representation and bargaining power

As a union, CUPE first and foremost, represents and works on behalf of CUPE members "to advance the social, economic and general welfare of workers", and includes improving wages, working conditions and job security.

Throughout the last twelve years, we strengthened our bargaining power by educating and empowering members, building solidarity with each other, and expanded our internal resources and tools.

Our strategies evolved over time as economic and political conditions become increasingly challenging. Major initiatives moved us forward: solidarity pacts, campaigns, conferences, and comprehensive political action and lobbying plans to defend our rights.

Some of the enduring strategies:

- Build our membership, and renew and grow the labour movement.
- Survey our members regularly to gain comprehensive knowledge of changing demographics and diversity of CUPE membership.
- Provide solidarity support and resources to locals in bargaining, and to locals under attack.
- Consolidate bargaining strength through sector-based strategies: national sector council, coordinated bargaining, bargaining councils, sector coordinators and common tables.
- Develop tools, databases and systems to help compile and analyze collective agreement information, and to establish priority bargaining issues.
- Articulate strong arguments to raise wages, and underline the needs of lowest wage workers; improve workplace pensions, health benefits, and job security language; and implement job evaluation and pay equity.
- Advance equality in the workplace and protect workers against discrimination and harassment.
- Solidify collective agreement rights for part-time, casual and precarious workers.
- Build member strength and capacity through union development and education; promote skills, and activist and leadership training; and, renew the steward's role as the backbone of our union.
- Increase union power by organizing and resourcing campaign efforts at the local and division levels.

- Establish cost-share campaigns and organizing supports.
- Protect members' health and safety.

Build solidarity

The power we have as a union is our collective strength. Our ability to campaign, strategize and act in concert to safeguard democratic and civil rights; lift our communities out of poverty and fight income disparity; and raise the standard of living for everyone, comes from our ability to mobilize in unison around our common interests and goals.

We strive "to establish strong working relationships with the public we serve and the communities where we work and live." Our strength is in our numbers and in our determination, resilience and courage. Over the past twelve years we developed approaches to:

- Outreach to CUPE members by expanding our communication tools and technology, mobilizing, and building solidarity.
- Organize to increase union density and grow CUPE.
- Build our capacity through education and training.
- Strengthen our membership through district councils, and strengthen our provincial divisions.
- Outreach to the community to build strong alliances around common causes; connect and build our coalitions; support and strengthen community.
- Grow our alliances with other unions and the CLC.

Build international solidarity

We must build solidarity globally, in an era of globalization. CUPE's Constitution commits us to promote peace and freedom in the world, and to work with free and democratic labour movements everywhere.

- Secure and expand the *Global Justice Fund* to support efforts to strengthen long-term relationships of solidarity with sister unions, and social movement organizations around the world.
- Support global campaigns and actions addressing the most critical issues of our time, in countries most in need of our solidarity; including the defence of human rights and labour rights globally, and strengthening our alliances with migrant workers and migrant justice organizations in Canada.

- Maintain a strong public sector in Canada, and support the expansion, defence and strengthening of the public sector in other countries.
- Act in solidarity globally with a clear and critical understanding of Canada's role in the world, particularly on issues of foreign policy and military aggression, "anti-terror" legislation, and implementation of the Sustainable Development Goals (SDG).

Advance equality

Advancing and protecting equality is critical to ensure our union remains strong. Workers who are marginalized by sexism, misogyny, homophobia, transphobia, racism, colonialism, ableism and other forms of oppression, face particular challenges in the workplace and in their communities. We work to eliminate discrimination in the workplace and negotiate equality language at the bargaining table.

We have established comprehensive pay equity and job evaluation programs and supports, as well as education and training on diversity awareness, human rights, anti-oppression and increased representation for our equality-seeking members.

CUPE maintains its strong commitment to defend all workers. Equality and accessibility for our members is a major focus for our union, and we continue to implement diverse strategies to advance them, including bargaining, campaigns, political action, court challenges and education, and through supporting and working with other social movements.

We will build greater equality within our union, in our workplaces and in society.

- Strengthen our union by pursuing equality work at the center of our union.
- Support and educate equality-seeking members, and create anti-oppression awareness for our entire membership and staff.
- Protect workers' rights and fight against discrimination and harassment.
- Increase participation of women and other equality-seeking members in CUPE, at all levels.
- Expand our core human rights work on women's issues, Indigenous issues, the rights of racialized workers and persons with disabilities, and issues for LGBTTI members.

- Develop tools and resources necessary to bring equality perspectives to all of our work.
- Develop action plans and policies that will be responsive to and respectful of our diverse membership.

Safeguard public services

The defence of public services and public sector workers has never been more important. CUPE is at the forefront in taking on privatization. Across the country we protect and promote publicly owned, operated, financed and managed education, municipal and social services, health care, child care and other public services.

Our core work is to:

- Defend against contracting out and privatization of public services.
- Protect good public sector jobs.
- Educate members and the community about the impacts of privatization and free trade agreements on public services.
- Negotiate at the bargaining table, take actions such as a general strike, and join with allies.
- Develop comprehensive strategic anti-privatization campaigns with research, education, media strategy and political action.
- Promote public services as the foundation of strong communities.
- Strengthen labour's image as a key defender of strong communities.

Protect the environment

CUPE has made significant progress in developing our environmental policies, research and actions. We have taken steps to help reduce our carbon footprint and continue to build our capacity to lobby for social and political change to meet our collective responsibility to reduce greenhouse gas emissions and minimize our impact on the environment. We are committed "to use the world's natural and human resources for the good of everyone while promoting respect and conservation of the environment and the creation of sustainable communities and jobs."

- Lobby the federal government to commit to global environmental accords.
- Develop CUPE policy and action plans.
- Create environmental and green jobs strategies, tools and education.

- Collaborate with environmental and civil society allies to protect the environment and to build sustainable communities and workplaces.
- Adopt the Aboriginal perspective that decisions we make today must consider the next seven generations and what is best for those generations.
- Green CUPE's work.

Build political action and activism

CUPE strongly advocates for progressive, protective social and economic policies and programs. We continue to develop sophisticated approaches to our activism, defend what we have gained, and break new ground. We work vigilantly to increase wages, benefits, and access to secure pensions, support public investment in public services and public sector jobs, increase safeguards for our financial systems, implement progressive taxation, and promote fair trade.

CUPE commits to defend and add to the civil rights and liberties of workers in the public service and to preserve the rights and freedoms of democratic trade unions.

- Actively participate with the NDP, labour alliances and community coalitions such as Common Causes, on our shared goals.
- Develop major fightback and resistance campaigns against the right-wing agenda, and lobby at all levels of government.
- Build education tools and strategies for lobbying.
- Grow our activist base in all sectors to defend workers' rights, protect the environment, and strengthen our communities.
- Develop a strong workers' agenda with a clear class analysis, and an alternative economic approach.
- Protect and expand the social safety net that includes EI, medicare, public services, pensions, and child care.

Building workers' power

CUPE will continue all of our core work as mandated by CUPE members at each of our national conventions. Strategic Directions and resolutions form the body of our work and are well established in CUPE policy. We are equally bound by our Constitution to continue these efforts. Our commitment, solidarity and power will allow to move forward together.

It is now time to recommit to, and renew, CUPE's agenda – building workers' power to give voice to CUPE members. Free collective bargaining may be under threat, but we will vigorously defend our fundamental rights as workers and citizens. We will continue to tirelessly safeguard and increase the strength of public sector workers and workers everywhere.

We will uphold all human rights, striving for dignity and equality among workers, among all Canadians, and for people around the world. We will continue to protect the fundamental right to healthy and safe environments now and into the future.

CUPE members, activists, leaders and staff will rise to the challenges before us in a spirit of strength, solidarity and commitment. We will continue to embrace everything we stand for as a union and also as citizens of the world. At this national convention in Vancouver, in 2015, we will set in motion our plan of action for the next two years. We have come far and there is much still left to accomplish.

With dedication and resilience, CUPE will rise to the challenge.

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

INTRODUCTION OF GUEST SPEAKER

CHAIRPERSON PAUL MOIST: Please join me in welcoming the leader of the party that our movement founded, the NDP. Like many of you, I hoped on October 19th for a different result. I had hoped we would be electing our first NDP prime minister, but it wasn't to be this year.

Nevertheless, we had 14 members of our family run for the party, two of them have spoken this week at the microphone. Our party that was born in 1961, a merger of a former political party, the Cooperative Commonwealth Federation and the Canadian Labour Congress. The NDP forms governments in Manitoba and Alberta, has previously formed governments in British Columbia, Nova Scotia, Ontario, Saskatchewan, and the Yukon. The election was not the result we had hoped for, but let us commit that we will rise up and be an opposition and hold Mr. Trudeau's feet to the fire. Our leader, Tom Mulcair, stood up for child care, stood up for retirement security, opposed Bill C-51, opposed the Trans-Pacific Partnership. If we couldn't see it, no government should adopt it. He opposed the state

telling women what to wear.

Please, a warm, warm CUPE welcome for our friend, our leader, Tom Mulcair.

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

CONSTITUTION COMMITTEE REPORT

Constitutional Amendment C-32 submitted by the National Executive Board

CUPE NATIONAL WILL:

1. Add a new paragraph to Article B.11.5 as Article B.11.5 (f):

"The accused and the accuser have the right to be represented at the appeal hearing. The representative must be a member in good standing of a trade union affiliated to the Canadian Labour Congress, unless the law does not permit this restriction."

2. Re-letter the current Article B.11.5 (f) as Article B.11.5 (g), and re-letter the remaining paragraphs of Article B.11.5 accordingly.

BECAUSE:

- The accused and accuser must be given the right to have someone advocate on their behalf.

(M/S Committee member, Committee member – Carried)

Constitutional Amendment C-29 submitted by the National Executive Board

CUPE NATIONAL WILL:

1. Amend Article B.11.4 (d) to read:

"The accused and the accuser have the right to be present at the hearing, to call witnesses and to cross examine witnesses called by the other side. They may choose someone to represent them at the hearing. The representative must be a member in good standing of the trade union movement of a trade union affiliated to the Canadian Labour Congress, unless the law does not permit this restriction."

BECAUSE:

- This will provide consistency with new Article B.11.5 (f); and
- Ensures that both the accused and the accuser have the ability to be represented by an advocate at the hearing.

(M/S Committee member, Committee member –
Carried)

Constitutional Amendment C-7 submitted by Local 3550 (Alta.)

CUPE NATIONAL WILL:

Create four (4) new Diversity Vice-Presidents, one for members with Disabilities, one for Lesbian, Gay, Bisexual, Transgender, Transsexual and Intersex (LGBTTI) members, one for Women, and one for Young workers under thirty (30) years old, on the National Executive Board by amending articles 7.2 (a), 11.9 (c) of the National Constitution by changing the reference from "two" to "six".

BECAUSE:

- The current structure of the National Executive Board does not reflect the diversity of CUPE's membership, particularly its equity-seeking groups. These groups still face barriers and discrimination in our workplaces, society, and our unions which interfere with participation in union life and leadership.
- Approximately 68% of CUPE members are women, 21% are young workers (under 35), and many are persons with disabilities and LGBTTI workers who may still be reluctant to self-identify.
- Gender equality is an ongoing struggle. Women who come from other equity-seeking groups are further disadvantaged.
- These positions will help ensure the NEB better reflects the face of all its members, represents issues impacting workers from diverse backgrounds and would give us a guaranteed voice for equality.
- Inclusiveness would make us a stronger force as a union and give us the ability to counter the rising austerity and anti-human rights movement across Canada.

(M/S Committee member, Committee member –
Defeated)

REPORT OF THE YOUTH COUNCIL

CHAIRPERSON PAUL MOIST: They've been working all week and they are the future. Our youth council members have had a most interesting week, I'm told. They've had a chance to go to the University of British Columbia Museum of Anthropology; to go to Stanley Park; they've enjoyed a short labour history walking tour of Vancouver. And I'm sure there are many sisters and brothers here in this room who wish they could have done that.

They've spent time on the convention floor and met with some of you. I hope that they've learnt what it means to be part of a trade union of the CUPE family. I want to introduce them to you one by one. They'll give a wave when I say their name, beginning with our youth council is: Louis Allard, Momo Carlyle, Keno Carlyle, Anyalee Chretien, Riley Hewitt, Samuel Jones-Cupelli, Katelyn Kleber, Zachary Matasic, Tyler Roberts, Émilie Larose, Taylor Paver, Fiona Carleton-Nicols, Austin Foibeau, Joey Clooney, Jimmy Clooney, Rashida Chin, and Breka Duncan-Williams, Nicholas Salata, Nathaniel Smith. As was said at mic 4, this is the future of the labour movement.

I want to thank four staff members: Joe Matasic, Anne Lennarson, Claire McArthur, and Gary Yee. Four of our staff spent all week looking after these young workers. A big shout out to them.

"video presentation"

CLOSING REMARKS

CHAIRPERSON MARK HANCOCK: Sisters and brothers, I want to thank everybody for the amount of work that's gone on this week. We've tackled some very difficult resolutions. We've had some fantastic reports from all of our committees and I want to thank all of the staff for the work that they've done this week. Our staff here, the Canadian Union of Public Employees, as well as the staff in this facility and all of the hotels that we've been part of.

Sisters and brothers, I want you to travel safely home. I understand we're going to have a playing of our song as we wrap this up, but please travel home safely and we'll see you in two years in Toronto.

"Solidarity Forever"

The convention was officially adjourned at 12:41 p.m.

APPENDIX TO THE REPORT OF THE 27TH NATIONAL CONVENTION

The National Executive Board dealt with the following resolutions that were referred to the Board by the Twenty-seventh National Convention. The decisions on the referred resolutions were as follows:

Resolution No. 1
Submitted by the Ottawa CUPE District Council and
Locals 1979 and 2424 (Ont.)

CUPE NATIONAL WILL:

1. Join the growing call for a national inquiry into missing and murdered Aboriginal women and girls; and
2. Demand Canada fulfill its obligations under the United Nations Convention on the Elimination of All Forms of Discrimination Against Women and follow the recommendations outlined in the March 6, 2015 CEDAW Committee report to address all forms of violence against Aboriginal women and girls.

BECAUSE:

- Extreme and disproportionate violence against Aboriginal women and girls is a serious problem requiring a comprehensive, coordinated response; and
- Aboriginal women and girls in Canada experience disproportionately high levels of violence; and
- According to the Native Women's Association of Canada (NWAC), 582 Aboriginal women and girls went missing or were murdered, and between 2010 and September 2013, 80 additional cases occurred, a number that reflects only the 'known cases'.

NEB decision

adopted
covers Resolutions 8,
15, 17 and 23

Resolution No. 3
Submitted by Local 951 (B.C.)

CUPE NATIONAL WILL:

1. Advocate for a 'Royal Proclamation of Reconciliation' to be issued by the Crown and the adoption of the UN Convention on the Rights of Indigenous Peoples and reaffirm the nation-to-

nation relationship, including treaty rights and Aboriginal self-governance; and

2. Encourage the CLC to provide for a strategy of advocacy and awareness and encourage affiliates to provide for the same.

BECAUSE:

- Truth and Reconciliation Commission (TRC) recommendations 43-47 deal with the UN Convention on the Rights of Indigenous Peoples and the need to reaffirm past agreements regarding Aboriginal status as distinct nations with nation-to-nation treaty rights and the right to self-governance. The Commission calls upon federal, provincial, territorial and municipal governments to fully adopt and implement the UN Convention, with the federal government taking the lead in developing a national action plan to achieve its goals; and
- A 'Royal Proclamation of Reconciliation' to be issued by the Crown will reaffirm the nation-to-nation relationship; repudiate concepts such as the doctrine of discovery used to justify European control over Aboriginal lands and peoples; renew or establish Treaty relationships; and recognize Aboriginal peoples as full partners in Confederation.

NEB decision

adopted
covers Resolution 21

Resolution No. 4
Submitted by CUPE Saskatchewan

CUPE NATIONAL WILL:

1. Advocate for the Federal Government to implement the 94 recommendations from the summary report released by The Truth and Reconciliation Commission on June 2, 2015 to reduce and repair the damage inflicted on First Nations, Inuit and Métis peoples by the Indian Residential School System.

BECAUSE:

- The Indian Residential School System is a dark part of Canadian history; and
- The Recommendations of the Truth and Reconciliation Commission are a call to action to build and rebuild trust with Indigenous people; and
- CUPE stands as a strong ally with Indigenous people, and strives as a union to improve the lives of Indigenous people at work and in our communities including standing up for the rights of Indigenous people.

NEB decision

adopted

covers Resolution 19

Resolution No. 6
Submitted by Locals 3550 (Alta.) and 951 (B.C.)

CUPE NATIONAL WILL:

1. Continue to support the Leonard Peltier Defence Committee of Canada; and
2. Strategize with the LPDC and other unions to request the immediate and unconditional release of Leonard Peltier from prison in the United States; and
3. Call on the CLC to do the same.

BECAUSE:

- Continued imprisonment of Leonard Peltier for 39 years is a fundamental denial of justice and human rights; and
- The US justice system breached basic standards of due process and fair trial, beginning with his arrest and extradition from Canada in 1976. The justice system has failed to address these breaches whether through a retrial or through the parole process; and
- The United Nations Special Rapporteur on the rights of Indigenous Peoples has referred to the continued imprisonment of Leonard Peltier as one of the “open wounds” in the relationship between Native Americans and the US government.

NEB decision

adopted

Resolution No. 7

Submitted by Locals 3550 (Alta.) and 951 (B.C.)

CUPE NATIONAL WILL:

1. Continue to support campaigns related to these issues by Cindy Blackstock’s First Nations Child and Family Caring Society (FNCFCFS), including "I am a witness," "Jordan's Principle" and “Shannen's Dream” and other initiatives; and
2. Encourage the CLC to provide encouragement to affiliates to provide for the same.

BECAUSE:

- CUPE has historically supported the human rights complaint put forward by FNCFCFS and the Assembly of First Nations; and
- Canada has failed to provide equitable and culturally appropriate child welfare services to First Nations children on reserves and that this amounts to discrimination on the basis of race and ethnic origin; and
- Jordan's Principle needs to be applied consistently as it would be a child first principle to be used across Canada to resolve jurisdictional disputes within, and between governments, regarding payment for government services provided to First Nations children; and
- Shannen Koostachin’s (youth education advocate from the Attawapiskat First Nation in Ontario) dream of safe and comfy schools and culturally based education for First Nations children and youth has never been fulfilled.

NEB decision

adopted

Resolution No. 9

Submitted by Locals 3550 (Alta.) and 951 (B.C.)

CUPE NATIONAL WILL:

1. Lobby the federal government to declare June 21 a National Holiday; and
2. Lobby the federal government establish a statutory holiday to honour residential school survivors, their families and communities; and

3. Encourage the Canadian Labour Congress (CLC) to provide for a similar lobbying effort.

BECAUSE:

- We already have called for National Aboriginal Day and have language in our collective agreements getting the day off; and
- The Federal Government has declared June 21st of every year as National Aboriginal Day, and many Canadians across the country celebrate this special day to celebrate the unique heritage and contributions of First Nations, Inuit and Metis Peoples of Canada; and
- Truth and Reconciliation Commission of Canada (TRC) recommends the statutory holiday for survivors.

NEB decision

*adopted
covers Resolution 18*

**Resolution No. 10
Submitted by Locals 3550 (Alta.) and 951 (B.C.)**

CUPE NATIONAL WILL:

1. Meet with, discuss and provide resources (in kind, awareness building, financial, protests, etc.) were we can to:
 - Leaders of Metis, First Nations and Inuit; and
 - Idle No More, Defenders of the Land, Sovereignty organizations, others as deemed appropriate.
2. Also focus on raising CUPE's profile through promotional items, sponsorships, donations, scholarships, flags and kits.

BECAUSE:

- This strategy is known to assist in recognizing the contributions and repairing the negative image of First Nations, Metis and Inuit have of Unions; and
- Our commitment to social justice for all Canadians, CUPE members will not remain passive while the aspirations of the indigenous community in Canada are ignored or swept aside by governments.

- Together with other trade unions and progressive organizations, we can make our voices heard.

NEB decision

adopted

**Resolution No. 12
Submitted by Locals 3550 (Alta.) and 951 (B.C.)**

CUPE NATIONAL WILL:

1. Recognize that the Metis and Inuit of Newfoundland and Labrador were excluded from the Truth and Reconciliation Commission of Canada (TRC) residential school survivor's reconciliation process, Canada's apology in 2008 and compensation for suffering; and
2. Ensure that awareness of this exclusion is integrated into all education programs for our members; and
3. Create education tools on how locals can raise awareness and create action plans around these exclusions; and
4. Encourage the CLC to provide for similar action and to encourage all affiliates to endorse.

BECAUSE:

- The Indian Residential Schools Settlement Agreement is a 2006 agreement between the federal government, representatives of former students at residential schools funded by the federal government and several church organizations; and
- The Settlement Agreement lists the schools which fall under the agreement, and the criteria for determining who is responsible and who is eligible under the agreement; and
- In the Nunatsiavut region of Labrador, Inuit residential school survivors were excluded from the federal settlement agreement because residential schools in Labrador were established before 1949, when Newfoundland and Labrador officially joined Canada as a province. The prime minister omitted Labrador from Canada's 2008 apology; and
- The Settlement Agreement included a small number of Métis who attended federally-funded schools, but not the majority of Métis who

attended church-run residential and day schools funded by the provinces. The federal government refuses to compensate the Métis survivors of these schools on the grounds that their schools were funded by religious orders or the provincial governments; and

- The federal government has consistently denied its responsibilities to the Métis, as well as non-status Indians. However, on January 8, 2013, the Federal Court ruled that 200,000 Métis and 400,000 non-status Indians in Canada are indeed "Indians" under the Constitution Act, and fall under federal jurisdiction, helping to more clearly outline the federal government's responsibilities towards these two Aboriginal groups; and
- As a consequence, the vast majority of Métis residential school students and the Nunatsiavut region of Labrador, Inuit residential school survivors are excluded from the Indian Residential Schools Settlement Agreement, Canada's apology in 2008, and the mandate of the Truth and Reconciliation Commission.

NEB decision

motion not to proceed with

Resolution No. 13
Submitted by Local 951 (B.C.)

CUPE NATIONAL WILL:

1. Support organizations and advocate for increased funding for Aboriginal education and health and social services, transform child welfare services, and ensure cultural sensitivity and increased Aboriginal control; and
2. Encourage the Canadian Labour Congress (CLC) to provide encouragement to affiliates to provide for the same; and
3. Advocate to all governments to provide for institutions and services they are involved in to provide for the same.

BECAUSE:

- The majority of the Truth and Reconciliation Commission's (TRC's) 'legacy' recommendations (1-24) deal with the significant disparity in social, economic and health outcomes between

Aboriginal and non-Aboriginal peoples in Canada; and

- These recommendations require actions primarily on the part of federal and provincial governments. They address the need for increased funding, intercultural competency on the part of non-Aboriginal professionals working in these fields, resolution of federal-provincial jurisdictional disputes in these areas, and increased control in the delivery of these services for Aboriginal families and communities.

NEB decision

adopted
covers Resolution 26

Resolution No. 14
Submitted by Local 951 (B.C.)

CUPE NATIONAL WILL:

1. Work on a strategy with survivors of the scoop periods with regards to Aboriginal children in care; and
2. Encourage the CLC to provide encouragement to affiliates to provide for the same; and
3. Advocate to all governments to provide for institutions and services they are involved in to provide for the same including compensation, apology and providing needed services.

BECAUSE:

- The first recommendation in the Truth and Reconciliation Commission's (TRC's) report deals extensively with the child welfare system in Canada and the urgent need to reduce the number of Aboriginal children in care; and
- The 60s Scoop period refers to the period from approximately the 1960s to the 1980s when Aboriginal children were forcibly removed from their homes, primarily by provincial child welfare agencies, and adopted out to non-Aboriginal families, many of whom were in the United States; and
- The Millennium Scoop, as coined by John Beaucage former Wasauksing First Nation Chief. Statistic Canada shows more than 14,000 Aboriginal children are currently 'wards of the state'—representing almost half of all Canadian children in foster care. These Aboriginal children are taken from their families at a rate three times higher than at the peak of residential schools; and

- We will continue to support Aboriginal organizations in raising awareness about this history, and our members who are survivors of this period.

NEB decision

*motion not to
proceed with
covers Resolution 27*

Resolution No. 16
Submitted by CUPE Newfoundland and Labrador

CUPE NATIONAL SHALL:

1. Strongly lobby the Federal Government to abandon their efforts to disqualify many status Qalipu Mi'kmaq from Indian status through Bill C-25.

BECAUSE:

- This Bill will take away lifelong entitlement for Indian status and band membership and denial of heritage recognition to thousands of Qalipu Mi'kmaq individuals; and
- The individuals who have had their status removed, some for very minor technicalities, have been told there is no appeal process; and
- The initial qualifications were extremely broad and now that approximately 100,000 Newfoundlanders have discovered their roots and their heritage, as opposed to the 23,000 - 30,000 that was anticipated, the qualifying factors have been changed significantly by the Federal Government; and
- The bottom line for the Harper Government are the financial implications due to status Indians for education and health care and who have no compassion for individuals who deserve the recognition of their status and heritage.

NEB decision

*motion not to
proceed with*

Resolution No. 20
Submitted by CUPE Manitoba

CUPE NATIONAL WILL:

1. Develop a strategy for the urgent addressing of children in care and children who have been in care with the following goals:

- a. Consider an education and awareness campaign/strategy that will work to inform all CUPE members about issues related to indigenous adoptees issues for compensation and apology from the Federal Government; and
- b. Encourage the CLC to develop a strategy to assist with the above and advocate federally.

BECAUSE:

- There have been three major initiatives over the last 150 years that have attempted to eliminate Aboriginal culture in Canada through children: the residential school system, the sixties scoop and the millennium scoop. These three cultural genocide campaigns are a continuation of colonization and have deep and reverberating impacts on Aboriginal Peoples and Canadian society; and
- We all pay in increased costs for health care, crime and social assistance; in the loss of tax revenue that accompanies low earnings; and in the intergenerational cycle of poor children growing up to be poor adults; and
- If a strategy is not created, social costs will become unbearable on the next generation of Canadians.

NEB decision

adopted

Resolution No. 25
Submitted by Locals 3550 (Alta.) and 951 (B.C.)

CUPE NATIONAL WILL:

1. Take out a membership in the Canadian Aboriginal AIDS Network and meet with the director to explore ways into which CUPE can support and work with this organization.

BECAUSE:

- The incidences of AIDS and HIV and Hepatitis C is disproportionately higher in the Aboriginal population and is currently one of the major health challenges in the population; and
- The Canadian Aboriginal AIDS Network is a very effective organization in educating the Aboriginal and general public about this important issue.

NEB decision

*motion not to
proceed with*

Resolution No. 31
Submitted by Local 4078 (B.C.)

CUPE NATIONAL WILL:

1. Continue to work with all labour bodies including the Airline and Provincial divisions to lobby the Federal Government and demand that the crew complement ratio be regulated at the standard of 1:40, and that all exemptions granted be immediately revoked.

BECAUSE:

- Testing/studies prove that the 1:40 ratio of flight attendants/passengers is necessary to ensure onboard safety; and
- Flight attendants work in hazardous, unpredictable, confined environments, and are trained to handle hijackings, violent/unruly behavior, medical emergencies, fires, slow/rapid decompressions, emergency evacuations; and
- Transport Canada has discounted the value of safety by providing airlines with exemptions to the crew complement regulation for the express purpose of corporate profit; and
- Despite holding a public consultation meeting in May/2014, Federal legislation has not been amended to reflect the proposed changes; and
- Despite efforts lobbying against this impending legislation, Transport Canada is evidently moving forward, making this a formal change in Federal legislation.

NEB decision

adopted
covers Resolutions 28,
29 and 30

Resolution No. 33
Submitted by the Ottawa CUPE District Council (Ont.),
Locals 2204 (Ont.), and 15 (B.C.)

CUPE NATIONAL WILL:

1. Develop a mobilizing and organizing strategy in the child care sector as a way to strategically:
 - a. Protect and expand public and non-profit child care; and

- b. Ensure child care workers, whether they are employed in community - based non-profit, education or municipal sectors are unified and strengthened; and
- c. Develop the capacity and leadership of child care workers to advocate and bargain effectively to address the issues they face and to improve wages, benefits and working conditions.

BECAUSE:

- The current public/non-profit child care sector is marked by fragmentation and inadequate funding, making it vulnerable to corporate and for-profit child care; and
- Recent policy initiatives have seen a growing number of provinces put child care within ministries of education signals changes that could see an expansion of programs and services within the sector; and
- Bringing child care workers together under one union is an effective way to strengthen advocacy and give a unified voice to those working in the sector.

NEB decision

adopted

Resolution No. 38
Submitted by the Hospital Employees' Union (B.C.),
Locals 3912 (N.S.) and 4980 (Sask.)

CUPE NATIONAL WILL:

1. Promote putting green bargaining language in CUPE collective agreements and upgrade current green bargaining resources to encourage wide uptake of green collective agreement language.

BECAUSE:

- CUPE is a leader in workplace environmental initiatives and green collective agreement language can help continue to advance environmental improvements at work.

NEB decision

adopted

Resolution No. 39
Submitted by Local 15 (B.C.)

CUPE NATIONAL WILL:

1. Provide the necessary funding for purposes of supporting collective bargaining for our members; and
2. Protect our members' bargaining rights including stopping the contracting out of our work and the deterioration of our benefit packages and the employers' attacks on our collective agreements.

BECAUSE:

- CUPE members deserve collect agreements that protect their rights and improve their quality of life; and
- CUPE rank and file understand benefits, decent working conditions, and the right to be protected by a union; and
- Employers are systematically trying to remove workers' benefits and rights and lower our standard of living; and
- Contracting out is a direct attack on trade unions.

NEB decision

*adopted
covered by
strategic directions*

Resolution No. 41
Submitted by Local 4047 (Ont.)

CUPE NATIONAL WILL:

1. Develop appropriate collective agreement language that will protect health and safety activists from reprisals and Lobby all locals to include this language in their collective agreements.

BECAUSE:

- Employers often target health and Safety activists because they are often the most vocal; and
- Many Health and Safety activists are working on a volunteer capacity; and

- Members are often intimidated to address health and safety concerns.

NEB decision

adopted

Resolution No. 43
Submitted by CUPE Manitoba

CUPE NATIONAL WILL:

1. Encourage CUPE divisions/locals/councils to develop a pilot project in CUPE organized workplaces that would:
 - a) Support CUPE members in a facility to engage the community to determine its concerns about the level and quality of service in their workplace; and
 - b) Increase communication between CUPE members and would inform and involve local residents of our efforts to improve quality of community services through collective bargaining (eg. face to face discussions, radio ads, townhalls, information tables, etc.); and
2. Report on this project at a future CUPE Sector Council.

BECAUSE:

- The right to strike has been increasingly curtailed through essential services legislation; and
- Service cuts, workload and staffing levels are a priority for CUPE members in all sectors; and
- CUPE needs to build on the experience and knowledge we already have of connecting our bargaining to the community and expanding the scope of action when the right strike is not an option; and
- Building community support for public services and our bargaining issues will increase understanding and break down the public worker/community divide to build a common front between workers and the communities we serve.

NEB decision

*motion to not
proceed with
covers Resolution 42*

Resolution No. 44
Submitted by Local 79 (Ont.)

CUPE NATIONAL WILL:

1. Explore the feasibility of non-traditional attendance at General Membership Meetings that does not require members to be physically present; and
2. Develop a pilot programme that uses the available technology, such as video conferencing, etc. to accommodate full active participation from a remote location; and
3. Pilot the program with interested Locals.

BECAUSE:

- Many Locals are experiencing increased difficulty in achieving quorum at General Membership Meetings; and
- Providing alternative access to participation in General Membership meetings will increase the ability for members to feel connected with their Local as well as build capacity within Locals to communicate, engage and mobilize the membership to build solidarity and strength; and
- CUPE needs to be reflective of and responsive to increased demands on the limited amount of free time that members have to share with their union; and
- Providing the ability for members to participate from a remote location increases the opportunities for Local unions to achieve quorum while contributing to the needs of our membership to maintain home and work life balance; and
- Technology is readily available to facilitate attendance with full ability to actively participate from a remote location.

NEB decision

*motion not to
proceed with*

Resolution No. 46
Submitted by Locals 3912 (N.S.) and 4980 (Sask.)

CUPE NATIONAL WILL:

1. Provide education and training on videoconferencing equipment and other relevant electronic technology that can lower the

environmental impact of work and among CUPE activists, committees and other parts of CUPE.

BECAUSE:

- CUPE has installed videoconferencing capacity in many of its offices that should be fully utilized. And because technology can be used as an alternative to meetings/conferences that require extensive travel, which can have negative environmental consequences.

NEB decision

*adopted
covers Resolution 48*

Resolution No. 47
Submitted by the Ontario Council of Hospital Unions

CUPE NATIONAL WILL:

1. Ask the National Executive Board to review the services available to members outside of the province of Quebec whose first language is French, take corrective wherever required and report to the CUPE National Executive Board with on this matter in 2017.

BECAUSE:

- A large number of our members are Francophone and many locals, outside of the province of Quebec, function exclusively in the French language; and
- Francophone members of CUPE do not have the same services available to them in a timely way as Anglophone members, particularly in the province of Ontario; and
- Educational opportunities are fewer and infrequent for Francophone members, particularly in the province of Ontario; and
- The assignment of Francophone servicing representatives to locals requiring service in the French language, particularly in the province of Ontario, takes longer, leaving members without service; and
- Francophone specialist services, like research, are scarce, particularly in the province of Ontario.

NEB decision

*motion not to
proceed with
covers Resolution 45*

Resolution No. 49
Submitted by Local 4948 (Ont.)

CUPE NATIONAL WILL:

1. Create an online directory of all CUPE affiliated locals across Canada by sector and sub-sector; and
2. Include President, Office address (if applicable), phone number, email and webpage (if applicable); and
3. Include CUPE National Office and Regional Offices and main contact information of officers and services offered; and
4. Include a calendar of important administrative dates like the National Executive Board (NEB) meeting dates and any relevant deadlines.

BECAUSE:

- This will assist in work at the local level and support the work that CUPE provides by way of the National Representatives; and
- Create an invaluable networking tool to strengthen the work that we do that has relevancy across the country; and
- Provide support and information to the CUPE National Committees; and
- Assist and aid in the work that needs to be done for the CUPE National Sector conference bi-annually.

NEB decision adopted

Resolution No. 50
Submitted by the CUPE Metro Vancouver District Council (B.C.)

CUPE NATIONAL WILL:

1. Engage with the Canadian Labour Congress to develop a coordinated media presence that may include forms of print and/or electronically formatted materials designed to improve communication and educate union members and members of the general public from a worker's perspective.

BECAUSE:

- Collectively, approximately 30% of workers in Canada are represented by unions; and

- Many members of the general public blindly believe in the messages about workers from the mainstream media; and
- Current media sources are fragmented across Canada; and
- The union movement is currently engaged in a member to member program (Fairness Works/Unite for Fairness) on a national scale and coordinated efforts in this regard will both improve and drive the acceptance of the labour movement's message, thus improving the union profile on a national platform.

NEB decision adopted

Resolution No. 54
Submitted by the Ottawa CUPE District Council (Ont.), Locals 1979 and 2424 (Ont.)

CUPE NATIONAL WILL:

1. Direct Union Development to begin on-line delivery of existing courses or parts of courses where practical, integrating on-line Interactive technology where applicable; and
2. Request that Union Development develop guidelines for the promotion and effective integration of on-line and in-school courses and develop training courses for member facilitators in the new relevant technology.

BECAUSE:

- The education of members is fundamental to building a strong union; and
- Members are not always able to attend in-school education programs due to conflicting schedules, family responsibility, location and accessibility; and
- Technological advancements have made on-line meeting capabilities more interactive; and
- On-line sessions can make education more accessible to members as they may be provided year-round.

NEB decision motion to not proceed with covers Resolutions 55 and 64

Resolution No. 56
Submitted by Local 2348 (Man.)

CUPE NATIONAL WILL:

1. Develop and present educational workshops to CUPE members on Treaty Relations in Canada in partnership with provincial Treaty Relations Commissions; and
2. Encourage executives and shop stewards to participate in this training to guide and shape their interactions and work within their local.

BECAUSE:

- We are all Treaty people; and
- Racism and misconceptions about Treaty Relations persist in Canada, our workplaces, our institutions, and our union; and
- We fight to uphold our Equality Statement and our Collective Agreements and yet rights and responsibilities laid out in treaties have yet to be honoured and respected; and
- Treaty Relations education is a step towards individual and collective understanding of both historical and current effects of colonization.

NEB decision motion to not
proceed with
covers Resolution 61

Resolution No. 57
Submitted by Local 2348 (Man.)

CUPE NATIONAL WILL:

1. Work with Regional offices to ensure respectful environments are fostered at Union Education events and schools, through the development of an evaluation for Member participants and Facilitators.

BECAUSE:

- As Unionists, we need to lead the way and practice what we teach and strive to create safer spaces in our Union spaces. Creating safer spaces for Members, Facilitators and Staff is key to ensuring all CUPE Members feel recognized and respected; and

- In order to ensure we are creating and upholding the equality statement, we need to hear from our Member participants and Facilitators to ensure we are creating safe spaces for all Members.

NEB decision adopted

Resolution No. 59
Submitted by Local 2669 (Sask.)

CUPE NATIONAL WILL:

1. Take the steps needed to promote the new Health and Safety Learning Series with locals so they may them educate their Executives; Health and Safety Committees and Representatives.

BECAUSE:

- Locals cannot always afford to take comprehensive courses, such as whole weeks of health and safety training when representatives are appointed; and
- Locals need training on occupational health and safety to serve their members and claim their rights more effectively and in a timely manner; and
- Locals face a growing rate of health and safety-related issues; and
- Health and Safety is a cornerstone to engagement of our members.

NEB decision adopted
covers Resolution 62

Resolution No. 60
Submitted by CUPE Alberta

CUPE NATIONAL WILL:

1. Make it a priority to develop training modules on environmental issues.

BECAUSE:

- CUPE does not have any formal training regarding the environment; and
- Environmental conditions are our working and living conditions; and

- This affects all future generations.

NEB decision

adopted

Resolution No. 63

Submitted by the Sudbury and District CUPE Council (Ont.)

CUPE ONTARIO WILL:

1. Along with District Councils, establish a roster of members from affiliated CUPE Locals who will act as District Campaign Facilitators to assist in the implementation of CUPE Ontario campaigns at the regional level, including implementation of campaigns, strike support, political action and municipal, provincial and federal election campaigns. These District Campaign Facilitators will be also used to educate and raise the political awareness of CUPE members in their area.
2. A comprehensive program will be organized to train these facilitators in all aspects of campaigning. Facilitators will then be used to implement the various campaigns of CUPE Ontario through book-offs through District Council. Updated training programs will be held each year for new Campaign Facilitators.

BECAUSE:

- CUPE Ontario has multiple campaigns that are implemented each year and always mobilize member book-offs to work in elections.
- Often, meeting campaign goals are hampered by the inability to find experienced and/or trained members to book-off to implement campaigns and/or elections.
- Our Special Convention last year talked about being proactive to fight austerity measures that impact locals and their communities.
- A roster of trained CUPE Campaign Facilitators at the regional level will help build a stronger, community-based union

NEB decision

referred to division

Resolution No. 66

Submitted by Local 3903 (Ont.)

CUPE NATIONAL WILL:

1. Develop sexual violence and harassment training in consultation with provincial coalitions of rape crisis

centres (where they exist), anti-racism activists and community groups, disability-rights organizations and queer-rights organizations. Training modules shall be circulated widely across locals for feedback.

BECAUSE:

- Any training should work from an intersectional lens which recognizes how sexual and gendered violence is experienced differently based on the intersecting oppressions that constitute the material reality of one's life; and
- Changing the culture of our locals will require training and workshops.

NEB decision

adopted

Resolution No. 71

Submitted by Local 4078 (B.C.)

CUPE NATIONAL WILL:

1. Establish a national Transportation Committee, representative of transportation workers country wide.

BECAUSE:

- CUPE represents provincially regulated and federally regulated public transportation workers in all areas of the transportation sector across Canada; and
- Transportation workers across Canada face many common issues such as: violence in the workplace, privatization, outsourcing, and reduced funding; and
- We need to establish a strong national voice for CUPE workers in the transportation sector; and
- We need to raise the profile of CUPE within the transportation sector; and
- We need to increase the participation and coordination of CUPE workers within the transportation sector across Canada.

NEB decision

motion to not proceed with covers Resolutions 69 and 70

Resolution No. 72
Submitted by CUPE Ontario and Local 1334 (Ont.)

CUPE NATIONAL WILL:

1. Create a National Trades Committee to enhance awareness/recognition of diversified skills of traditional trades' workers in the public sector across all of CUPE, including profiling the roles of Trades members at events, meetings, training, conferences and conventions; and
2. Continue to lobby for the importance of the professional trades/skills, knowledge and experience in emergencies and daily work challenges; and
3. Provide trades members with the same resources, benefits and representation that all other CUPE committees have access to so that dignity, respect and future apprenticeships won't face extinction.

BECAUSE:

- Canada's future potential depends on trades as we represent the roots and backbone; and
- Trades workers are an important part of Canada's public service sector; and
- The current economic crisis results in daily increased attacks on public service workers and our collective agreements; and
- Trades workers are continually under pressure from employers and non-union contractors that seem to be cheaper, unsafe solutions compared to skilled educated journey people; and
- Trades workers require strong labor reinforcement with the ability to take all means of political action to represent the interests of union members and workers Canada-wide.

NEB decision

*motion not to
proceed with
covers Resolutions 67
and 73*

Resolution No. 74
Submitted by Local 3500 (B.C.)

CUPE NATIONAL WILL:

1. Establish a designated position for a Young Worker on the National Advisory Committee on Pensions.

BECAUSE:

- Young Workers are the future of our union and it is imperative that we encourage them to become active, educated and informed on issues to ensure the longevity of the union; and
- Young workers need to know about their pensions and retirement issues when they begin their careers so they can be proactive in making sure they have a pension to enable them to retire with economic security and dignity; and
- This position will be both a resource for all CUPE members and allow a voice and input for Young Workers and the socio-economic challenges facing our young workers today such as; severe student debt, delayed entrance to the workforce, working in precarious/contract jobs which will all effect their future retirement decisions; and
- Educating and engaging Young Workers in pension issues is the key to ensuring we will have pensions in the future.

NEB decision

*motion to not
proceed with*

Resolution No. 75
Submitted by Local 951 (B.C.)

CUPE NATIONAL WILL:

1. Encourage Skilled Trades be included in Municipal conferences held across Canada.

BECAUSE:

- To build on the success created from the Western Canadian Municipal Workers and Skilled Trades 2013 Conference in Victoria where strategies were shared between many locals on apprenticeships, anti-contracting out, women in trades and the protection of Red Seal Certification.

NEB decision

*motion not to
proceed with
covers Resolution 76*

Resolution No. 77
Submitted by CUPE Manitoba and CUPE Saskatchewan

CUPE NATIONAL WILL:

1. Hold a national conference of members and allies working in Long Term Care.

BECAUSE:

- The demand for Long Term Care is increasing; and
- Funding for public Long Term Care services is not keeping pace with demand; and
- The Saskatchewan government removed the minimum hours of care for seniors from the Long Term Care Act and time for direct care for residents is not being adequately provided, and other provinces have experience with similar erosions to standards of care; and
- Direct care in Long Term Care is one of the most dangerous occupations in health care with respect to injury rates; and
- For-profit ownership and operation of Long Term Care services means poor conditions for residents, workers and families.

NEB decision

*motion not to
proceed with*

Resolution No. 78

Submitted by CUPE British Columbia

CUPE NATIONAL WILL:

1. Spearhead a national conference on privatization and public services in conjunction with other unions and coalition partners.

BECAUSE:

- The attack on public services, public sector workers and their unions has intensified across the continent; and
- The conservative majority government is implementing the attack on public services and public sector workers; and
- We need to strategize and develop a counter plan with labour and civil society coalition allies to build our capacity to reverse the privatization of public services and promote public sector successes.

NEB decision

*motion not to
proceed with*

Resolution No. 79

Submitted by Local 1310 (Ont.)

CUPE NATIONAL WILL:

1. Structure, the National Division, and Provincial Divisions, Conventions and all conferences, so that all business of the conference or convention such as motions, bylaw amendments, constitutional amendments, be dealt with first and when this business is complete, move to guest speakers and other.

BECAUSE:

- Time and money needs to be more efficiently used; and
- A greater volume of work needs to get done; and
- The work of the Union needs to be the priority.

NEB decision

*motion not to
proceed with*

Resolution No. 81

Submitted by Locals 960 and 1764 (Ont.)

CUPE NATIONAL WILL:

1. Host a special summit with young worker representatives, activists and servicing staff affiliates to share best practices and develop strategies for better engaging young workers within the union movement.

BECAUSE:

- Young people are very active in mobilizing around social, economic and climate justice but young workers are notoriously under-represented throughout the ranks of their unions and in activism with their unions; and
- Engaging young workers within their unions is one of many crucial steps towards making unions more inviting to youth and young workers; and
- Many bargaining table negotiations will have the greatest impact on new workers and future workers; and
- The priorities, perspectives and concerns of young workers must be represented within their unions.

NEB decision

*motion not to
proceed with*

Resolution No. 85
Submitted by Local 873 (B.C.)

CUPE NATIONAL WILL:

1. Develop and implement constitutional language to supplement Article B.XI TRIAL PROCEDURE, which will establish the ability to hold the Accuser liable for the costs incurred, when a complaint is ruled to be un-founded by the Trial Committee.

BECAUSE:

- The current Constitutional language does not assign any responsibility or accountability to the person(s) making a complaint; and
- The trial process forces the Local to incur significant time and financial costs to administer trials, no matter how frivolous the complaint may be; and
- In the civil court system, the accuser may be held accountable for court costs.

NEB decision

*motion not to
proceed with*

Resolution No. 86
Submitted by Local 79 (Ont.)

CUPE NATIONAL WILL:

1. Prepare an agenda for the 2017 National Convention to provide one day of convention as a mobilization day for delegates both regionally and nationally to do strategic planning on issues that have been passed at convention.

BECAUSE:

- Our union has come to the conclusion that increased face to face meetings with our members will encourage membership engagement and build our union; and
- The national convention is not utilized effectively enough as an organizing space for the issues that are of priority to our members; and
- The current national convention agenda does not encourage delegates to be activated during the order of the day except as speakers on resolutions and not all delegates are comfortable in engaging in public speaking; and

- Using one day as a mobilization day would be an efficient and cost effective use of the gathering together of CUPE members at a national meeting to prepare ourselves for the challenges ahead from our employers and right-wing politicians.

NEB decision

*motion not to
proceed with*

Resolution No. 87
Submitted by CUPE British Columbia

CUPE NATIONAL WILL:

1. Amend the constitution to require all locals to have a minimum dues structure of at least 1.5%.

BECAUSE:

- Many local unions are unable to provide the necessary service needs of their members, or participate fully in the broader labour movement through affiliations to labour bodies because of inadequate finances; and
- Often the National Union is called upon to assist locals with campaigns and legal aid because the local does not have adequate resources; and
- There should be equality among CUPE members as to what they receive from CUPE and what they pay to CUPE.

NEB decision

*motion not to
proceed with*

Resolution No. 88
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

*motion not to
proceed with*

Resolution No. 106
Submitted by CUPE Quebec

CUPE NATIONAL WILL:

1. Move towards the use of hybrid and 100% electric vehicles and begin, when possible, to gradually install charging stations, all while respecting the framework governing its fleet of vehicles.

BECAUSE:

- CUPE National's Environment Policy demands that steps be taken to reduce greenhouse gas emissions; and
- The electrical energy produced in Canada is mostly renewable and clean; and
- The pipelines and pipeline projects in Canada will transport dirty oil from tar sands, large emitters of greenhouse gases; and
- To lower the risks related to transporting and using fossil fuels; and
- The development of electric transportation technology will inevitably bring about new developments, several years down the road, that will improve the health and safety of workers; and
- The technological advancement of batteries combined with the increased density of electrical energy will become a reality by 2016.

NEB decision

*motion not to
proceed with*

Resolution No. 108
Submitted by Local 1334 (Ont.)

CUPE NATIONAL WILL:

1. Change Article 6.4(b) of the CUPE National Constitution as it pertains to the granting of delegates to locals to provide equal voice to all

members through their locals by basing the number of credentials to which they are entitled on the actual number of dues paying members averaged for a ten (10) month period of a calendar year, withdrawing the 2 months that have the lowest number of members.

BECAUSE:

- The current system of recognizing the number of delegates based on the average number of paid-up members for the twelve (12) months before the Convention call is sent out denies equal voice to locals who represent ten (10) month employees, precarious workers and those who are seasonally unemployed, even though the locals continue to be obligated to represent their members during periods of lay off; and
- This denies equal voice to members who are precarious workers, by reducing the number of eligible delegates their local is entitled to; and
- This could be seen as an example of systemic discrimination as many precarious workers, are young, women and/or racialized workers.

NEB decision

*motion not to
proceed with*

Resolution No. 109
Submitted by Local 374 (B.C.)

CUPE NATIONAL WILL:

1. Start a program to encourage locals to merge with the goal of having locals big enough to support either a Part Time or Full Time President.

BECAUSE:

- Too many locals rely on volunteers which can cause burn out and difficulty servicing CUPE members; and
- Part Time or Full Time Presidents suffer less negative repercussions from employers than volunteer officers; and
- CUPE has many campaigns which often cannot be completed by locals relying on volunteers; and
- Part Time and Full Time Officers have the time to dedicate to being more autonomous from National Union servicing representatives.

NEB decision

adopted

Resolution No. 111
Submitted by Local 374 (B.C.)

CUPE NATIONAL WILL:

1. Open a dialogue with both the National Union of Government Employees (NUPE) and the Public Service Alliance of Canada (PSAC) about merging to form one Union.

BECAUSE:

- There should only be one public sector union; and
- It is in the employers benefit when there are multiple unions fighting over territory; and
- Too much money is spent on internal disputes which could be better used fighting for worker rights and benefits; and
- Our union became stronger with previous mergers, we can grow stronger still with more.

NEB decision

*motion not to
proceed with*

Resolution No. 113
Submitted by the Hospital Employees' Union (B.C.)

CUPE NATIONAL WILL:

1. Lobby for improvements to the Social Security Tribunal of Canada (SST) for people trying to appeal decisions on their ineligibility for the Canada Pension Disability Benefit Disability Program.

BECAUSE:

- The SST was not created through a just parliamentary process and has resulted in an unfair, and further delayed process for appeals, and the SST managed to hear just 348 appeals in its first year of operation, and the backlog has now grown to nearly 10, 000, some cases dating back several years; and
- An in-person hearing is no longer a guaranteed right but one option among several, that include a hearing by teleconference, by video conference or on the basis of the written documents only; and
- In the Social Security Tribunal system, every application to the Tribunal is heard before a single member, whereas under the previous system

every application for an appeal was heard by a three member panel; and

- About 60 per cent of initial applications for CPP disability benefits are refused, and the rate of successful appeals against initial rulings on CPP disability benefits has been declining over the last decade, to just 43 percent In 2013-14; and
- Canada has one of the highest rejection rates for a disability insurance program among OECD countries.

NEB decision

adopted

Resolution No. 114
Submitted by Local 15 (B.C.)

CUPE NATIONAL WILL:

1. Support the BC Provincial division and CUPE locals in BC in current campaigns about the underfunding of the public education system; and
2. Further lobby the provincial government in BC over the closing of schools and the deterioration of our public education system in BC.

BECAUSE:

- Education is a right; and
- Every child has the right to quality public education in their own neighborhood; and
- Our tax dollars need to be appropriately used for our public education system as well as our social services.

NEB decision

referred to division

Resolution No. 115
Submitted by CUPE Prince Edward Island

CUPE NATIONAL WILL:

1. Take a strong stand and fight any changes to EI and ensure all information proposed at the EI Forum of the first Ministers meetings and by the EI commissioners is made available and is transparent. Including votes, minutes and other important information; and

2. That CUPE National will pursue this matter with the Information Commissioner and up to including the courts.

BECAUSE:

- The Forum of Labour Market Ministers and the EI commissioners have been meeting behind closed doors and in secret; and
- Canadians have no idea what the federal government is tabling at these meetings and no idea how provincial governments are responding; and
- Decisions by the EI Commission including reviews, policy approvals related to EI program administration and delivery, regulation decisions are by a majority of votes by government, labour, and business commissioners; and
- The EI Commission does not publish minutes of its meetings; does not give reasons for its decisions; and does not tell the public how each of the three Commissioners voted.

NEB decision

adopted

Resolution No. 117

Submitted by Locals 3912 (N.S.), 4091 (Qc.) and 4980 (Sask.)

CUPE NATIONAL WILL:

1. Request a meeting with the Federal Minister of the Environment within six months of the 2015 Federal Election to discuss the Government's plans to address a number of pressing environmental issues, including Climate Change.

BECAUSE:

- Federal leadership and action on climate change is urgently needed.

NEB decision

adopted

Resolution No. 120

Submitted by Locals 3912 (N.S.) and 4980 (Sask.)

CUPE NATIONAL WILL:

1. Urge all staff, activists, committees and leaders of union to use carbon offsets unavoidable travel that contributes to climate change.

BECAUSE:

- CUPE's national environment policy calls on the union to cut greenhouse gas emissions and reduce the union's impact on the environment.

NEB decision

*motion not to
proceed with*

Resolution No. 121

Submitted by CUPE Saskatchewan, CUPE Saskatchewan Health Care Council, Hospital Employees' Union (B.C.), Locals 8920 (N.S.) and 1158 (Alta.)

CUPE NATIONAL WILL:

1. Work with CUPE health care members on practical solutions to reduce greenhouse gas emissions in our workplaces; and
2. Work with environmental groups, the labour movement, academics and other allies to determine best practices on sustainability in health care, and how to make a just transition that protects members' work and work schedules; and
3. Campaign to remove unsafe materials and products from health care facilities which endanger both workers and patients; and
4. Conduct a pilot project (s), surveys and focus groups with members on initiatives to green work, work processes and facilities; and
5. Compile and distribute sample collective agreement language; and
6. Develop an education program and tools for members on adapting work to address the impact of climate change.

BECAUSE:

- Representing approximately ten percent of the Canadian economy, the health care sector has a huge impact on the environment; and
- Health care's large carbon footprint, and generation of waste products undermine the very health of the communities they serve; and
- Ready solutions exist to reduce the sector's carbon footprint such as bulk purchasing of local food, in-

house food preparation, on-site laundry facilities, and other steps that reduce carbon impact and support the local economy; and

- Health care workers can play a central role in shifting their sector's technology, policy, work organization, and work culture to make healthcare practices more environmentally sound; and
- CUPE's National Environment Policy states that we will promote greener work practices that help cut GHGs; and
- A carbon-neutral health care sector would be an obvious area for new job growth to help adapt to the impacts of both demographics and climate change.

NEB decision

motion not to proceed with covers Resolutions 116 and 122

Resolution No. 123**Submitted by Local 3500 (B.C.)**

CUPE NATIONAL WILL:

1. Again call on the Canadian Labour Congress to renew and undertake its previous resolve to call on the federal government to place the petrochemical industry in Canada under the democratic control of the Canadian people through the process of nationalization.

BECAUSE:

- The 2008 Convention of the CLC resolved to call on and lobby the federal government to nationalize the petrochemical industry but there has been no report back to the membership on any actions that have been taken.

NEB decision

motion not to proceed with

Resolution No. 124**Submitted by Local 3500 (B.C.)**

CUPE NATIONAL WILL:

1. Continue to vigorously oppose the Northern Gateway Project; and

2. Lobby the Federal Government to stop the Northern Gateway Pipeline Project.

BECAUSE:

- The Calgary based Enbridge Incorporated plans to build an oil pipeline from Alberta to Kitimat, B.C.; and
- The pipeline would traverse 50 First Nations territories, many with unresolved land-claims, 700 waterways, and would pump 550,000 barrels of tar sand oil per day; and
- This project will pose a potential catastrophe for our inland waterways and our priceless and bountiful coastline; and
- Enbridge Incorporated, over the past 5 years, has reportedly had 278 oil spills, leaks and releases.

NEB decision

adopted

Resolution No. 125**Submitted by Local 15 (B.C.)**

CUPE NATIONAL WILL:

1. Lobby the federal government to stabilize the cost to consumers of fuel in Canada; and
2. Lobby the federal government to do an enquiry into the fluctuating price of fuel at the gas pumps in Canada.

BECAUSE:

- We believe there is injustice on behalf of the oil and gas industry that is reflected in the unstable prices at the pumps; and
- There is no logical explanation for the fluctuating prices in gas at the pump coast to coast to coast; and
- The high cost of fuel is a factor in the poverty of Northern regions due to the excessive cargo shipping costs, which affects the delivery of food, products.

NEB decision

motion not to proceed with

Resolution No. 126
Submitted by Local 3500 (B.C.)

CUPE NATIONAL WILL:

1. Lobby the Government of Canada to amend the Gas Tax Fund Legislation and allow a portion of the monies collected under the legislation to be used for the day to day operations and maintenance of transit systems.

BECAUSE:

- The funding for public transit in our communities is chronically underfunded; and
- Transit fares are rising to a point that public transit is becoming unaffordable to the average worker; and
- Existing public transit infrastructure is not being properly maintained due to inadequate funding; and
- Gas Tax Fund revenues are currently available to capital projects only.

NEB decision

*motion not to
proceed with*

Resolution No. 127
Submitted by Local 3500 (B.C.)

CUPE NATIONAL WILL:

1. Publicly state CUPE National's opposition to fracking and encourage all affiliates to participate in local committees and movements opposed to fracking.

BECAUSE:

- Fracking uses enormous amounts of water mixed with sand and toxic chemicals, which is forced into the ground in order to fracture rock and coal to release natural gas; and
- Notwithstanding a global shortage of potable water, petroleum companies are mixing water with toxic chemicals to be pumped into the ground, to be later abandoned to water tables worldwide; and

- There is a growing global campaign in opposition to fracking;

NEB decision

adopted

Resolution No. 128
Submitted by Local 3500 (B.C.)

CUPE NATIONAL WILL:

1. 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 doorstep; 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

*motion to not
proceed with*

Resolution No. 129
Submitted by Locals 3550 (Alta.) and 951 (B.C.)

CUPE NATIONAL WILL:

1. Call on all governments to develop a strategy on climate change that includes public investment in conservation measures such as building retrofits, wind, solar energy etc.

BECAUSE:

- One of the most fundamental teachings of Indigenous Peoples is the obligation to care for the earth; and
- Indigenous elders in the north are saying the time has come. They are seeing the drastic changes already to glaciers, land water and animals and consequently to their way of life; and

- CUPE has an important role to play in the implementation of actions to reduce greenhouse gas emissions; and
- CUPE has committed to a policy and action plan on climate change and global warming to reduce greenhouse gas emissions and to reduce our respective carbon footprints.

NEB decision

adopted

Resolution No. 130

Submitted by CUPE Saskatchewan

CUPE NATIONAL WILL:

1. Speak out against uneven reporting, and draw attention to the fact that some events are not reported or are ignored due to Racism and Discrimination.

BECAUSE:

- While the terrorist attacks in Paris were devastating and vicious, they received sweeping media coverage, but the coverage of the Boko Haram's slaughter of over 2,000 people in Nigeria was minimal and inadequate; and
- Atrocities such as occurred in Nigeria happen on an almost daily basis, and are generally minimized or ignored in Western media; and
- Only through speaking out at a grass-roots level are some atrocities brought to the forefront of National and International attention – such as the long-needed attention now being brought to the missing and murdered Indigenous women in Canada.

NEB decision

adopted

Resolution No. 132

Submitted by CUPE Metro Vancouver District Council (B.C.)

CUPE NATIONAL WILL:

1. Lobby all federal political parties and related community allies about the need for equal pay for work of equal value for both the Public and Private sectors and to push for adequate compensation

through updated gender neutral job evaluation measures based on skills, effort, responsibility, and working conditions.

BECAUSE:

- Equal pay for work of equal value solves systemic wage inequality; and
- Equal pay for work of equal value combines human rights with labour and employers to seek compensation solutions proactively rather than to leave it to individuals on a case by case basis; and
- Where there is no equal pay for work of equal value, there are no incentives for employers to provide compensation solutions.

NEB decision

*adopted
covered by
strategic directions*

Resolution No. 133

Submitted by CUPE Manitoba

CUPE NATIONAL WILL:

1. Lobby the federal government to end the restriction criteria with the classification of 'dependent'; and
2. Lobby to end discrimination for caregivers who are willing to care for non-relatives; and
3. Allow the Federal Tax Credit to be accessible to all Canadians.

BECAUSE:

- According to Canada's Economic Action Plan, the federal government is committed to recognizing the sacrifices that many Canadians make to care for their children, spouses, parents, and other family members with infirmities; and
- Many Canadians who are Caregivers of non-related individuals are not entitled to receive the Federal Caregiver Tax Credit; and
- People with disabilities are institutionalized at a much higher cost.

NEB decision

*motion not to
proceed with*

Resolution No. 134
Submitted by Local 4828 (Sask.)

CUPE NATIONAL WILL:

1. Do an in-depth critical analysis of how the hiring process, electoral process and structure of CUPE National support and deter the participation of women, persons with disabilities, racialized, Indigenous and LGBTTI people; and
2. Conduct focus groups, town halls and surveys, and review existing research, identify the barriers marginalized communities face and ways to overcome those barriers; and
3. Explore ways to better connect the work of Diversity Vice Presidents and equality committees to their constituencies; and
4. Support this initiative and the recommendations that emerge from it.

BECAUSE:

- CUPE members have continuously identified barriers that prevent them from participating in CUPE as staff, elected officers and rank and file members; and
- 68% of CUPE members are women, 15% are racialized, 3.4% are Aboriginal and many are persons with disabilities and LGBTI workers; and
- National and local officers, committees, stewards, active members and staff do not reflect the diversity of our membership.

NEB decision

*motion not to
proceed with*

Resolution No. 135
Submitted by the Hospital Employees' Union (B.C.)

CUPE NATIONAL WILL:

1. Consider the impacts on and involvement of women and members of equity-seeking groups when planning, implementing and evaluating all campaigns and activities and will include a diversity of voices in all activities and events.

BECAUSE:

- Women are 68% of the CUPE membership; and

- Workers from equity seeking groups are a growing part of the workforce and the membership of CUPE; and
- Attacks on workers' rights and union rights adversely impact women and workers who are marginalized by sexism, racism, homophobia, transphobia, ableism and other forms of oppression; and
- Mobilizing women and workers from equity seeking groups is key to our success in resisting those attacks.

NEB decision

adopted

Resolution No. 136
Submitted by Local 3903 (Ont.)

CUPE NATIONAL WILL:

1. Support a survivor-centric investigative process by appointing investigators who shall be neutral, external and who have undergone anti-oppression, anti-racist, anti-homophobic, anti-transphobic, anti-ableism, anti-sexism and anti-colonialism training.

BECAUSE:

- Anti-oppression training, while a progressive step, fails to name the various forms and sites of oppression that intersect to form a system of oppression; and
- We refuse a hierarchy of oppression but we also reject the term "anti-oppression training" as a catch-all phrase which does not support the actual recognition of oppressive and discriminatory behaviours and their intersectional natures.

NEB decision

*motion not to
proceed with*

Resolution No. 137
Submitted by Local 3903 (Ont.)

CUPE NATIONAL WILL:

1. Implement an immediate suspension of staff, executive and committee members who are facing allegations of sexual violence including harassment until a full investigation has been conducted. The

suspension will be in effect until the investigation is complete. The investigation shall be conducted in a timely manner. The confidentiality of all involved will be upheld.

BECAUSE:

- Adequate safety planning for the wellbeing of survivors demands that they should not have to encounter the accused perpetrator as part of their work or while partaking in union activities; and
- The responsibility should not be placed upon the survivor to change her/his schedule to accommodate the alleged perpetrator of violence; and
- Union spaces need to be made safe for all members.

NEB decision

motion not to proceed with

Resolution No. 138

Submitted by Local 3903 (Ont.)

CUPE NATIONAL WILL:

1. Create a comprehensive policy and procedure regarding a step-by-step process on how to deal with disclosures regarding sexual violence to CUPE officials. The process must address sexual and gendered violence as it is experienced at the intersections of race, class, sexual orientation and ability, and as such, it will be created by a working group made up of, but not limited to, members of the National Rainbow Committee, the Pink Triangle Committee, the National Aboriginal Council, the National Women's Committee, in consultation with their local counterparts and survivors of sexual violence to create a survivor-centric framework. As a crucial part of a survivor-centric process, members shall have access to a woman-identified first responder. The working group will produce a report and a draft policy to be sent to locals by no later than November 15th, 2016.

BECAUSE:

- There is currently no policy in place that explicitly addresses sexual violence or harassment or outlines the procedure following a disclosure within our locals; and

- Policy and procedure needs to be developed through a survivor-centric framework and through an intersectional framework as sexual violence and harassment impacts people differently based on class, race, gender, sexual orientation, and form of ability.

NEB decision

motion not to proceed with

Resolution No. 139

Submitted by Local 2348 (Man.)

CUPE NATIONAL WILL:

1. Partner and work with CUPE Manitoba and CUPE Local 2348 to develop and implement a Respectful Workplace Review and organizational survey for Locals to use across Canada.

BECAUSE:

- Workplace bullying divides us as union members; and
- Our workplaces do not have the language to reflect the impacts of bullying, the need for safer spaces and creating inclusive workplaces; and
- The impact of bullying, organizational bullying and toxic workplaces has an increasing detriment to the health of our workplaces and members; and
- Members still do not feel secure in coming forward to report bullying due to the fear of losing work and opportunities.

NEB decision

referred to division

Resolution No. 140

Submitted by Local 3903 (Ont.)

CUPE NATIONAL WILL:

1. Implement an independent investigation and safety audit of past responses to sexual violence and harassment by CUPE National, including barriers to justice faced by survivors. Legal counsel or organizations with expertise in the area of sexual violence and its intersections with racism, ableism, heterosexism and transphobia must conduct this investigation and audit. A report shall be sent to locals no later than November 15th, 2015.

BECAUSE:

- An investigation and safety audit will allow CUPE National to build a safer union for everyone; and
- It is important to know what barriers to justice have been experienced by survivors so those barriers can be removed; and
- Sexual violence and harassment can be experienced differently, and is often named differently, by racialized, disabled, queer and trans members. Such an investigation and audit must be informed by the ways sexual violence and harassment is experienced at the intersections of race, ability, sexual orientation and gender presentation.

NEB decision

*motion not to
proceed with*

Resolution No. 141**Submitted by Local 2348 (Man.)**

CUPE NATIONAL WILL:

1. Take the lead in the province in adapting: The Public Schools Amendment Act (Safe Inclusive Schools) — to be implemented into CUPE workplaces, policies, and Collective Agreements; and
2. Partner with CUPE Manitoba and Local 2348 to develop a 'Diversity & Inclusion Coordinator' designation and training for Shop Stewards to ensure every workplace has a trained activist.

BECAUSE:

- Workplace bullying divides us as union members; and
- Our workplaces do not have the language to reflect the impacts of cyber bullying, the need for safer spaces and creating inclusive workplaces; and
- The impact of bullying, organizational bullying and toxic workplaces has an increasing detriment to the health of our workplaces and members; and
- Members still do not feel secure in coming forward to report bullying due to the fear of losing work and opportunities.

NEB decision

adopted

Resolution No. 142**Submitted by Local 3903 (Ont.)**

CUPE NATIONAL WILL:

1. Amend the CUPE National Code of Conduct to include an explicit reference to sexual violence as follows: "Commit to ensuring all union environments are free from sexual violence and sexual harassment. Sexual and gendered violence is sustained and bolstered by co-existent violences such as racism, heterosexism and ableism and as such any attempt to address gendered and sexual violence must also aim at eradicating these violences".

BECAUSE:

- The current CUPE Code of Conduct is silent on the issues of sexual violence and sexual harassment and instead includes the broad category of harassment. Because of the stigma attached to sexual violence, the imbalance of power at its root, and the culture of silence surrounding experiences of sexual and gendered violence, it is important to explicitly name sexual violence and harassment within the Code of Conduct and to recognize it as a reality within our union.

NEB decision

*motion not to
proceed with*

Resolution No. 146**Submitted by Local 4091 (Qc.)**

CUPE NATIONAL WILL:

1. Appeal to the federal government and Canadian public immediately to try to stop the budget cuts and deregulation of health and safety.

BECAUSE:

- Safety management systems (SGS) do not work; and
- Big companies fail to properly manage themselves in terms of health and safety; and
- Inspectors no longer have the power to enforce regulations; and
- Saving lives is more important than saving money; and

- The Canadian public is kept in the dark over the government's deregulations and the danger that this poses to the public's health and safety; and
- It's up to the federal government to protect and inform the public.

NEB decision

adopted

Resolution No. 148
Submitted by CUPE Ontario and Local 1334 (Ont.)

CUPE NATIONAL WILL:

1. Lobby federally for government action to ensure payment of claims to the beneficiaries of policy holders who have died as a result of suicide; and
2. Further support these lobbying efforts by working through the provincial Division to engage members to take on actions to achieve the required government action; and
3. Advocate at the federal level for the full adoption of the National Mental Health Standards as approved by the Canadian Standards Association.

BECAUSE:

- Some insurance companies refuse to pay when policy members have died by suicide; and
- We require action at the federal level to ensure our members are protected and that national standards are in place to deal with mental health.

NEB decision

motion not to proceed with

Resolution No. 149
Submitted by CUPE Metro Vancouver District Council (B.C.) and Local 391 (B.C.)

CUPE NATIONAL WILL:

1. Lobby all federal political parties and related community allies on the growing issue of mental health awareness among workers and the public they serve and to keep employers accountable for the health and safety of workers through

accommodated work schedules, conditions of work and adequate security measures.

BECAUSE:

- Employers often make accommodations of worker medical issues an onerous process citing cost and impact on operations; and
- Employers often wait to accumulate an inordinate amount of evidence of health and safety issues over a prolonged period of time weighing the financial cost sometimes more than the cost to worker wellbeing before correcting the problems; and
- Employers are often in denial of their own workers' mental and/or medical health issues, and treat them in attendance management as if they are healthy.

NEB decision

adopted

Resolution No. 154
Submitted by Local 4047 (Ont.)

CUPE NATIONAL WILL:

1. Lobby governments in all jurisdictions to ensure enforcement of current provincial laws and federal health and safety laws; and
2. Ensure there is media coverage to alert the public and information provided to all CUPE members on this important issue — CUPE will interviewing various activists and build the story telling using live examples de-identified as to protect activists privacy with end goal to be so all workers are aware as well as the public of lack of enforcement in Canada; inspectors must issue penalties for violations or the entire system of the IRS is a failure as flawed as it already is.

BECAUSE:

- There is an absence in law where inspectors can actually not rule immediately on violations in H&S various legislative acts — where they can sit so to speak on a complaint and purposely not process it or deflect rendering decisions not issue Assurance of Voluntary Compliance (AVC) or Directions to employers; and

- The lack of enforcement is putting workers lives at risk every day; and
- This heightens the amount of injuries and risks in all our workplaces and has a daily impact on the lives of workers; and
- A risk to a worker is translatable to a risk to the public.

NEB decision

adopted
covers Resolution 155

Resolution No. 157
Submitted by Local 4047 (Ont.)

CUPE NATIONAL WILL:

1. Promote awareness to all locals of workplace violence legislation or policy statements in their respective jurisdictions and encourage lobbying their government for better legislation and enforcement; and
2. Encourage all CUPE Divisions to work with members and elected officials at all levels of government for greater repercussions to employers for violating these legislations; and
3. Encourage all CUPE Divisions to promote the members right to refuse dangerous work when violence is present in the workplace.

BECAUSE:

- Effects of violence in the workplace are many and have long standing affects including mental and physical injuries, addictions problems, post-traumatic stress disorder, and family breakdown; and
- All workers have the right to a healthy and safe workplace; and
- Too many employers are oppressing and abusing our members without worry of repercussions; and
- Violence in the workplace affects our member's lives and families as a whole.

NEB decision

adopted
covers Resolution 156

Resolution No. 158
Submitted by Local 2669 (Sask.)

CUPE NATIONAL WILL:

1. Continue to work to help activists: promote awareness and remove the stigma associated with mental illness; identify workplace issues that negatively impact psychological health and safety in the workplace such as excessive workload; recognize early signs of mental illness and promote early intervention.

BECAUSE:

- Between 20 and 25% of Workers in Canada will be affected by mental health problems each year; and
- Having a mental illness is difficult to deal with; and
- The stigma associated with mental illness often prevents people from seeking the help they need; and
- There is an overwhelming evidence that investing in programs improves mental health and coping with mental illness. This includes awareness, prevention and early intervention; and
- Good mental health enables people to deal with the stresses that are part of everyone's lives.

NEB decision

adopted

Resolution No. 159
Submitted by Local 2669 (Sask.)

CUPE NATIONAL WILL:

1. Encourage and assist all locals to have highly functioning and participating health and safety committees and/or representatives.

BECAUSE:

- CUPE members need the prevention and protection that an OH&S Committee and/or Representative can give them; and
- CUPE members are facing the threat of Privatization and P3s and the "watering" down of health and safety rights is the result; and
- Committees can ensure all members understand their (3) R's — the right to refuse — the right to know — the right to participate; and

- Incidents of injuries and deaths are increasing and we need to hold the employer accountable.

NEB decision _____
adopted _____

Resolution No. 161
Submitted by Local 4047 (Ont.)

CUPE NATIONAL WILL:

1. Lobby governments to incorporate H&S training as part of the school curriculum during the years of grade 7 to grade 9.

BECAUSE:

- By high school many student are already working part time; and
- Children need to be sensitized and education on H&S matters in order to create a greater culture of workplace safety.

NEB decision _____
adopted _____

Resolution No. 162
Submitted by Local 3500 (B.C.)

CUPE NATIONAL WILL:

1. Research the most up-to-date strategies dealing with the mitigation of exposure to Electromagnetic Radiation/Radiofrequency Fields to reduce the exposure and or the adverse effects they are having on our members and to communicate this information to the membership.

BECAUSE:

- People are exposed to Electromagnetic Radiation/Radiofrequency Fields on a continuous basis through a variety of sources such as cell phones, Wi-Fi systems, Bluetooth devices, baby monitors, TV and radio transmissions, etc.; and
- The technology that is producing these Electromagnetic/Radiofrequency Fields is everywhere; in our workplaces, our offices, School Busses, aircrafts, etc.; and
- Early indications are that the current levels of exposure are proving to pose serious concerns

regarding the well-being and health of workers and the general public.

NEB decision _____
adopted _____

Resolution No. 163
Submitted by Local 4047 (Ont.)

CUPE NATIONAL WILL:

1. Take action to ensure the federal government enforces the true meaning of bill 45 (Westray act), which amended the criminal code in 2004 ;and
2. Ensure all locals are sensitized to their role in keeping accurate records to ensure prosecution, when held, is factual.

BECAUSE:

- Though more than 10,000 workers have died, very few employers had been charged under C 45 since its inception; and
- Police forces and or prosecutors are not doing effective investigations involving work place incidents; and
- Police forces and or prosecutors are not charging individuals responsible for work place incidents as is the intent of the law; and
- Accurate H&S records can be subpoena, therefore proper minutes of meetings held declaring the risk are key so are all other forms of H&S records

NEB decision _____
adopted _____

Resolution No. 164
Submitted by CUPE Saskatchewan

CUPE NATIONAL WILL:

1. Work with their Occupational Health and Safety Committee to raise awareness of the impact of shift work.

BECAUSE:

- The 2013 CUPE National Convention passed Resolution No. 144 committing CUPE to conduct a review of the newest data on circadian rhythm

disruption, identifying best practices and contract language to alleviate or minimize the risks to shift workers, and conduct a national awareness campaign on the link between shift work and breast cancer; and

- Shift work has been shown to shorten life expectancy by disrupting sleep resulting in chronic fatigue, anxiety, depression, increased risk of cardio-vascular disease and gastro-intestinal disorders among a host of other related illnesses and chronic debilitating conditions including obesity; and
- Women who work night shifts have an increased risk of breast cancer; and
- Low staffing levels are common during the night shift; and
- Shift work affects the psychological health of workers which goes beyond the workplace affecting members lives at home; and
- Shift workers have less opportunity for leisure, sports, social and family-related activities due to irregular hours.

NEB decision

adopted
covers Resolution 167

Resolution No. 165
Submitted by Local 4047 (Ont.)

CUPE NATIONAL WILL:

1. Work with the Airline Division and federal jurisdiction CUPE locals to create a group of OHS federal sector representatives who will push to meet Canada's new government and lobby to change and reverse the changes that became effective on October 31, 2014, in Part II of the Canada Labour Code, specifically section 128 explaining the process for the right to refuse unsafe work.

BECAUSE:

- This modification has measurable, dramatically negative repercussions on the health and security of federal workers who cannot exercise this right if danger is imminent; the legal terminology used in this modification includes the notion of frivolous, persecutory and abuse so as to directly intimidate workers who will then be afraid to claim that right; and

- This directly endangers the lives of passengers traveling on all types of transportation, such as aircraft, ships, trains, buses, trucks, etc. and workers, because the right of refusal is the final emergency response mechanism used by workers to prevent fatal accidents affecting them and the public; and
- Most government decisions on health and safety law violations are negative—our workplaces are therefore becoming increasingly dangerous; and
- If this happens at the federal level, it is not inconceivable to see it happen soon in a province under a government that practices the same austerity.

NEB decision

adopted

Resolution No. 168
Submitted by Local 2348 (Man.)

CUPE NATIONAL WILL:

1. Recognize a Provincial Community Social Service Worker Health and Safety Week in each of the Regional offices.

BECAUSE:

- Social service workers are in need of more education on how to work safely to avoid workplace injuries; and
- A series of activities and workshops should be organized to increase the awareness of workplace health and safety issues.

NEB decision

adopted

Resolution No. 169
Submitted by CUPE Newfoundland and Labrador

CUPE NATIONAL SHALL:

1. Proclaim 2016 as the Year of Occupational Health and Safety to coincide with the launch of the new Occupational Health & Safety Learning Series.

BECAUSE:

- Over 1,000 people lose their life each year through workplace accidents; and

- Attention to occupational health and safety means increased awareness; and
- Increased awareness results in safer workplaces.

NEB decision

*adopted
covered by
strategic directions*

Resolution No. 170

Submitted by Local 2669 (Sask.)

CUPE NATIONAL WILL:

1. Encourage all CUPE divisions to adopt policies that ban electronic cigarettes unless used in designated smoking areas.

BECAUSE:

- Electronic cigarettes are not regulated by Health Canada; and
- Scientific research shows that many of the chemicals in electronic cigarettes are confirmed or potential carcinogens; and
- The World Health Organization has urged countries to introduce tougher regulations on the use of electronic cigarettes (e-cigarettes) that would include banning use of the devices indoors and preventing their sale to minors.

NEB decision

*motion not to
proceed with*

Resolution No. 171

Submitted by Local 4078 (B.C.)

CUPE NATIONAL WILL:

1. Promote and lobby the Federal Government for Post-Traumatic Stress Disorder (PTSD) compensation for all workers, including Federal workers and encourage all provinces and locals to lobby and bargain PTSD compensation language into both Federal legislation and local Collective agreements.

BECAUSE:

- Many provinces do not have legislation that recognizes PTSD as a workplace illness; and

- Workers falling under Federal jurisdiction provide essential services to the population and should have the same rights to compensation as provincially regulated workers; and
- Many workers are negatively impacted by the affects of PTSD following workplace situations; and
- The general public does not fully understand how serious and detrimental the affects of PTSD can have on workers and their families.

NEB decision

*motion not to
proceed with.
covers Resolution 160*

Resolution No. 173

Submitted by Local 4078 (B.C.)

CUPE NATIONAL WILL:

1. Lobby the necessary political authorities to have the Criminal Code amended in order to enact stiffer penalties on persons who assault transportation workers (Transit drivers, Transit supervisors, Sky train operators, Flight Attendants etc.) on duty.

BECAUSE:

- Transportation workers are experiencing increasing numbers of assaults while exercising their duties; and
- Transportation workers provide an essential service to the population and should have the same legal protection that is provided to police officers under the criminal code; and
- Assaults on Transportation Workers not only have devastating effects on the workers' health and safety but could also jeopardize the safety of the passengers they are transporting.

NEB decision

*adopted
covers Resolutions
172 and 174*

Resolution No. 175

Submitted by Local 79 (Ont.)

CUPE NATIONAL WILL:

1. Develop a national coordinated campaign with educational materials to encourage CUPE members to take their negotiated breaks at work.

BECAUSE:

- Work load has become the number one health risk for CUPE members at work as employers have cut staff numbers and increase work responsibilities; and
- The increase in work load has resulted in increased health issues for CUPE members, and has also increased tension between CUPE members; and
- To respond to work demands and to maintain care to clients under our responsibility many CUPE members do not take their negotiated coffee or lunch breaks and work for free past the end of their scheduled shifts and do not put in for straight time or overtime for hours worked as negotiated in our collective agreements; and
- By working through breaks and providing other work "for free" employers' refusal to provide full staffing components becomes rewarded and justified to management; and
- By working under the conditions negotiated for break time and compensation for extra hours worked our members will be able to work safely and employers will be required to provide sufficient staffing levels.

NEB decision _____
adopted

Resolution No. 176
Submitted by Local 2348 (Man.)

CUPE NATIONAL WILL:

1. Work with CUPE regional offices and members from the regional Health and Safety Committees to organize a provincial Occupational Health and Safety conference for CUPE Members.

BECAUSE:

- Our front line working members need the education and training to ensure they are able to teach workplace safety on the front lines; and
- There is a high need for workshops regarding workplace violence, stress, respectful workplaces, bullying in the workplace, organizational bullying, and more; and
- CUPE education is needed to empower members to create healthy workplaces.

NEB decision _____
adopted

Resolution No. 177
Submitted by CUPE Newfoundland & Labrador

CUPE NATIONAL WILL:

1. Strongly lobby for legislation that will make any physical or verbal assault on any front line health care worker a felony. This legislation would include any person (a resident, client, patient, family member, visitor, etc.) who commits an assault.

BECAUSE:

- All too often Nursing Staff are being physically and verbally assaulted and causing injuries and nothing is being done to protect them.

NEB decision _____
adopted
covered by
strategic directions

Resolution No. 178
Submitted by Local 374 (B.C.)

CUPE NATIONAL WILL:

1. Have Union Development create a course to Train Union activists in Critical Incident Stress.

BECAUSE:

- With the demanding economy and work load being put on our members in the Workplace and at home, more and more of our members are requiring Critical Incident Stress defusing or debriefings; and
- Our members need to feel that they have someone from their Union, who is looking out for their best interest in a time of need; and
- The response of a CUPE member as a first responder can go a long way in helping with the healing and dealing with issue which we understand.

NEB decision _____
motion not to
proceed with

Resolution No. 180
Submitted by Local 15 (B.C.)

CUPE NATIONAL WILL:

1. Provide appropriate funding to lobby provincial education ministries to create curriculum to

educate boys/males on their role/responsibility in eradicating rape and rape-culture; and

2. Lobby the federal and provincial governments to support a curriculum change so that this program is offered in every elementary, secondary and post-secondary institution in Canada; and
3. Further, CUPE National directs the educational department to create a program that can be delivered to CUPE members across Canada.

BECAUSE:

- Rape and rape culture needs to be eradicated from Canada; and
- Girls/females should be able to dress how they want, say what they want and go where they want without fear; and
- Education is one of the tools to put into action a change in how boys/males engage with girls/females; and
- Concrete steps must be taken to address this issue.

NEB decision

*motion not to
proceed with*

Resolution No. 181

Submitted by CUPE Newfoundland and Labrador

CUPE NATIONAL SHALL:

1. Provide funding for a public awareness campaign to help enforce the Criminal Code of Canada regarding accountability for employers who are at fault in workplace hazards.

BECAUSE:

- In past incidents resulting in loss of life and injury, fines alone are not acceptable; and
- Fines imposed on employers do not encourage change; and
- Fines alone imposed on employers do not encourage changes to the workplace; and
- The lack of personal accountability does not reflect the true cost of loved ones who are killed or injured.

NEB decision

adopted

Resolution No. 183

Submitted by CUPE Saskatchewan

CUPE NATIONAL WILL:

1. Oppose all forms of privatization of Canada's Public Medicare system, including the for-profit delivery of publicly funded, administered and delivered health care services and programs in Saskatchewan; and
2. Advocate for a strong Federal role in health care and a new ten-year Health Accord with the provincial and territorial governments; and
3. Engage in solidarity action in support of other unions facing privatization.

BECAUSE:

- Privatization threatens our communities and the members who work in them, through lower wages, more precarious conditions of employment and the diversion of public funds to private profit; and
- Privatization of public services causes damage to our social fabric by turning it into a commodity to be bought and sold; and
- The drive to privatize has intensified with both the Federal Government and provincial governments pushing privatization in Health Care with new ways like: restructuring, alternate service delivery, shared services and LEAN.

NEB decision

adopted

Resolution No. 189

Submitted by CUPE Manitoba

CUPE NATIONAL WILL:

1. Research the feasibility of a National Health Benefit Plan for all CUPE members.

BECAUSE:

- Many of our CUPE members do not have access to a Health Benefit Plan; and
- Many of our members cannot afford the premiums private companies are charging; and

- Locals are currently participating in a variety of Health Benefit plans all offering different benefits at various premiums; and
- A CUPE National Health Benefit plan should provide a benefit plan to all our members at a reasonable premium.

NEB decision

motion not to
proceed with

Resolution No. 191
Submitted by CUPE British Columbia

CUPE NATIONAL WILL:

1. Continue to lobby the Federal Government to implement a national, publicly funded and controlled, Pharmacare Program which would provide equal access to prescription drugs for all Canadians, regardless of their economic status.

BECAUSE:

- All Canadians should have access to prescription drugs no matter what their economic status.

NEB decision

adopted

Resolution No. 193
Submitted by Local 2348 (Man.)

CUPE NATIONAL WILL:

1. Partner with CUPE Regional Executives to ensure the respective provincial governments have support in their efforts to create full time (0.8-1.0 EFT) midwifery positions within the next 3 fiscal years.

BECAUSE:

- Women cared for by midwives have lower rates of medical interventions (including surgical procedures), shorter hospital stays and less re-admission to the hospital; and

- Women are significantly more likely to evaluate their overall experience of labour and birth as 'very positive' when the primary birth attendant was a midwife; and
- In most major cities, the hospitals offering maternity care are operating above capacity, while Birthing Centres are operating below capacity due to a lack of midwives; and
- An average of 75% of women requesting midwifery services are denied due to lack of providers; and
- Women in all communities: urban, rural and northern have the right to choose their maternity care provider/model of care; and
- In many provinces, the promise of Midwifery positions has yet to have been honoured and in many cases, the provincial commitment, dating back to legislation of midwifery in 2000, to grow midwifery by 4-5 midwives a year (4-5/yr X 15 = 75), has not happened to date.

NEB decision

motion not to
proceed with

Resolution No. 194
Submitted by Local 2348 (Man.)

CUPE NATIONAL WILL:

1. Partner with the National Women's Committee, CUPE Regional Women's Committees, the Canadian Association of Midwives and the National Aboriginal Council of Midwives to lobby the provincial governments to proclaim May 5th as the Provincial Day of the Midwife.

BECAUSE:

- May 5th is internationally recognized as Day of the Midwife, yet there is no representation or acknowledgement on a provincial level; and
- Many other professionals and para-professionals are so recognized; and
- Midwives are amazing and work hard to provide services in an underfunded and under-supported profession. They also bring promising CUPE activists into the world!

NEB decision

motion not to
proceed with

Resolution No. 196
Submitted by the Hospital Employees' Union (B.C.)

CUPE NATIONAL WILL:

1. Call on the provincial and federal government to enact legislation requiring that the Insurance industry restore the ability of people living with HIV to qualify for insurance coverage based on their individual health status rather than declaring them ineligible - including but not limited to: life insurance, mortgage insurance, disability insurance (short and long term), and travel insurance.

BECAUSE:

- The insurance industry ignores current research and evidence that concludes that HIV is a chronic manageable illness; and
- And many chronic manageable illnesses are covered and reviewed on an individual case by case basis; and
- And people living with HIV are often denied the ability to buy homes, travel, obtain disability coverage, and/or provide for their loved ones upon their death because of the current unilateral disqualification of coverage because of HIV sero-conversion (becoming HIV positive).

NEB decision adopted

Resolution No. 198
Submitted by Local 4600 (Ont.)

CUPE NATIONAL WILL:

1. Endorse Independent Jewish Voices (IJV) campaign to 'Expose the Jewish National Fund' JNF thereby supporting efforts to pressure the Canada Revenue Agency (CRA) to revoke the charitable status of the JNF's Canadian branch.

BECAUSE:

- The JNF practices discrimination against non-Jews in Israel—who make up 25% of its citizenry—through its Jews-only land leasing bylaws; and
- Israel's High Court, the U.S. State Department, and the United Nations Committee on Economic, Social

and Cultural Rights have concluded that the JNF practices institutional discrimination against non-Jewish citizens of Israel; and

- The JNF is complicit in the continued dispossession of Palestinians from their lands, particularly in Israel's Negev desert where they have established forests and Jewish-only settlements over the lands and ruins of Bedouin villages; and
- JNF Canada's flagship project, "Canada Park", which was built "as a tribute to Canada", sits entirely in occupied Palestinian territory, covering over the ruins of the depopulated and demolished Palestinian villages of Deir Aiyub, Yalu, Imwas and lands belonging to Beit Nuba; and
- Palestinian civil society has called for an end to the JNF's charitable status worldwide as part of a global campaign to Stop the JNF.

NEB decision motion not to proceed with

Resolution No. 199
Submitted by Local 4600 (Ont.)

CUPE NATIONAL WILL:

1. Condemn Israel's illegal actions and call on it to end the blockade and avert a worsening humanitarian catastrophe in Gaza; and
2. Support humanitarian organizations and other groups working to deliver the much needed aid to the Palestinian people in Gaza.

BECAUSE:

- The illegal Israeli blockade of the Gaza Strip is almost a decade old; and
- Gaza has been accurately described as the "biggest open air prison in the world"; and
- The Israeli blockade has created a humanitarian catastrophe for the 1.7 million residents of the Strip; and
- Attempts to bring humanitarian aid to Gaza have been intercepted, at times violently, by Israel on more than one occasion.

NEB decision adopted

Resolution No. 200
Submitted by Local 4600 (Ont.)

CUPE NATIONAL WILL:

1. Support the growing international movement in support of justice for the Palestinian people; and
2. Work with international labour organizations and other civil society organizations on solidarity campaigns aimed at pressuring Israel to: dismantle the illegal settlements and the separation wall and to withdraw from the Occupied Palestinian Territories.

BECAUSE:

- Lasting peace in Israel-Palestine can only be achieved through the implementation of international law; and
- Israel's ongoing occupation of Palestinian territory and the building and expansion of existing settlements violates the Geneva Convention and other international laws; and
- The building of the separation wall was deemed illegal by the International Court of Justice in 2004.

NEB decision _____ *adopted*

Resolution No. 201
Submitted by CUPE Newfoundland and Labrador

CUPE NATIONAL SHALL:

1. Urge all locals to affiliate with local District Labour Councils and Federations of Labour.

BECAUSE:

- International solidarity is necessary in order to fight growing economic and social inequality both at home and abroad; and
- Integrating and aligning with local, regional, national and international groups and coalitions begins at home and is one of the necessary strategies to continue to grow and strengthen our international solidarity.

NEB decision _____ *adopted*

Resolution No. 203
Submitted by the Hospital Employees' Union (B.C.) and Local 1615 (N.L.)

CUPE NATIONAL WILL:

1. Continue to speak out against Canadian militarism and involvement in unjust war and military aggression internationally; and
2. Continue to oppose Canadian government efforts to divert billions of dollars away from the public system in favor of foreign military operations; and
3. Identify allies and support communities who are impacted by and challenging the diversity of ways the Canadian state is engaged in foreign military aggression.

BECAUSE:

- military spending has now reached its highest levels since World War 11; and
- we support the demands of the Canadian Peace Alliance to:
 - a) reallocate money earmarked for military spending to social and environmental programs: to protect jobs and pensions, preserve public healthcare and education, and create a green economy; and
 - b) oppose any attempts by the government to expand Canadian militarism abroad or to entrench it in Canadian society.

- CUPE supported the NDP's leadership in opposing the war in Iraq in 2014; and
- war and western military aggression in Iraq, Syria, Palestine and elsewhere, have done nothing to better the lives of the people who live there; and
- genuine security, peace and stability is only possible when the people of the world can meet their basic needs through public investment in infrastructure, education, health care, social services and jobs.

NEB decision _____ *adopted*

Resolution No. 204
Submitted by Local 4600 (Ont.)

CUPE NATIONAL WILL:

1. Support the CLC and other civil society organizations to educate and raise awareness about the plight of the Palestinian people and workers.

BECAUSE:

- Israel's ongoing occupation of Palestinian territory, building of new settlements, and expansion of existing settlements is having a devastating impact on the Palestinian people; and
- At this critical moment, the CLC has a mandate to report on the evolution of the global trade union debate on the issue of Israel and Palestine, and are updating their November 2011 statement on peace in the Middle East; and
- The CLC Statement currently includes important actions such as boycotting "all goods produced and exported from the settlements in occupied territories" and "divestment actions against Canadian companies known to be exporting military and security-related goods to the Israeli Defense Forces".

NEB decision adopted

Resolution No. 205
Submitted by Local 4600 (Ont.)

CUPE NATIONAL WILL:

1. Continue to hold the Canadian Government accountable for attempting to shut down legitimate and non-violent criticism of human rights abuses by Israel, and wherever else it occurs; and
2. Continue to monitor the Canadian Government's efforts to target those who support the Boycott, Divestment and Sanctions (BDS) movement in solidarity with the people of Palestine.

BECAUSE:

- The Canadian government signed a memorandum of understanding with Israel which falsely claims

"the selective targeting of Israel is the new face of anti - Semitism"; and

- There is cause for concern that the Government of Canada's "zero tolerance" toward "all forms of discrimination including rhetoric towards Israel, and attempts to delegitimize Israel such as the BDS movement" may result in a violation of civil liberties; and
- The CLC, CUPE and several other trade unions in Canada are calling on the government to stop trying to shut down legitimate and nonviolent criticism of human rights abuses by Israel; and
- We support boycotts and sanctions as they can be effective for raising awareness about and discouraging human rights abuses by governments, and have historically played an important role in toppling military dictatorships or ending racial segregation, such as in South Africa.

NEB decision adopted

Resolution No. 206
Submitted by Local 4600 (Ont.)

CUPE NATIONAL WILL:

1. Adopt a position in favour of international law as the only tool to achieve a lasting peace; and
2. Support the Boycott, Divestment and Sanctions (BDS) campaign.

BECAUSE:

- In 2005 Palestinian civil society organizations, including trade unions, made a call to "international civil society organizations and people of conscience" to impose broad boycott, divestment and sanctions against the State of Israel; and
- The Palestinian call for BDS is modeled on the non-violent successful boycott campaign against the Apartheid regime in South Africa; and
- The aim of BDS is to compel Israel to "meet its obligations to recognize the Palestinian people's inalienable right to self-determination and fully complies with the precepts of international law"; and
- The BDS movement is gaining strength in trade unions, academic organizations, churches and

other civil society groups in Canada and around the world.

NEB decision

adopted

Resolution No. 208
Submitted by CUPE British Columbia

CUPE NATIONAL WILL:

1. Lobby the Federal Government, and all other levels of government to reinstate and increase funding for the Canadian International Development Agency (CIDA).

BECAUSE:

- The Canadian International Development Agency (CIDA) is Canada's lead agency for international development assistance, funding and supporting groups including progressive non-government organizations (NGO's) such as Co-Development Canada (Co-Dev) which operate programs aimed at improving international human rights; and
- CIDA manages the supports and resources provided by Canadians in order to achieve meaningful and sustainable results; and
- The "Mission" of CIDA is to lead Canada's international effort to help people living in poverty; and
- Many vital international programs are threatened by this reduced funding by the Federal Government; and
- Sub-standard human and labour rights abroad negatively affect those rights in Canada; and
- "An injury to one is an injury to all" is a commitment which applies to all nations and all workers.

NEB decision

adopted

Resolution No. 210
Submitted by Local 15 (B.C.)

CUPE NATIONAL WILL:

1. Create a campaign to educate CUPE members and the public about Transgender and Gender-Variant peoples' rights, issues and the barriers they face; and

2. Work to help make all CUPE members sensitive and aware of the importance of gender self-acceptance and community and workplace acceptance for Transgender and Gender-Variant people; and
3. Lobby the federal government to ensure Transgender and Gender-Variant Canadians have equal rights under the law.

BECAUSE:

- Everyone deserves dignity. Trans people in Canada face staggering levels of discrimination and violence; and
- Transgendered Canadians report high levels of violence, harassment and discrimination when seeking housing, employment health care and social services; and
- Transgender people are four times more likely to live in poverty; and
- Transgender and Gender-Variant people face high rates of depression due to facing ongoing discrimination and violence; and
- One-fifth of Transgender and Gender-Variant people report being homeless at some point in their lives; and
- LGBTQ+ youth face approximately 14 times the risk of suicide and substance abuse than their heterosexual peers; and
- 77% of Trans respondents in an Ontario based survey had seriously considered suicide and 45% had attempted suicide; and
- This is an important moment for LGBTQ+ rights in Canada and it is essential that all CUPE members stand together to guarantee a just society for all.

NEB decision

adopted

Resolution No. 214
Submitted by the Hospital Employees' Union (B.C.)

CUPE NATIONAL WILL:

1. Lobby the provincial and federal government to fully fund the cost of sex reassignment surgeries, hormone treatments, and procedures necessary to undergo gender transition.

NEB decision

adopted

Resolution No. 215
Submitted by Locals 960 and 1764 (Ont.)

CUPE NATIONAL WILL:

1. Encourage all library related locals to find out more about the Library Workers Committee; and
2. Promote and educate membership on the library sector through a short video to be shared on the CUPE National website and social media platforms; and
3. Encourage all CUPE National members to get a library card in their communities.

BECAUSE:

- Library workers are often precarious and part time; and
- Library work is misunderstood; and
- Library card usage raises statistics for libraries which results in increased funding.

NEB decision

*motion not to
proceed with*

Resolution No. 216
Submitted by CUPE Metro Vancouver District Council (B.C.) and Local 391 (B.C.)

CUPE NATIONAL WILL:

1. Lobby all federal political parties and related community allies on the importance of having unionized librarians, library technicians, library assistants and related library professions as the skilled facilitators of equal access to knowledge and service that everyone deserves regardless of socio-economic background.

BECAUSE:

- Budget cuts have made libraries vulnerable to using technology and/or partnerships with non-unionized groups as a way to substitute for the quality of service provided by Union staff; and
- Unionized library staff are being told continually that the public is increasingly self-service, without taking into consideration that the content,

accuracy and access to information and service is still a skill set dependent on library workers; and

- Unionized librarians and library workers have the education and training in research skills, technological trends, and interpersonal skills that cannot be substituted by technology and untrained non-unionized labour.

NEB decision

adopted

Resolution No. 219
Submitted by Locals 8920 (N.S.) and 2550 (Alta.)

CUPE NATIONAL WILL:

1. Continue to make literacy a priority by highlighting the Literacy Working Group at the next All Committees Meeting.

BECAUSE:

- Literacy is the foundation of all committees' work; and
- Literacy issues affect our members in some form; and
- Literacy awareness is necessary for committees to communicate effectively to all members.

NEB decision

*adopted
covers Resolution 222*

Resolution No. 223
Submitted by Local 2669 (Sask.)

CUPE NATIONAL WILL:

1. Strive to use clear language in all publications and documents in order to promote literacy and reading comprehension among its affiliates; and
2. Encourage all divisions to do the same; and
3. Examine ways to promote and partner with non-profit and governmental organizations which offer programs to improve adult literacy rates and strive for improvements to primary education which aim to raise childhood literacy rates.

BECAUSE:

- Literacy may be taken for granted in a workplace, disadvantaging workers with lower literacy skills; and
- Having low literacy skills may be a profound challenge to an individual's involvement in their union.

NEB decision

adopted

Resolution No. 224
Submitted by the Hospital Employees' Union (B.C.) and Local 2191 (Ont.)

CUPE NATIONAL WILL:

1. Lobby the federal government to increase funding to publicly-provided English-as-a-Second-Language programs to enhance the English language skills of children and adults coming from non-English speaking countries.

BECAUSE:

- Canada is increasingly reliant on migration from the global south and elsewhere to meet labour shortages; and
- Without strong English language skills, migrant workers will have difficulty learning about their rights in Canada; and
- Strong language skills will decrease the risk of our children to poverty, unemployment, violence and the penal system.

NEB decision

adopted
covers Resolution 225

Resolution No. 226
Submitted by the CUPE Metro Vancouver District Council (B.C.) and Local 951 (B.C.)

CUPE NATIONAL WILL:

1. Lobby the government for a Public sector apprenticeship ratio with focus on public sector maintenance jobs.

BECAUSE:

- Not enough public sector employers are participating in apprenticeship programs. The current practice is to "poach" journey-persons from the private sector. With declining Red Seal completion rates this is becoming unattainable. We need to train and produce our own apprentices and support them to journey-person status.

NEB decision

adopted

Resolution No. 227
Submitted by Local 4207 (Ont.)

CUPE NATIONAL WILL:

1. Lobby all governmental bodies responsible for the development of education policy in each province and territory, to implement mandatory high school labour studies education, with an emphasis on labour rights.

BECAUSE:

- Labour studies and workers issues are neglected in the classroom, while there is a proliferation of business programs and courses; and
- Young workers are more likely to be injured and killed on the job, in many instances because they are unaware of their rights; and
- Young workers are often easy prey for exploitative bosses, leading to wage theft and unjust termination.

NEB decision

referred to division

Resolution No. 228
Submitted by CUPE Prince Edward Island and Local 3260 (P.E.I.)

CUPE NATIONAL WILL:

1. Lobby the federal government to focus on long term training; and
2. Lobby the federal government to end the Canada Job Fund (CJF) and reinstate the Labour Market Agreements (LMA's)

BECAUSE:

- The federal government 6- year Canada Job Fund focuses on short term training -train individuals quickly for a job - based on the employers' needs, rather than the workers' needs. The employer decides who will be trained, what the content of the training is, and who delivers the training; and
- Preliminary reports show that the Canada Job Fund is leaving behind Canada's most vulnerable workers. Its ultimate outcome is a reduced transfer of funds from the federal government, resulting in reduced training for existing employees, a lack of opportunity for the unemployed, those with low basic skills and the underemployed, and a return to the 1996 state of affairs; and
- Long term training is essential as its focus is on the individual, increasing essential skills and life - long learning; and
- Literacy programming serves as the first rung on the literacy and education ladder for changes that benefit individuals, their families and the broader community; and
- The establishment of the Canada Job Fund shows how little the federal government values literacy programs by not ensuring that adequate investment in the development of our citizens - our most valuable resource - is crucial to transforming Canadians' lives.

NEB decision

adopted

Resolution No. 233

Submitted by the Hospital Employees' Union (B.C.)

CUPE NATIONAL WILL:

1. Lobby all levels of government to create a centralized office responsible for the evaluation of foreign credentials.

BECAUSE:

- Each province, and sometimes each city, has different programs, or no programs at all to recognize immigrants educational credentials; and
- Canada requires immigrants to have high levels of education to get into Canada but then does not recognize their educational credentials once they arrive in Canada; and

- This underutilization of qualified and skilled workers is costing the Canadian economy billions of dollars in direct economic spinoff and increased social costs.

NEB decision

*motion not to
proceed with*

Resolution No. 234

Submitted by the Hospital Employees' Union (B.C.)

CUPE NATIONAL WILL:

1. Lobby the federal government to implement a program to educate temporary foreign workers on their rights as workers in Canada:
 - a) Continue to advocate for changes to the TFW program that will promote transparency and safety for these workers; and
 - b) Continue to highlight to the general public the abuses and exploitations that these corporations exert on the TFWs; and
 - c) To explore ways of organizing these vulnerable workers, since they are already made to pay EI premiums and CPP premiums to which they can never access.

BECAUSE:

- Corporations such as Tim Hortons, McDonalds, and many others continue to apply for and receive approval for low skill and low wage Temporary Foreign Workers; and
- And because many of those TFWs have been subjected to abuses including intimidation, threats, and controlling behaviour from their employers, including threat of deportation should a worker complain about injustices; and
- And because the current TFW program does not protect TFWs from these deceptive employers.

NEB decision

*adopted
covers Resolution 232*

Resolution No. 240

Submitted by the Ontario Council of Hospital Unions

CUPE NATIONAL WILL:

1. Bring a comprehensive national organizing plan to the 2017 national convention for debate.

BECAUSE:

- CUPE's growth has slowed substantially and our numbers will soon begin to drop; and
- Union density in Canada, generally and in the public sector, is falling and without an aggressive organizing strategy will fall much further; and
- Large numbers of potential members could be unionized, in wall to wall organizing, in contracted out services and in emerging services, but for want of a strategy, resources to support organizing and a sustained commitment; and
- The growing number of non-unionized workers greatly impacts the bargaining climate and support in the working class for public sector workers to make gains in bargaining.

NEB decision

*adopted
covered by
strategic directions*

**Resolution No. 241
Submitted by CUPE Manitoba**

CUPE NATIONAL WILL:

1. Encourage CUPE divisions/locals/councils to develop a pilot project in CUPE organized workplaces that would:
 - a) Support CUPE members in a facility to engage the community to determine its concerns about the level and quality of service in their workplace; and
 - b) Increase communication between CUPE members and would inform and involve local residents of our efforts to improve quality of community services through collective bargaining (eg. face to face discussions, radio ads, townhalls, information tables, etc.); and
2. Report on this project at a future CUPE Sector Council.

BECAUSE:

- The right to strike has been increasingly curtailed through essential services legislation; and
- Service cuts, workload and staffing levels are a priority for CUPE members in all sectors; and
- CUPE needs to build on the experience and knowledge we already have of connecting our bargaining to the community and expanding the

scope of action when the right strike is not an option; and

- Building community support for public services and our bargaining issues will increase understanding and break down the public worker/community divide to build a common front between workers and the communities we serve.

NEB decision

*motion not to
proceed with*

**Resolution No. 243
Submitted by Local 3812 (Qc.)**

CUPE NATIONAL WILL:

- Appeal to the FTQ to ensure that action is taken with its affiliated unions reminding them to respect their non-raiding protocol between affiliated unions and to stop all activities related to this practice; and

CUPE QUEBEC WILL:

- Also request that the FTQ ask its affiliated unions to reiterate their position regarding the non-raiding protocol and that this protocol be clearly communicated to their members.

BECAUSE:

- Together, FTQ- affiliated unions agreed on a non-raiding protocol between affiliated unions; and
- raiding destroys union solidarity, divides members, and weakens members' bargaining power to improve their working conditions; and
- These campaigns also have a direct impact on the collaboration of unions affiliated with the FTQ and contradict CUPE and the FTQ's mission.

NEB decision

adopted

**Resolution No. 244
Submitted by Local 1979 (Ont.)**

CUPE NATIONAL WILL:

1. Work with other unions, federations of labour, labour councils, seniors groups and other allies to vigorously oppose provincial and federal

government and employer attacks on DB workplace pension plans; and

2. Work with affiliates and allies to develop materials, raise public awareness and educate union members about the value of DB pensions and the threats to these plans, including integrating a discussion of the value of DB and workplace pensions; and
3. Continue to support and promote defined benefit pension plans as part of a national campaign, including opposing legislation that would allow employers to convert DB plans to target benefit pension plans; and
4. Work with locals and federations of labour to press provincial governments introducing provincial public pension plans to ensure they follow the Canada Pension Plan/Quebec Pension Plan (CPP/QPP) model of universal coverage and they do not have opt out provisions.

BECAUSE:

- The risk and responsibility of retirement savings is increasingly put onto workers as more employers switch to defined contribution and target benefit pension plans, or walk away from pensions altogether; and
- Public pensions are too meagre and need to be expanded; and
- Everyone deserves dignity and security in retirement.

NEB decision

*adopted
covers Resolution 265*

**Resolution No. 245
Submitted by Local 79 (Ont.)**

CUPE NATIONAL WILL:

1. Work to ensure that all members understand the importance of maintaining defined benefit pension plans; and
2. Develop resources that simplify and highlight the significant advantages of keeping defined benefit plans, so the leadership of CUPE Locals can confidently educate and organize their members; and

3. Develop and implement a campaign to raise awareness of the distinctions between defined benefit and defined contribution plans, and the need to prepare to protect and defend our defined benefit pension plans; and
4. Work with Union retiree organizations to mobilize retirees, many of whom have advocacy skills and experience, to join the fight to protect our pension plans.

BECAUSE:

- Defined benefit pension plans provide a guaranteed income needed in retirement to maintain decent living standard; and
- Defined benefit pension plans were established and built up through many years of hard bargaining; and
- Members must clearly understand the many values entrenched in defined benefit pension plans so that they will be armed and ready to defend our pension plans should the need arise; and
- Employers have been increasingly attempting to renegotiate defined benefit plans including plan changes and two-tiered plans; and
- CUPE members have a responsibility to protect and advocate for the best possible pension plans for all Canadians.

NEB decision

adopted

**Resolution No. 246
Submitted by the National Executive Board**

CUPE NATIONAL WILL:

1. Mobilize CUPE members to fight for decent workplace pension coverage for all CUPE members, for expansion of the Canada Pension Plan and to reverse Conservative cuts to the Old Age Security program; and
2. Support CUPE locals and divisions in their fights against employers and governments seeking to convert defined benefit plans into target benefit or defined contribution plans; and
3. Oppose two-tier pension conversions, where current defined benefit plans are closed to new hires, who are instead placed into defined

contribution plans or target benefit pension plans;
an

4. Continue efforts to expand and improve workplace pension coverage for CUPE members who have either bad pensions or no pensions at all; and
5. Oppose the use of workplace or public pension funds in the development, building, ownership or operation of private infrastructure; and
6. Distribute CUPE's Pension Resource Kit.

BECAUSE:

- 6 in 10 Canadian workers lack pension coverage at work and our public pension system remains far too small. Many CUPE members also lack decent pension plans at work; and
- Employers and governments are trying to take advantage of temporary pension funding challenges to make permanent cuts, shifting significant portions (or all) pension risk to plan members; and
- Two-tier pension deals divide and weaken local unions and the labour movement as a whole. These deals violate basic union principles of equal pay for equal work.

NEB decision

adopted

Resolution No. 247

Submitted by CUPE Saskatchewan

CUPE NATIONAL WILL:

1. Provide information to our bargaining teams members, and the public that promotes a positive view of Defined Benefit Plans; and
2. Help locals to build intergenerational solidarity by encouraging members to fight for younger members' retirement security and by educating younger members about the value of their pension and the importance of standing behind members on bargaining teams; and
3. Support the campaign to improve pensions for all workers by advocating the Federal Government

expand the CPP including contributions from Employers.

BECAUSE:

- CUPE members across the province are facing attacks on their pension plans; and
- Many employers, government, consultancies are pushing for pension plan changes that shift risk to plan members; and
- Pension law generally protects accrued benefits with plan changes being made on a go-forward basis, so changes fall on new/young workers which results in two-tier pension plans; and
- Many young workers are not thinking about retirement - yet; and
- Older workers are often the decision-makers at the bargaining table.

NEB decision

*adopted
covered by
strategic directions*

Resolution No. 251

Submitted by CUPE Newfoundland and Labrador

CUPE NATIONAL SHALL:

1. Actively campaign for:
 - a) An immediate doubling of the combined Old Age Security and Guaranteed Income Supplement minimum benefits, an increase of 15% to the Canada Pension Plan benefit, phased in over five (5) years and supported by an adequate increase in employer and employee premiums; and
 - b) Creation of a Federal Pension Insurance Board to ensure that a majority of the Board members are working class people selected by unions and progressive grassroots community organizations; and
 - c) Reform of the Canada Pension Plan investment regulations leading to divestment from companies that are involved in the arms industry, that pollute the planet or that are involved in unfair labour practices.

BECAUSE:

- Sufficient savings to ensure an adequate pension through an RRSP is beyond the capacity of most Canadians; and
- The Canada Pension Plan involves the least risk and has the lowest administration cost of any pension plan.

NEB decision

*motion not to
proceed with*

Resolution No. 252

Submitted by CUPE Local 3500 (B.C.)

CUPE NATIONAL WILL:

1. Lobby the Federal Government to restore the Canada Pension Plan Death Benefit to 10% of the Year's Maximum Pensionable Earnings (YMPE) and to make the benefit non-taxable.

BECAUSE:

- In 1988 the Federal Government changed the CPP Death Benefit from 10% of Year's Maximum Pensionable Earnings (YMPE) to a flat benefit of \$2500.00; and
- The \$2500.00 flat rate for the benefit hasn't changed since 1988 and it is taxable; and
- The costs of funeral expenses are significantly higher and continue to rise.

NEB decision

*motion not to
proceed with*

Resolution No. 253

Submitted by Local 3500 (B.C.)

CUPE NATIONAL WILL:

1. Lobby the Federal Government to gradually phase in a doubling of Canada Pension Plan (CPP) benefits.

BECAUSE:

- Expanding the CPP is universal to all workers, private sector, public sector, unionized and non-unionized workers of which 11 million do not have a workplace pension plan; and

- Canadians cannot save enough for a decent retirement; and
- Less than 1 in 4 Canadians contributed to a Registered Retirement Savings Plan (2014) and expanding CPP ensures Canadians can retire with dignity and security; and
- CPP provides the security of a defined benefit pension plan; and
- The CPP's extremely low management fees ensure that workers contributions will be more efficiently used to fund their retirement; and
- CPP has weathered the financial crisis and has a \$173 billion investment fund that is projected to be able to fully meet its obligations over a long 75 year projection period. Expansion of the CPP would be fully pre-funded by increased contributions before the expanded benefits begin to be paid out, ensuring ongoing sustainability of the CPP.
- 75% of Canadians support an expansion to CPP.

NEB decision

*adopted
covers Resolution 258*

Resolution No. 254

Submitted by Local 3500 (B.C.)

CUPE NATIONAL WILL:

1. Develop and implement a campaign against the Canadian Taxpayers Federation (CTF) to fight back the attacks they are making through the media with their false claims that retired public sector workers pension plans are what they term "gold plated, workers are excessively paid under these plans and that they are unsustainable"; and
2. Produce a "Fact-Fiction" newsletter debunking the false claims and reports put out by the Canadian Taxpayers Federation regarding public sector pension plans.

BECAUSE:

- The CTF is deliberately misleading the public regarding our pensions with false claims and misinformation; and
- The public deserves the truth about public pensions; and
- The actions of the CTF are irresponsible and they are demeaning to the workers who have dedicated their lives to provide public services and are

receiving the pensions they worked hard for, contributed to and deserve.

NEB decision

_____ *adopted* _____

Resolution No. 255
Submitted by Local 3500 (B.C.)

CUPE NATIONAL WILL:

1. Continue to work with our affiliates and labour allies to see the expansion of the Canada Pension Plan (CPP); and
2. Continue to support and work with the Canadian Labour Congress on the Retirement Security for All Campaign.

BECAUSE:

- Expanding the CPP/QPP is the answer for the two thirds of Canadians without workplace pensions to provide retirement with dignity; and
- Workers across Canada deserve to retire with dignity and security.

NEB decision

_____ *adopted* _____
covered by _____
strategic directions _____

Resolution No. 256
Submitted by Local 3500 (B.C.)

CUPE NATIONAL WILL:

1. Continue to work towards achieving good wages for all CUPE members and commit to bringing our lowest paid members up to a minimum "Living Wage" with a Defined Benefit Pension Plan; and
2. Increase the awareness to CUPE members and the public about the advantages of having a Defined Benefits Pension Plan through media releases, education, conferences and workshops.

BECAUSE:

- Defined benefit pension plans play an important role in the economy, paying out \$70 Billion dollars in benefits in Canada; and

- Defined benefit pension plans are better than targeted benefit plans, defined contribution plans or RRSP types of plans because they provide more secure retirement income, they are better managed and are at a lower cost to employees and retirees; and
- Workers across Canada deserve to retire with dignity and security.

NEB decision

_____ *adopted* _____

Resolution No. 257
Submitted by CUPE Newfoundland and Labrador

CUPE NATIONAL WILL:

1. Fight against the changes to Old Age „Security (OAS) that have increased the age requirements for eligibility for benefits by:
 - a) Mounting a public campaign in opposition to the Harper Government's implemented change to the age requirement for OAS eligibility to 67; and
 - b) Writing to the Prime Minister and the Minister Responsible for Old Age Security demanding that they repeal the legislation that changed the age requirement to 67; and
 - c) Writing to the Premiers and Finance Ministers in all provinces and territories asking them to lobby the Harper Government to repeal this regressive piece of legislation because this will ultimately result in downloaded costs to their treasuries through increased social assistance payments to seniors; and
 - d) Providing local unions and activists with the necessary tools to voice their opposition to the changes the Harper Government has made to OAS. This may include fact sheets, on-line petitions, draft letters to members' of Parliament and talking points.

BECAUSE:

- The Harper Government had no mandate from the Canadian Electorate to make these changes to OAS that will now negatively affect Canadians; and
- The looming fiscal crisis the Harper Government claims is the result of unsustainable OAS payments is a manufactured crisis designed to support his

extreme right-wing ideology. Increases in OAS as a result of baby boomers retiring will be short-lived peaking in 2030 followed by years of dropping costs; and

- Changes made by the Harper Government for eligibility for OAS will put more seniors into poverty as the Guaranteed Income Supplement (GIS) is only payable to these in receipt of OAS eligibility; and
- By doubling Canada Pension Plan payments and increasing the Guaranteed Income Supplement Canadians will be able to retire in dignity and at an income level that eliminates poverty among seniors.

NEB decision

adopted
covers Resolution 260

Resolution No. 259
Submitted by Ontario Council of Hospital Unions

CUPE NATIONAL WILL:

1. Bring a plan to extend workplace defined benefit pension coverage to all CUPE members to the 2017 national convention; and
2. Convene a meeting of all defined benefit pension plan trustees and settlors from CUPE in 2016 to help to develop that strategy.

BECAUSE:

- CUPE member should not retire into poverty or be forced to work until they die for want of a good workplace pension; and
- Many workplaces represented by CUPE have no workplace defined benefit pension plan, despite the availability of plans like the Multi-sector Pension Plan, which could provide such coverage; and
- Many defined benefit pension plans deliberately discriminate against part-time employees (often predominantly female) with barriers to enrolment that are very difficult to achieve; and
- Despite the fact that extending defined benefit pension plan coverage to all CUPE members has been in the pension plan for over 10 years we are no closer to that being a reality.

NEB decision

motion not to
proceed with

Resolution No. 261
Submitted by CUPE Local 4078 (B.C.)

CUPE NATIONAL WILL:

1. Support the Canadian Labour Congress (CLC), Canada Pension Plan (CPP), action campaign as well as lobby Federal Government through CLC to review the CPP.

BECAUSE:

- Many Canadians have no work place pension plan and ones that do are at risk; and
- This increase to CPP will raise the pillar of pension to provide dignity in retirement years; and
- Revenue Canada can make arbitrary decisions regarding CPP without providing any notification. This will negatively impact personal assets, resulting in liens and seizures.

NEB decision

adopted
covered by
strategic directions

Resolution No. 263
Submitted by CUPE Local 2348 (Man.)

CUPE NATIONAL WILL:

1. Actively encourage locals in the Social Services sector to work collectively towards the goal of having defined benefit pension plans provided by all Employers in the sector; and
2. Actively lobby Employers and the provincial governments, where appropriate, to facilitate this; and
3. Provide whatever support they can to Locals that may need to engage in job action to achieve this objective; and
4. Be involved in educating CUPE members within the sector regarding the benefits of belonging to a defined benefit pension plan.

BECAUSE:

- Defined benefit pension plans provide the most secure, reliable, predictable method of ensuring adequate incomes to retirees; and
- The presence of a defined benefit pension plan is often the difference between living in poverty and having some level of income security in retirement; and
- Defined benefit pension plans are the norm for all other levels of government; and
- The federal government is providing part of the national defined benefit pension plan (the Old Age Security) later than currently provided for; and
- Many members do not recognize the important difference that this type of plan would make to their retirement incomes; and
- Locals that do not recognize this are likely to encounter vigorous opposition to changing from their defined contribution plans at the bargaining table and will likely need to take job action to be successful; and
- Having Locals fight to get defined benefit pension plans will help protect those who already have them.

NEB decision _____
adopted _____

Resolution No. 264
Submitted by CUPE Newfoundland and Labrador and CUPE Manitoba

CUPE NATIONAL WILL:

1. Continue to provide resources to our bargaining teams, members, and the public that promote Defined Benefit Plans for all; and
2. Strengthen intergenerational solidarity by encouraging locals to fight against the attack on pension plans which introduce two-tiered systems that disproportionately impact new and young workers; and
3. Continue to profile pension plan attacks and highlight successful strategies in CUPE Publications and online; and
4. Encourage locals to engage young and new members in the fight against these attacks.

BECAUSE:

- CUPE members across the country are facing attacks on their pensions plan; and
- Many employers, government and consultancies are pushing for pension changes that shift risk to plan members (by pushing for Defined Contribution plan over Defined Benefits plans) ; and
- The employers are demanding concessions and proposing two-tier agreements that threaten union solidarity by pitting workers against workers; and
- It is important to represent the interests of all members, including new and young members to ensure retirement dignity for everyone.

NEB decision _____
adopted _____

Resolution No. 266
Submitted by Local 1186 and 1244 (Qc.)

CUPE NATIONAL WILL:

1. Take all necessary steps so that the federal *Income Tax Act*, the Income Tax Regulations, and the Supplemental Pension Plans Act allow for the payment of temporary benefits from defined benefit pension plans after the normal retirement age of 65.

BECAUSE:

- The Harper government has gradually increased the age of eligibility for the Old Age Security (OAS) pension from 65 to 67, starting in 2023; and
- There are no pension plans that cover the additional costs, which will very likely end up being left to the future generations.

NEB decision _____
motion not to proceed with _____

Resolution No. 267
Submitted by Local 4830 (Ont.)

CUPE NATIONAL WILL:

1. Urge the Canadian Government to call for an independent international investigation on China's state run organ harvesting campaigns, particularly

from Falun Gong prisoners; and

2. Recommend the Canadian government issue a travel warning for Canadians traveling to China for organ transplants by informing them of the live organ-harvesting happening in China; and
3. Urge the Canadian government to publically call for an end of the illegal persecution of Falun Gong and the immediate release all Falun Gong practitioners from labour camps detention.

BECAUSE:

- One of CUPE’s goals is “to promote peace and freedom in the world and to work with free and democratic labour movements everywhere”;
- and The persecution of Falun Gong is the #1 human rights atrocity happening in China today where, on top of terrible atrocities, millions of workers have been fired from jobs and discriminated due to their spiritual beliefs and hundreds of thousands are being tortured and exploited in labour camps; and
- Our voice as a Democratic Canadian Union will give support and hope to those who have none and protect the innocent from tyranny and will show the perpetrators that what they are doing is absolutely wrong.

NEB decision

motion not to proceed with

Resolution No. 268
Submitted by Local 1979 (Ont.)

CUPE NATIONAL WILL:

1. Continue to work with political allies and our allies in the social justice movement and the peace movement to oppose Canada's military involvement in Iraq and instead support providing greater humanitarian aid to the victims of ISIL terror.

BECAUSE:

- History has clearly demonstrated that western military involvement In the Middle East has led to nothing productive and only hardship and death for people, and political chaos and instability; and

- It is always working class people and the poor that suffer most from war.

NEB decision

motion not to proceed with covers Resolution 323

Resolution No. 270
Submitted by Local 4091 (Qc.)

CUPE NATIONAL WILL:

1. Make all necessary political representations to ensure that the Air Canada Public Participation Act is respected.

BECAUSE:

- When Air Canada was privatized, clear commitments were made to safeguard jobs in Quebec and across Canada; and
- Canada is a bilingual country and Air Canada is the national carrier; and
- Hollowing out of head offices in Montreal is a very real issue.

NEB decision

adopted

Resolution No. 273
Submitted by CUPE Manitoba

CUPE NATIONAL WILL:

1. Urge the Federal Government to develop and implement a national strategy for the urgent reduction of child and family poverty, with the following goals:
 - a) that full-time, full year employment provide a level of income above the poverty line; and
 - b) that parent/ guardians who are not able to be in the workforce, be assured of a basic income and child benefits above the poverty line.
2. And by ensuring that the plan has the following components:
 - a) Measurable targets and timelines; and

- b) A plan of action and budget that coordinates initiatives within and across government and other partners; and
- c) A government accountability structure for ensuring results and for consulting with Canadians, particularly low-income people, in the design, implementation and evaluation of the actions that will affect them; and
- d) A set of agreed poverty indicators that will be used to plan, monitor change, and assess progress.

BECAUSE:

- Everyone pays the costs of poverty.

<i>NEB decision</i>	<i>motion not to proceed with</i>
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Resolution No. 274
Submitted by the CUPE Metro Vancouver District Council (B.C.) and Local 391 (B.C.)

CUPE NATIONAL WILL:

1. Lobby all federal political parties, and related community allies on the continuing and increasing problem of workers across many sectors having precarious employment characterized by little or no visibility in future hours of work, having few or no benefits, and having little or no potential opportunities for regular part time or full time work and career advancement.

BECAUSE:

- Longer hours of available work from employers does not translate into longer hours of stable part time for full time work; and
- Many employers only hire casuals to start with, making workers vulnerable to violating labour standards and reducing their own quality of work life in the hope of getting permanent employment at some point in the future; and
- Precarious workers, if not called regularly enough for shifts, are often forced to work in multiple jobs or to seek new career paths, jeopardizing what work they do have, making the scheduling of their own personal lives and obligations even more difficult.

<i>NEB decision</i>	<i>adopted</i>
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Resolution No. 276
Submitted by CUPE Newfoundland and Labrador

CUPE NATIONAL WILL:

1. Work with the Canadian Labour Congress in its comprehensive campaign to reinforce the value of union membership and unions, to build pride and to create the necessary conditions for members to head off and resist any and all legislative attacks on union security and the independence and autonomy of Canadian trade unions.

BECAUSE:

- In less than the first two (2) years of their mandate, the Harper majority has attacked the free collective bargaining rights of a number of affiliates of the Canadian Labour Congress; and
- Bill C-377 represents an unprecedented intrusion into the independent affairs of all unions and whose false premise of accountability to taxpayers under the Income Tax Act will serve to allow the state to interfere in the private affairs of all unions and their members; and
- Cuts to Employment Insurance, Old Age Security and other services within the context of fiscal austerity, the elimination of Fair Wages and Hours of Labour Act, along with regressive changes to temporary foreign workers program all represent an ongoing attack on ordinary working Canadians by the Harper Conservative Government aimed primarily at driving down wages and weakening organized labour; and
- This legislative attack on Canada's union movement will be by way of federal legislation to attack union security which will amount to the introduction of regressive U.S. style anti-labour legislation in Canada for the first time.

<i>NEB decision</i>	<i>adopted</i>
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Resolution No. 278
Submitted by the Hospital Employees' Union (B.C.)

CUPE NATIONAL WILL:

1. Lobby provincial and federal government to increase funding to Legal Aid.

BECAUSE:

- Legal Aid provide services to the most vulnerable in our society - many of the working poor, single parents, abused, elderly, disabled, and other marginalized citizens in our society; and
- Many women fleeing abusive and violent spouses rely on Legal Aid to provide assistance in the court proceedings; and
- Almost 95% of people in family courts are now unrepresented; and
- Even the lawyers are protesting the cuts - asking the government to increase funding which has not increased in 23 years despite inflation and population growth; and
- The message is that low income families, single mothers, people with disabilities, the elderly, and the most vulnerable in our society don't deserve representation.

NEB decision

*motion not to
proceed with*

Resolution No. 280
Submitted by Local 3812 (Qc.)

CUPE NATIONAL WILL:

1. Appeal to the federal government authorities to restore the balance of bargaining power between employers and employees working for companies regulated under federal jurisdiction.

BECAUSE:

- Employers under federal jurisdiction have the right to hire replacement workers; and
- Hiring replacement workers can stall settlements during the bargaining process; and
- It reduces the rapport de force of unionized members working for companies under federal jurisdiction.

NEB decision

adopted

Resolution No. 281
Submitted by CUPE Manitoba

CUPE NATIONAL WILL:

1. Urge the federal government to develop a national plan of action ensuring a coordinated response for the prevention of trafficking of women and

children, and the adequate provision of protection and care services to victims; and

2. Raise awareness of the global problem of human trafficking.

BECAUSE:

- Canada must take greater action to protect our society from those who traffic children and young adults, many of whom are trafficked into Canada to work as labourers, domestic servants and sex trade workers; and
- Domestic human trafficking victims have largely been recruited through the internet or by an acquaintance; and
- Human trafficking has been globally observed as a growing source of revenue for organized crime.
- These victims are being exploited for private profit over and over again.

NEB decision

*adopted
covers resolution 207*

Resolution No. 283
Submitted by Locals 3550 (Alta.) and 951 (B.C.)

CUPE NATIONAL WILL:

1. Encourage voter participation of all members including: First Nations, Metis and Inuit in the Federal Elections, similar to initiatives such as Indigenous Vote Sask 2015.

BECAUSE:

- Indigenous Vote Sask. is a provincial, non-partisan effort to mobilize the First Nations, Metis and Inuit vote in Saskatchewan; and
- CUPE takes an active role in political process and; Federal Government policy affects all Canadians and participation in elections ensures informed voters; and
- Traditionally voter participation in these communities is much lower than average due to barriers, real and perceived; and
- There are natural allies and shared values in terms of equality, environment, education and health and coalition building may encourage participation in the electoral process.

NEB decision

adopted

Resolution No. 284
Submitted by CUPE Quebec

CUPE NATIONAL WILL:

1. Support the efforts of CUPE's National Post-Secondary Education Task Force to launch a long-term project that aims to make post-secondary education a national priority by:
 - a) Providing support through discussions and workshops with CUPE members, communities, and families; and
 - b) Collecting contact information through a CUPE survey on the importance of post-secondary education; and
 - c) Creating coalitions in the post-secondary education sector to deliver the message to communities and allies.

BECAUSE:

- Steady tuition hikes and increasing student debt do not help stimulate the Canadian economy; and
- Post-secondary education is a necessity, considering a growing number of jobs require a post-secondary diploma; and
- Canada's public investment in higher education is among the lowest of all the OECD countries; and
- The gradual decrease of public funding in higher education and the widespread underfunding have lead to privatization and job insecurity.

NEB decision

*motion not to
proceed with*

Resolution No. 289
Submitted by the Hospital Employees' Union (B.C.) and Local 503 (Ont.)

CUPE NATIONAL WILL:

1. Increase the range of support available to locals facing privatization threats by strengthening regional rapid response networks where they exist, and establishing these networks where they don't exist; and
2. Work with national, regional and local staff to develop and resource these rapid response networks, providing training and tools to build our

members' capacity to fight privatization; and

3. Encourage a broad cross-section of members from all sectors being part of these networks, to facilitate quick communication and organization, and build cross-sector solidarity; and
4. Explore new ways of sharing information about current threats, successes and issues.

BECAUSE:

- Members are defending public services and infrastructure from a growing number of threats, including from new forms of privatization such as social finance and asset recycling; and
- Our members are our greatest strength in fighting privatization – whether it is contracting out, public-private partnerships, asset sales or other forms; and
- CUPE members are at the forefront of local and regional fights to protect public services, in coalition with our allies; and
- Public services and public assets are essential to our health and well-being, create good jobs, and help build a more equal society, and defending public services is a core CUPE priority.

NEB decision

adopted

Resolution No. 290
Submitted by Local 391 (B.C.)

CUPE NATIONAL WILL:

1. Lobby all federal political parties and related community allies to protect union work from outsourcing, and volunteerism.

BECAUSE:

- Outsourcing does not guarantee work will remain in the local economy and often leads to unemployment, underemployment, or under paid employment in the Canadian economy; and
- Abuse of volunteerism often means work experience gained at a cost of doing bargaining unit work; and

- There is no substitute for well-trained workers paid a living wage in terms of quality and safety of work performed.

NEB decision

adopted
 covered by

strategic directions

Resolution No. 291
Submitted by CUPE Newfoundland and Labrador

CUPE NATIONAL SHALL:

1. Strongly lobby the Federal Government to remove the mandatory P3 (Public Private Partnership) screen from the new Building Canada Fund for municipal governments; and
2. Also lobby municipal governments in all provinces to send a copy of CUPE's resolution to the Provincial and Federal Governments and to also voice objections to such mandatory P3 screening on the record with the Federation of Canadian Municipalities and request that the Federation of Canadian Municipalities lobby the Federal Government on the issue.

BECAUSE:

- The Building Canada Fund introduced in the 2014 budget imposes a mandatory P3 screen for all projects over \$100 million. If Public Private Partnership Canada deems that the project is best suited as a P3, a municipality will have no choice but to proceed as a P3 if they would like federal funding.

NEB decision

adopted

Resolution No. 293
Submitted by Local 79 (Ont.)

CUPE NATIONAL WILL:

1. Develop a campaign using CUPE National's municipal toolkit, Building better communities: A fair funding toolkit for cities and towns, to actively involve Local Leadership and Members, labour and community allies in an effort to convince municipalities to expand the use of revenue tools to invest in physical and social infrastructure, for

the services CUPE members provide in communities across Canada; and

2. Use the campaign to convince senior levels of government to grant authorities for revenue tools where required, and to provide sustainable revenue for physical and social infrastructure.

BECAUSE:

- All Canadian cities and towns are under increasing financial pressures to meet the service demands of their populations, and can no longer sustain services with property tax revenues; and
- There are millions of dollars of potential revenue, estimated by the CCPA to be more than \$600 million, in untapped potential revenue for the City of Toronto alone; and
- Without a sustainable economic base, municipalities are underfunding public services and the municipal workers who deliver the services; and
- Across the country we see municipal workers being forced into strikes/being locked out with attacks on wages, benefits and pensions.

NEB decision

adopted

Resolution No. 295
Submitted by Local 3812 (Qc.)

CUPE NATIONAL WILL:

1. Appeal to government authorities to ensure that they work in collaboration with armoured truck workers when drafting legislation for the industry to better ensure public safety as well as the safety of cash services agents.

BECAUSE:

- The safety of cash services agents and the public are at increased risk due to poor industry regulations and fiercely competitive companies that are forced to cut costs thus lowering safety standards considerably and making cash services agents more vulnerable to organized crime and armed attacks; and
- The government authorities must follow in the footsteps of other countries and create regulations

that establish basic safety standards for the cash services industry; and

- We must unite and launch an intensive campaign aimed at government authorities to keep our cash services agents and the public safe.

NEB decision

*motion not to
proceed with*

Resolution No. 296

Submitted by Local 3500 (B.C.)

CUPE NATIONAL WILL:

1. Lobby the Federal Government to;
 - a) Implement tougher safety standards for class 111 tank cars to prevent ruptures or other damage causing releases when accidents occur; and
 - b) Ensure strategic planning of shipping routes that look at the environment and communities surrounding train tracks and address dangerous risks; and
 - c) Ensure there are improved emergency response and assistance plans along routes with high volumes of oil or other flammable cargo.

BECAUSE:

- There is an alarming increase in the frequency of railway accidents, resulting in worker fatalities and environmental devastation; and
- There appears to be no effective regulations or regulatory authority responsible for the safe transportation of dangerous goods by rail; and
- The Canadian transportation agency says that safety standards surrounding railway transportation, including the vulnerability of commonly used Class 111 tank cars, and poor planning by industry are in need of urgent action.

NEB decision

*motion not to
proceed with*

Resolution No. 297

Submitted by CUPE British Columbia

CUPE NATIONAL WILL:

1. Demand that the Federal Government rescind their decision to close the Kitsilano Coast Guard

Station in British Columbia; and

2. Further demand that the Federal Government increase the funding for the Coast Guard and other federal services related to marine safety to prove to the citizens of BC that the federal government takes our lives and the environment seriously.

BECAUSE:

- The Federal Government has the responsibility to protect lives at sea as well as to protect the environment; and
- We need the Federal Government to increase regulation, legislation, and inspections to give BC citizens the confidence that the marine industry will operate safely; and
- Demand that the Federal Government rescind their decision to close the Kitsilano Coast Guard Station.

NEB decision

adopted

Resolution No. 298

Submitted by Local 1004 (B.C.)

CUPE NATIONAL WILL:

1. Support CUPE Local 1004 and 1936 members working to save lives everyday at Insite, currently North America's only legal supervised injection site, by opposing the Harper Government's Bill C2 which defies Canada's Charter of Rights and Freedoms' protection of "life, liberty and security of the person" by placing barriers for local government, community groups and provincial health authorities to respond to addiction and substance misuse in their regions using evidence based harm reduction measures proven to save lives; and
2. Work to support applications to the Federal Minister of Health by community nonprofits and/or provincial health authorities outside of Vancouver and British Columbia for Section 56 exemptions to Canada's Controlled Substances Act to open and operate supervised injection facilities proven successful at preventing drug overdose deaths, limiting the spread of disease including H1V/AIDS, and moving more individuals into detox and addiction treatment.

BECAUSE:

- On March 23, 2015 the Harper Government passed Bill C2 (Respect for Communities Act) which imposes onerous barriers for local governments, community nonprofits and provincial health authorities to apply for Section 56 exemptions to Canada's Controlled Drugs and Substances Act to allow operation of supervised injection facilities; and
- CUPE Local 1004 and 1936 members have helped operate Insite in Vancouver's Downtown Eastside since September 2003, supervising more than 2 million injections and preventing thousands of drug overdose deaths; and
- In September 2011, the Supreme Court of Canada decided unanimously in favour of plaintiffs, including PHS Community Services Society which operates Insite, that Section 7 of Canada's Charter of Rights and Freedoms protecting 'life, liberty and security of the person forbids the Harper Government from denying Insite's lifesaving work; and
- More than 40 academic research papers have been published in renowned peer reviewed scientific medical journals including the Lancet, the New England Journal of Medicine and the British Medical Journal, concluding that Insite has been successful in preventing drug overdose deaths, limiting the spread of HIV/AIDS, and helping more people access addiction treatment; and
- If Bill C2 is applied It will jeopardize the ongoing lifesaving efforts of CUPE members working at Insite; and
- Bill C2 will prevent other municipalities from responding to addiction and substance misuse with evidence based solutions.

NEB decision

adopted

Resolution No. 302
Submitted by CUPE Ontario, Locals 1334 and 4207 (Ont.)

CUPE NATIONAL WILL:

1. Make all necessary amendments to the National Strike Fund Regulations to deem contractual and seasonal workers qualified to receive strike pay if their bargaining unit is engaged in job action and they are not employed in a bargaining unit position at the time of the job action.

BECAUSE:

- This will give locals with a large number of contractual/seasonal workers significantly more leverage in bargaining if every member can receive strike pay in case of job action; and
- This would give laid off contractual and seasonal members of a striking/locked out local the financial tools to participate in job action; and
- Unionism is about protecting members through solidarity.

NEB decision

motion not to proceed with covers Resolution 311

Resolution No. 303
Submitted by the CUPE Ontario and Local 1334 (Ont.)

CUPE NATIONAL WILL:

1. Make the necessary changes to CUPE National's Strike Fund to recognize that some workers require double picket shifts (no more than twenty (20) hours per week) so that picket lines remain strong but members are not forced to travel to their workplace for five days a week while on strike.

BECAUSE:

- Increasingly CUPE members have more than one job, and requirements around 5 days of picketing can cause unintended negative consequences for our members in terms of maintaining their income from other work; and
- For some time locals have arranged scheduling of picket duty to accommodate members even though the current strike fund regulations would not allow some of those accommodations; and
- Academic workers, as one example, are often required to be at their workplaces only one (1) to two (2) days per week; and
- Many CUPE Members schedule their care giving duties and other work and home responsibilities around these work schedule commitments.

NEB decision

motion not to proceed with covers Resolutions 309, 316 and 317

Resolution No. 306
Submitted by Local 3908 (Ont.)

CUPE NATIONAL WILL:

1. Redesign its strike pay policy to equitably address the work-life realities of CUPE-members engaged in part-time, quarter-time, contract and relief work, working remotely, and other forms of precarious employment; and
2. Specifically, CUPE will consider how to provide opportunities to earn strike pay in ways that are consistent with the regular schedules of these workers, including considering:
 - a) pro-rated strike pay for workers who do not regularly work 5 days per week; and
 - b) the ability to 'double-shift' on a single day; and
 - c) strike duties performed off-site; and
 - d) the ability for members of the bargaining unit to earn strike pay in periods between contracts.

BECAUSE:

- All workers should have the support of the union in defending their right; and
- The erosion of permanent full time work makes it especially important for precarious workers to have all the tools needed to improve their working conditions; and
- Unionism is about protecting vulnerable workers through solidarity; and
- Canadian union membership as a proportion of the workforce (union density) has been steadily declining for more than two decades; and
- Employers need to see that precarious workers are backed by the strength of their unions and that they have the resources and support to mount an effective strike.

NEB decision

*motion not to
proceed with*

Resolution No. 308
Submitted by Local 3903 (Ont.)

CUPE NATIONAL WILL:

1. Eliminate the ten (10) day waiting period for strike pay for locals with fewer than 500 members.

BECAUSE:

- CUPE members of smaller locals need to know they can support their families while on strike; and
- The waiting period of ten (10) days is a deterrent to members to vote for strike action.

NEB decision

*adopted
covered by
strategic directions*

Resolution No. 310
Submitted by Local 3903 (Ont.)

CUPE NATIONAL WILL:

1. Change the National Strike Fund Regulations to accommodate striking workers on the grounds of family status, disability and sex/gender by assigning strike duties performed off-site and/or with flexible hours.

BECAUSE:

- Locals often have more workers requiring accommodation than can be scheduled to work out of strike offices; and
- Picket lines are not the only valuable work performed during a strike or lockout: media (including social media), help lines, fundraising, placard making and more are vital tasks which help win a strike or end a lock out; and
- We need to recognize that invisible work is also vital work; and
- Members who are assigned tasks to be performed elsewhere can be trusted to do the work.

NEB decision

*motion not to
proceed with*

Resolution No. 312
Submitted by Local 3903 (Ont.)

CUPE NATIONAL WILL:

1. Change the National Strike Fund Regulations to state that strike committees should have total authority to assign strike duties to members as they see fit.

BECAUSE:

- Strike Committees are best positioned to know what work needs to be done and to respond to changing circumstances; and
- Members who cannot picket should not be shut out of participating in strikes; and
- CUPE National currently relies upon an accommodation process which requires medical documentation but does not have staff trained to set up an accommodation procedure.

NEB decision

*motion not to
proceed with*

Resolution No. 318
Submitted by Local 905 (Ont.)

CUPE NATIONAL WILL:

1. Amend Article 7 of the Strike Fund Regulations to increase strike pay to \$80 per day beginning the 10th calendar day of the strike, to a maximum of \$400 per week.

BECAUSE:

- The last increase in 2013, to from \$200 to \$300, while dramatic was still not sufficient; and
- CUPE needs to ensure its members on strike have adequate financial support on the picket line; and
- Members should be making financial decisions for the good of all instead of for personal reasons.

NEB decision

*motion not to
proceed with*

Resolution No. 319
Submitted by the National Executive Board

CUPE NATIONAL WILL:

1. Use all necessary resources to defend and expand the right to strike to fight for fair wages, benefits and working conditions; and
2. Mobilize CUPE members to defend the right to strike.

BECAUSE:

- The freedom to strike is essential to maintain a free and democratic society of participatory democracy, self-governance and citizenship; and
- The right to strike is fundamental to meaningful collective bargaining and is at the core of the freedom of association; and
- In striking down *The Public Service Essential Services Act, S.S. 2008 (PSESA)* the Supreme Court has established that the *Canadian Charter of Rights and Freedoms* protects the right to strike; and
- Employers and right-wing governments across the country have been introducing legislation attempting to limit the right to strike, particularly for public sector employees.

NEB decision

adopted

Resolution No. 320
Submitted by the Sudbury and District CUPE Council (Ont.), Locals 960, 1182 and 1764 (Ont.)

CUPE NATIONAL WILL:

1. Encourage affiliates and councils to work with postal unions and community allies to defeat attacks on our public postal service; and
2. Oppose all attempts to end door-to-door delivery and move to Community Mail Boxes (CMB) by working with groups to get support on a municipal resolution opposing the move.

BECAUSE:

- Canada Post and the Conservatives are taking an axe to long treasured postal services - killing good jobs, eliminating home mail delivery, increasing postage rates and closing, downsizing and reducing hours at post offices; and
- Canada Post did not properly consult on these changes, effectively eliminating any opportunity for input from people who will be most affected; and
- Closing and downsizing post offices, reducing hours, and eliminating home mail delivery will reduce service and destroy thousands of jobs in communities across Canada; and

- Canada Post offers a public service that should be protected.

NEB decision

adopted
covers Resolution 321

Resolution No. 322
Submitted by Local 1979 (Ont.)

CUPE NATIONAL WILL:

1. Endorse the War Resisters Support Campaign; and
2. Make a donation to the Campaign; and
3. Encourage members to write to their Members of Parliament urging permanent resident status in Canada for Iraq War resisters; and
4. Write a letter to the ministers of immigration and public safety urging that efforts by the federal government to deport war resisters be stopped and that Citizenship and Immigration Canada (CIC) Operational Bulletin 202 be rescinded; and
5. Demand any new federal government make this issue a priority and issue an Operational Bulletin notifying immigration officers that humanitarian and compassionate reasons exist to justify a waiver under Section 25 of the IRPA for individuals who have left the Iraq War, and directing immigration officers to give these factors primacy when considering the cases of conscientious objectors.

BECAUSE:

- The invasion and occupation of Iraq, beginning in March 2003, was illegal and internationally condemned; and
- Conscientious objectors to the Iraq War have, since 2004, been seeking permanent resident status in Canada; and
- Parliament has twice adopted a motion recommending that "the government immediately implement a program to allow conscientious objectors and their immediate family members to apply for permanent resident status".

NEB decision

motion not to
proceed with

Resolution No. 324
Submitted by the Ottawa CUPE District Council (Ont.),
Local 1979 (Ont.)

CUPE NATIONAL WILL:

1. Encourage provincial divisions, locals and councils to work in coalition with postal unions and community allies to promote postal banking; and
2. Work to get more municipal governments to endorse the call for postal banking; and
3. Call on the federal government to establish a taskforce with Canada Post to determine how to deliver new financial and banking services through public post offices.

BECAUSE:

- Canada Post could improve its service by adding lucrative banking services, instead of cutting public postal service; and
- Canada Post makes profits and could be making even greater profits if it added financial and banking services like many other postal administrations around the world; and
- Our country desperately needs improved financial and banking services; and
- Postal banking has the support of over 600 municipalities and close to two-thirds of Canadians according to a Stratcom poll.

NEB decision

motion not to
proceed with

Resolution No. 326
Submitted by Local 3903 (Ont.)

CUPE NATIONAL WILL:

1. Create a spreadsheet or software system to help striking locals organize a strike payroll system; and
2. This spreadsheet or software system will be available but not mandatory for locals.

BECAUSE:

- Locals need an effective and efficient system for coping with the administrative and logistical tasks of strike pay; and
- Locals may not have members with the required skills to set up such a spreadsheet or system.

NEB decision

*motion not to
proceed with*

Resolution No. 327
Submitted by Local 3903 (Ont.)

CUPE NATIONAL WILL:

1. Set up a grievance tracking software system which will be available to, but not mandatory for, all locals.

BECAUSE:

- Locals need an effective and efficient system for documenting and tracking grievances.

NEB decision

*motion not to
proceed with*

Resolution No. 328
Submitted by Local 3903 (Ont.)

CUPE NATIONAL WILL:

1. Set up a membership tracking software system which will be available to, but not mandatory for, all locals.

BECAUSE:

- Locals need an effective and efficient system for documenting their membership; and
- Such software can be prohibitively expensive for small locals; and
- Such software would enable greater mobilizing and information sharing among members.

NEB decision

*adopted
covered by
strategic directions*

Resolution No. 329
Submitted by Local 1004 (B.C.)

CUPE NATIONAL WILL:

1. Promote electronic balloting to all Locals; and
2. Explore entering into a contract with an electronic balloting service to allow Locals from across the country to access a discounted electronic balloting service.

BECAUSE:

- CUPE Local 1004 has been successfully using electronic balloting services for multiple elections over the past two years, which have proven successful though increased voter turnout, easier voting access for our members, as well as reduced administrative work; and
- Negotiating a contract on the National level will give CUPE Locals easier access to electronic balloting and make it more affordable for all Locals to use.

NEB decision

*motion not to
proceed with*

Resolution No. 330
Submitted by CUPE Quebec

CUPE NATIONAL WILL:

1. Publicly denounce the CRTC's position, its negative impact on communications workers and on Quebec and francophone culture; and
2. Take concrete steps to protect the jobs at stake; and
3. Ask the CLC to appeal to at all levels of government.

BECAUSE:

- Of the regulatory policies published by the Canadian Radio-television and Telecommunications Commission (CRTC) on March 12, 2015; and
- These decisions put over-the-air television as we know it in serious danger; and
- They unduly favour independent producers when the Broadcasting Act declares that the Canadian

system should include a significant contribution from them, not use them predominantly; and

- The recent decisions by the CRTC threaten Quebec and francophone culture by failing to take into account the specific nature of the French-language market; and
- Decreasing the requirement of Canadian content threatens the quantity and diversity of Canadian programming.

NEB decision

*motion not to
proceed with*

Resolution No. 331

Submitted by CUPE Quebec

CUPE NATIONAL WILL:

1. Take all necessary measures to denounce and publicly condemn the CRTC's decision that no longer requires television stations to broadcast a predetermined number of hours of Canadian programming during the day, but only in the evening, and clearly explain the consequences of this decision to our members;
2. Take concrete actions to protect the jobs at stake;
3. Take all necessary measures with the CTC to denounce and publicly condemn this decision and take the CRTC and Harper government to task.

BECAUSE:

- Starting with the upcoming licence renewals, television stations will no longer be under obligation to broadcast a predetermined number of hours of Canadian programming during the day, but only in the evening;
- The CRTC is favouring the development of independent producers by calling for changes to the CMF and to government programs to remove the requirement of a broadcasting agreement with a broadcaster in order to access funding for a program;
- This decision is disastrous for television station production staff.

NEB decision

*motion not to
proceed with*

Resolution No. 332

Submitted by Local 3500 (B.C.)

CUPE NATIONAL WILL:

1. Call on the Federal government to regulate the wireless and telecommunications industry by placing the entire Canadian Telecommunications Industry under the democratic control of the Canadian people through the process of nationalization.

BECAUSE:

- The best way to protect Canadian sovereignty, jobs, and consumer interests in the telecommunications sector would be to put wireless and the entire telecommunications industry under public ownership and democratic control.

NEB decision

*motion not to
proceed with*

Resolution No. 333

Submitted by CUPE Newfoundland and Labrador

CUPE NATIONAL WILL:

1. Lobby the Federal Government to not only repeal existing free trade agreement but to ensure that all future trade agreements contain strong language that enhances and protects labour rights and the environment.

BECAUSE:

- Conflict and poverty is the result of social and economic inequality and injustice; and
- Current international trade agreements lack labour, human rights and environmental oversight protection and, therefore, have been confirmed to accelerate social and economic inequality with adverse and serious consequences for citizens and the environment.

NEB decision

*adopted
covered by
strategic directions*

Resolution No. 334
Submitted by CUPE Newfoundland and Labrador

CUPE NATIONAL WILL:

1. Continue to lobby the Federal Government to repeal CETA.

BECAUSE:

- CETA is a free trade agreement between Canada and the European Union where Section 4 provides Investment Protection to foreign investors, and guarantees a "fair and equitable treatment and full protection and security"; and
- This protection clause allows for foreign corporations to sue Canada/provinces before arbitral tribunals if they claim to have suffered losses; and
- This seriously erodes the autonomy of our Government to control and protect our own resources in the best interests of our citizens.

NEB decision *adopted*
covered by
strategic directions

Resolution No. 335
Submitted by the Local 4207 (Ont.)

CUPE NATIONAL WILL:

1. Prohibit the payment of dues for non-union workers; and
2. Workers, particularly students, mustn't have union dues deducted from their paycheques and remitted to the union if they are not members of the union.

BECAUSE:

- For many students and young workers, their first experience in a unionized workplace is one where they are forced to pay union dues, while having no representation or rights within the union. This leads to the development of antiunion sentiments and unnecessary divisions among workers; and
- Students and young workers are often employed in precarious low-wage positions; therefore, paying union dues while not being a member of the union is a costly burden for many of these workers.

NEB decision *motion not to*
proceed with

Resolution No. 336
Submitted by the Local 997 (Ont.)

CUPE NATIONAL WILL:

1. Provide a dues rebate to CUPE Locals, equivalent to 10% of the total dues paid by the local to CUPE National for CUPE Locals that have an Executive member on release from their employer; and
2. The dues rebate from CUPE National will not exceed the cost borne by the CUPE Local for the release of the Executive member.

BECAUSE:

- CUPE Locals with an Executive member on release from the employer are better able to do some of the work normally done by the CUPE National Representative assigned to the CUPE Local which then frees up the CUPE National Representative to assist other locals who are unable to afford to have an Executive member on release from the employer; and
- This change could allow some CUPE Locals that might not otherwise be able to afford to release an Executive member to do so.

NEB decision *motion not to*
proceed with

Resolution No. 337
Submitted by CUPE Manitoba

CUPE NATIONAL WILL:

1. Support a national water campaign to ensure that aboriginal communities across Canada have access to safe, clean, affordable public water; and
2. Lobby the federal government to take immediate actions to ensure that all Canadians, particularly the First Peoples, have community controlled public water systems to protect public health, ensure accountability, protect the environment, ward off profiteers and provide skilled jobs in our communities by supporting local ownership and management of such water systems; and
3. Work with the Assembly of First Nations, the Metis Nations, Council of Canadians and other allies in

educating Canadians and protecting our water from privatization and ensuring all of our communities will no longer have to endure unsafe water conditions.

BECAUSE:

- Many of those whom are living on reserves in Canada today do not have access to clean and safe drinking water; and
- P3's and trade agreements are threatening local control of water systems; and
- Access to clean drinking water is a basic human right.

NEB decision adopted
covers Resolutions
338 and 341

Resolution No. 339
Submitted by Local 3500 (B.C.)

CUPE NATIONAL WILL:

1. Lobby the Federal Government to ensure that the necessary resources are made available to upgrade and maintain our water infrastructures so that all Canadians have access to sources of clean, safe drinking water.

BECAUSE:

- There are communities in Canada that do not have access to clean, safe drinking water.

NEB decision adopted

Resolution No. 340
Submitted by the Hospital Employee's Union (B.C.)

CUPE NATIONAL WILL:

1. Lobby government to provide safe clean drinking water to all communities that experience 'water advisories' or are left with contaminated water supply.

BECAUSE:

- This is a human necessity.

NEB decision adopted

Resolution No. 342
Submitted by CUPE Locals 3550 (Alta.) and 951 (B.C.)

CUPE NATIONAL WILL:

1. Support a new campaign to ensure that indigenous communities in Canada have access to safe, clean, affordable public water; and
2. Work with the leaders of First Nation, Metis and Inuit, Council of Canadians and other allies in educating Canadians and protecting our water.

BECAUSE:

- For many of the half million people Indigenous people in Canada, access to clean and safe drinking water is a major problem today; and
- CUPE's last water campaign ended in 2015; and
- Public private partnerships (P-3s) are threatening local control of water systems; and
- Water is essential to human life — for basic health and survival, as well as for food production, economic activities and cultural and spiritual ceremonies

NEB decision adopted

Resolution No. 343
Submitted by Locals 2191 (Ont.), 4828 (Sask.) and 951 (B.C.)

CUPE NATIONAL WILL:

1. Promote contract language on domestic violence through staff training, member education, sector council conference and other opportunities; and
2. Encourage women's centers, transition houses and other women-serving organization to address the inclusivity and accessibility needs of women with disabilities; and

3. Call for a federal inquiry and national action plan on missing and murdered Aboriginal women and girls; and
4. Create education tools on how privatization increases violence against woman, including harassment, with higher rates for women marginalized by ableism, racism, colonialism, homophobia and transphobia.

BECAUSE:

- Half of the women in Canada have experienced at least one incident of physical or sexual violence; and
- The 2014 CLC-Western survey of 8,400 workers found that one-third had experienced domestic violence, and for the majority, the violence happened at near their workplace; and
- Women who are racialized, Aboriginal, Immigrant or refugee, LGBTTTQI or a person with disability experience more harassment and violence; and
- Over 1,000 Aboriginal women in Canada have gone missing or been murdered; and
- Women with disabilities experience violence at higher rates than their able-bodied counterpart and face serious multiple barriers to fleeing abusive relationships; and
- Good jobs and public services reduce harassment and violence and are vital to women escaping violence.

NEB decision

adopted
covers Resolution 349

Resolution No. 344
Submitted by Local 79 (Ont.)

CUPE NATIONAL WILL:

1. Develop a Violence Against Women module for health and safety, bargaining and workshops; and
2. Negotiate contract language and programs that confront domestic violence, modeled on UNIFOR's women's advocates' modules; and
3. Support CLC Western University's research project on domestic/workplace violence; and
4. Participate in actions commemorating the 25th anniversary of December 6th; and

5. Campaign for a Federal inquiry into missing and murdered aboriginal women and girls; and
6. Pressure the Canadian government to meet the UN's call for a national action plan to address Violence Against Women by 2015 and support actions at the UN and other international forums to end violence; and
7. Link Violence Against Women to neoliberal "Austerity" and union-busting and the social/economic/political marginalization of women.

BECAUSE:

- Women in Canada experience at least one incident of physical or sexual violence daily, and every six days a woman is killed by her intimate partner. Over 600 Aboriginal women have gone missing or been murdered; and
- Good jobs, public services and affordable housing give women independence, enabling them to leave unhealthy and/or violent relationships; and
- Although existing health and safety laws protect vulnerable persons when violence extends to the workplace, not all workplaces adhere to the laws. Stronger language is needed to protect persons at risk.

NEB decision

adopted

Resolution No. 345
Submitted by the Hospital Employees' Union (B.C.)

CUPE NATIONAL WILL:

1. Continue to lobby the provincial/federal government to call for a national and international public inquiry into the missing and murdered women on the Downtown Eastside.

BECAUSE:

- The government has provided minimal to no action for these women, they continue to go missing or be murdered and the Provincial Inquiry proved to be a sham. Give the families the ability to heal and have justice.

NEB decision

adopted

Resolution No. 346
Submitted by the Hospital Employees' Union (B.C.)

CUPE NATIONAL WILL:

1. Lobby the federal and provincial government to increase funding to women's centres across the province.

BECAUSE:

- Women's centres provide critical services to women and their children fleeing abusive and violent spouses; and
- Because women's centres are an important part of a community support system, and the ongoing cuts to the women's centres by the BC Liberal government has forced the closures and cuts to services leaving many women with little or no help in fleeing abuse, keeping them in some desperate and sometimes deadly situations.

NEB decision

adopted
covered by
strategic directions

Resolution No. 347
Submitted by Local 15 (B.C.)

CUPE NATIONAL WILL:

1. Lobby the Federal Government to ensure:
 - a) That the history of the Women's Rights Movement and the quote from the UN Declaration on Human Rights ("all human beings are born free and equal in dignity and human rights") be maintained in current minted circulation.

BECAUSE:

- Missing from the updated \$50.00 bills are images of the Famous Five and Therese Casgrain; and
- The old bill also contained a quote from the 1948 UN Declaration on Human Rights: "all human beings are born free and equal in dignity and human rights"; and
- The Federal Government needs to be a leader in Women and Human Rights in Canada; and
- Therese Casgrain was the first female leader of a political party in Canada (Cooperative Commonwealth Federation); and

- Including The Famous Five case, the battle to have women recognized as persons under the 1867 Constitution; and
- We are questioning the public consultation process that supposedly happened by the Bank of Canada with approval of the Finance Minister Jim Flaherty.

NEB decision

adopted

Resolution No. 348
Submitted by CUPE British Columbia

CUPE NATIONAL WILL:

1. Continue to urge local unions to lobby their respective civic government/councils to proclaim March 8th International Women's Day (IWD) in communities around the country; and
2. Continue to lobby the Canadian Government to proclaim March 8th International Women's Day.

BECAUSE:

- International Women's Day has been celebrated in a variety of countries since 1910; and
- In 1974 IWD was declared by the United Nations as a day to celebrate the struggles and victories of women around the world; and
- Year after year more and more people are becoming aware of March 8th and the significance of what this day represents; and
- A variety of events and activities are organized on or around this day celebrating the lives of women and their experiences; and
- It is extremely important to remember where we have come from when moving forward

NEB decision

adopted

Resolution No. 350
Submitted by Local 79 (Ont.)

CUPE NATIONAL WILL:

1. Establish a Day of Respect at Work for CUPE to educate CUPE members, our employers and the public about the increase of assaults at work on CUPE members as part of an overall campaign to ensure safe workplaces for CUPE members.

BECAUSE:

- There has been a marked increase in the number of assaults, both physically and verbally, on many CUPE members at their workplaces; and
- Many of our employers are not taking this issue seriously enough to stop the dangerous conditions at work that many CUPE members face; and
- Marking the Day of Respect at our workplaces would identify the issues and potential solutions and would make the point that one assault is one too many; and
- A Day of Respect is to be part of an overall campaign such as the role that the Day of Mourning plays to highlight workplace injuries and fatalities but it is not to suggest that we don't need safe workplaces every day; and
- It would help to focus our efforts to educate the public to the conditions that our members often face at work when we do our jobs to provide public services.

NEB decision

*motion not to
proceed with*

Resolution No. 351
Submitted by Local 15 (B.C.)

CUPE NATIONAL WILL:

1. Lobby the federal government to reinstate the volunteer award from the Prime Minister's Volunteer Award back to the Therese Casgrain Volunteer Award.

BECAUSE:

- Therese Casgrain fought for the right of women of Quebec to vote with success in 1940; and
- Was First female leader of a political party in Canada (CCF); and
- Was appointed to the Senate in 1970 by Prime Minister Trudeau; and
- There was no consultation with family or formal review engaging the public in this decision.

NEB decision

*motion not to
proceed with*

Resolution No. 352
Submitted by Local 2348 (Man.)

CUPE NATIONAL WILL:

1. Identify and recognize a National Community Social Service Workers' appreciation day.

BECAUSE:

- Social service workers work tirelessly to contribute to the community, society, and with families at large; and
- The majority of the social service workers are women, and they deserve to be appreciated and recognized for their contributions on the front lines.

NEB decision

*motion not to
proceed with*

Resolution No. 353
Submitted by CUPE Manitoba

CUPE NATIONAL WILL:

1. Participate in, and encourage all Locals to participate in Labour Day celebrations throughout the country; and
2. Provide details to all Locals on Labour Day events occurring throughout Canada, along with swag and CUPE flags.

BECAUSE:

- Labour Day is our day to celebrate our work and increase solidarity amongst all workers; and CUPE's public image, and a positive image of our members arise out of a strong CUPE presence on Labour Day, in our communities where we work and live.

NEB decision

adopted

Resolution No. 354
Submitted by Locals 960 and 1764 (Ont.)

CUPE NATIONAL WILL:

1. Partner with student and youth groups to produce educational materials directed at youth about the negative impacts of austerity and develop a

campaign to challenge the generational warfare of the neoliberal agenda.

BECAUSE:

- Today's youth are more diverse than any population in Canadian history with one in five aged 18 - 34 being foreign born and one in six being a member of a visible minority; and
- This diverse group of young people are among the hardest hit by austerity cuts that are reducing public services that were available to previous generations, driving down wages, replacing defined benefit pension plans with defined contribution schemes, and otherwise eroding good jobs, job security and the social safety net; and
- Youth involvement in movements from Occupy to the Québec Student Strike to Idle No More demonstrate a vigorous, creative and militant youth activism for the economic, social and environmental future of Canada.

NEB decision

*adopted
covers Resolution
355*

Resolution No. 356

Submitted by the CUPE Metro Vancouver District Council (B.C.)

CUPE NATIONAL WILL:

1. Allow CUPE members to self-identify as Young Workers from age 35 and younger.

BECAUSE:

- Many CUPE members work in conditions often associated with Young Workers; and
- We should let as many people as possible participate in the movement to advance working conditions for Young Workers and therefore, all workers; and
- Many workers across the country self-identify as young workers at age 35 and younger, and they should have that option.

NEB decision

*motion not to
proceed with*

Substitute Resolution No. 901

(Covers Resolutions 65, 68, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100, 101, 102, 103, 104, 105, 107, 153, 184, 195, 213, 239, 242, 277, 279)

CUPE NATIONAL WILL:

1. Recognize the need for pay equity between Regional and National Staff with Regional Member Facilitators by working with the CUPE Member Facilitators to identify an honourarium for evening and weekend facilitation.
2. Implement the same per diem schedule for in town (regional) facilitators, as with out of town (national) facilitators at national conferences and events.
3. Work with Regional Facilitators to identify, contribute to the development of, and implementation of new education modules.
4. Eliminate all National Committees.
5. Direct the funds previously used for National Committees (roughly two million) to increase the servicing ability of the National Union.
6. Hire more permanent staff instead of relying on temporary servicing representatives, as there is significant importance of properly maintaining staff levels both during the summer vacation periods as well as throughout the year, especially the servicing representative positions.
7. Initiate a conversation at the National Executive Board about the importance of properly maintaining staff levels both during the summer vacation periods as well as throughout the year, especially the servicing representative positions.
8. Hire more permanent staff instead of relying on temporary servicing representatives.
9. Properly maintain staff levels both during the summer vacation periods as well as throughout the year, especially the servicing representative positions.
10. Examine their staffing levels of permanent staff to assure that there is not too heavy a reliance on temporary servicing representatives.

11. Establish four (4) pension specialist positions increasing the pension specialist complement to a total of six (6).
12. Ensure that two (2) of the six (6) pension specialists be dedicated to Ontario.
13. Properly maintain staff levels both during the summer vacation periods as well as throughout the year, especially the servicing representative positions.
14. Examine their staffing levels of permanent staff to assure that there is not too heavy a reliance on temporary servicing representatives.
15. Provide new and additional resources for a minimum of one more National Health and Safety Specialists Representatives in each CUPE region.
16. Hire a full time CUPE National Representative Staff member to organize and unionize workers with CUPE in the province of Alberta.
17. Provide Saskatchewan with the additional resources to hire a health and safety specialist.
18. Make funds available for a dedicated Occupational Health & Safety Representative in every province.
19. Review the allocation of staff across Canada and take corrective action to correct any significant imbalances.
20. Hire a researcher to investigate Sexual Assault Policies followed by locals and by other unions including unions located outside of Canada. The research shall include an investigation into the unintended consequences of Sexual Assault Policies. The research shall be informed by an analysis that recognizes the intersectionality of race, sexual orientation, gender-identity and disability with experiences of sexual and gendered violence.
21. Will provide the necessary resources including but not limited to hiring additional staff to assist with complying with the timelines in the CUPE Constitution regarding Additional Bylaws.
22. Establish four (4) pension specialist positions increasing the pension specialist complement to a total of six (6).
23. Ensure that two (2) of the six (6) pension specialists be dedicated to Ontario.
24. Modify its hiring practices to ensure that its National Representatives are more reflective of the locals they serve.
25. Specifically, CUPE National will hire National Representatives who have experience working in part-time, precarious academic positions and have the knowledge and training they require to adequately represent such members at the bargaining table.
26. Part-time, precarious academic work entails:
 - a) Limited or no job security; and
 - b) Limited to no benefits and no retirement pension; and
 - c) Large variations in pay and hours from contract to contract.
27. Make employment equity/representative workforce a priority item in the union's action plan for the next two years.
28. Fund a Trainee Representative Programs with at minimum four representatives from the indigenous community annually.
29. Remove any and all concessions and contracting-out on the bargaining staff with all their locals.
30. Establish a change in the access structure between locals and CUPE Legal.
31. Ensure that such access is timely and efficient.
32. Establish protocols and training for locals around when to approach CUPE Legal directly and when to go through their Servicing Representative.
33. Ensure that CUPE Legal is staffed to the level of being able to advise locals in urgent situations.
34. Contract-in translation work of the National office.

35. Promote the importance of Mental Health within the workplace by:
 - a) Celebrating both Mental Illness Awareness Week and Mental Health Awareness Week; and
 - b) Make available Mental Health First Aid training seminars for shop stewards or Workplace Health and Safety representatives; and
 - c) Provide funds for "Mental Wellness Initiatives" within locals.
36. Dedicate significant funding for a major campaign in 2016-2017 to protect, strengthen and expand Medicare that mobilizes our membership to work with health coalitions, community partners and other allies.
37. Promote our vision of universal, publicly-funded, publically-administered and publically- delivered health care.
38. Promote public hospitals as hubs for community health care, which provide more and better access to hospital beds and a range of services including acute care, complex continuing care, rehabilitation, outpatient care, day surgeries and primary care.
39. Play a leading role to build and help coordinate national action to expand public health care. This would be achieved through yearly meetings that bring together allies around one table to plan and coordinate strategy. The first gathering in 2016 will bring together health coalitions, seniors' groups, unions, community partners, and other allies to develop a joint campaign to build a groundswell of public support for a national continuing care program.
40. Campaign for federal leadership in health care and a new Health Accord that includes:
 - a) Stable and sufficient federal funding, including at minimum the 6 per cent escalator; and
 - b) Enforcement of the Canada Health Act, and closing of gaps in monitoring and reporting; and
 - c) A national continuing care program, covering long-term care facilities, home and community care; with minimum staffing standards and phasing out of for profit delivery; and
 - d) A national strategy to reduce healthcare associated infections, that provides dedicated funding for microbiological cleaning standards, more in-house cleaning staff, lower hospital occupancy rates and mandatory public reporting; and
 - e) A national, publicly funded and operated, comprehensive pharmacare program; and
 - f) New and expanded community health centres.
41. Partner with CUPE Manitoba, CUPE Local 2348, and the Midwives' Association of Manitoba to develop and fund a media campaign including television spots, to raise awareness of, and the benefits of, midwifery services.
42. Sponsor LGBTTQ Prides in each province.
43. Participate in the Pride parade by registering a float for Locals to contribute to.
44. Incorporate the Unite for Fairness campaign into the theme of the Pride presence.
45. Continue to make organizing a priority.
46. Allocate sufficient resources and funds for organizing.
47. 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.
48. Ensure that more resources and representatives are made available to organize health and social services raiding campaigns.
49. Adopt special budgets to encourage ground campaigns and support the efforts of local unions.
50. Not file any financial information to the Canada Revenue Agency (CRA) that relates to Bill C-377.
51. Encourage all provincial CUPE bodies and locals not to file any financial information related to Bill C-377.
52. Bring this resolution forward to the 2017 CLC Convention, and encourage all unions not to file any financial information related to Bill C-377.

- 53. Encourage provincial bodies and locals to adopt the same position should governments attempt to implement similar policies at the provincial level.
- 54. Encourage non-compliance with Bill C-377 by all CUPE locals, and work with the CLC to encourage non-compliance with this unjust piece of legislation across the labour movement.
- 55. Set up a legal defense fund to prepare for the possible repercussions of this action, so that locals can act knowing they have the full weight of CUPE and the Canadian labour movement behind them.

NEB decision motion not to proceed with

**Substitute Resolution No. 902
(Covers Resolutions 179 and 182)**

CUPE NATIONAL WILL:

Appeal to the Quebec government to demand legislative amendments to the *Occupational Health and Safety Act* to ensure that pregnant women working for companies under federal jurisdiction, and who have preventive leave as per the *Canadian Labour Code*, can be eligible for income replacement benefits under the *Act regulating work-related accidents and occupational diseases*.

NEB decision motion not to proceed with

**Substitute Resolution No. 903
(Covers Resolution 237)**

CUPE NATIONAL WILL:

- 1. Ensure that local unions in the municipal sector have all the necessary resources to deal with attacks; and

- 2. Protect the working conditions of all its workers.

NEB decision adopted

**Substitute Resolution No. 904
(Covers Resolutions 238 and 294)**

CUPE NATIONAL WILL:

- 1. Develop, resource and implement an aggressive lobbying strategy to:
 - a) Defend and protect public research; and
 - b) Demand the reversal of financial cuts to government research departments; and
 - c) Eliminate the muzzling of research and provides protection to public researchers; and
 - d) Advocate for the return of the Long Form Census.

NEB decision adopted

**Substitute Resolution No. 905
(Covers Resolutions 110 and C35)**

CUPE NATIONAL WILL:

- 1. Update communication policies to be gender neutral and sensitive to gender variant individuals as a way to be more inclusive of all gender identities.

NEB decision adopted

**CUPE 2015 NATIONAL CONVENTION
CONGRÈS NATIONAL DU SCFP 2015**

**FINAL LIST OF DELEGATES IN ATTENDANCE
TO THE 27TH NATIONAL CONVENTION**

**LISTE FINALE DES PERSONNES DÉLÉGUÉES PRÉSENTES
AU 27^E CONGRÈS NATIONAL**

**AS AT NOVEMBER 7, 2015
AU 7 NOVEMBRE 2015**

**SEATED IN ACCORDANCE WITH ARTICLE XI, SECTION I
OF THE CUPE CONSTITUTION**

**ACCRÉDITÉES SELON L'ARTICLE XI, SECTION I
DES STATUTS DU SCFP**

**PAUL MOIST
NATIONAL PRESIDENT / PRÉSIDENT NATIONAL**

**CHARLES FLEURY
SECRÉTAIRE-TRÉSORIER NATIONAL / NATIONAL SECRETARY-TREASURER**

**DANIEL LÉGÈRE
GENERAL VICE-PRESIDENT / VICE-PRÉSIDENT GÉNÉRAL**

**LUCIE LEVASSEUR
VICE-PRÉSIDENTE GÉNÉRALE / GENERAL VICE-PRESIDENT**

**FRED HAHN
GENERAL VICE-PRESIDENT / VICE-PRÉSIDENT GÉNÉRAL**

**KELLY MOIST
GENERAL VICE-PRESIDENT / VICE-PRÉSIDENTE GÉNÉRALE**

**MARLE ROBERTS
GENERAL VICE-PRESIDENT / VICE-PRÉSIDENTE GÉNÉRALE**

DISTRICT COUNCILS / CONSEILS RÉGIONAUX

CUPE NIAGARA DISTRICT COUNCIL	0401-0002	DIANE CORMIER
CUPE TORONTO DISTRICT COUNCIL	0401-0003	LISA SKEETE
CUPE WINDSOR DISTRICT COUNCIL	0401-0004	JESSIE SIMONETTI
CUPE LONDON DISTRICT COUNCIL	0401-0006	JUDITH CALLAHAN
DURHAM NORTHUMBERLAND CUPE DISTRICT COUNCIL	0401-0007	LORI-ANN RICHARDS
CUPE HASTINGS DISTRICT COUNCIL	0401-0020	LEE ANN EVANS
CUPE EASTERN GREAT LAKES DISTRICT COUNCIL	0401-0011	PAUL NORRIS
CUPE REGION OF PEEL DISTRICT COUNCIL	0401-0014	EDDIE PEREIRA
CUPE CENTRAL WESTERN ONTARIO DISTRICT COUNCIL	0401-0015	MARC GOODWIN
CUPE CALGARY DISTRICT COUNCIL	0701-0002	RH'ENA OAKE
CUPE KOOTENAY DISTRICT COUNCIL (KDC)	0801-0002	CHERRYL MACLEOD
CUPE VANCOUVER ISLAND DISTRICT COUNCIL	0801-0003	AMBER LEONARD
CUPE METRO VANCOUVER DISTRICT COUNCIL	0801-0004	FRANK LEE
CUPE FRASER VALLEY DISTRICT COUNCIL	0801-0005	TRACEY O'HARA
OKANAGAN MAINLINE DISTRICT COUNCIL	0801-0006	JOLENE LAMOUREUX
CUPE NORTHERN AREA DISTRICT COUNCIL	0801-0007	DENICE BARDUA

PROVINCIAL COUNCILS OF UNIONS / CONSEILS PROVINCIAUX DE SYNDICATS

CUPE N.B. COUNCIL OF HOSPITAL UNIONS	0211-0002	NORMA ROBINSON
CUPE N.B. COUNCIL OF SCHOOL DISTRICT UNIONS	0211-0003	BRIEN WATSON
N.B. COUNCIL OF NURSING HOME UNIONS	0211-0004	MINERVA PORELLE
CONSEIL PROV. DES AFF. SOCIALES DU SCFP	0301-0002	PIERRE SOUCY
CONSEIL PROVINCIAL DU SECTEUR UNIVERSITAIRE DU SCFP	0301-0003	RICHARD GUERTIN
CONSEIL PROV. DU SOUTIEN SCOLAIRE /SCFP	0301-0004	PIERRE DEGRAY
CONSEIL PROV. DU SECTEUR DES COMM. /SCFP	0301-0005	ALAIN CARON
CONSEIL PROV. DU SECTEUR MUNICIPAL	0301-0006	PATRICK GLOUTNEY
CONSEIL PROVINCIAL DES CEGEP	0301-0008	ÉRIC GASCON
CONSEIL PROV. DES SOCIÉTÉS D'ÉTAT ET ORG. PUB. QUÉBÉCOIS	0301-0007	ERIC BERGERON
CUPE ONTARIO COUNCIL OF HOSPITAL UNIONS (OCHU)	0401-0017	HELEN FETTERLY
SASKATCHEWAN HEALTH CARE COUNCIL OF UNIONS	0601-0002	GORDON CAMPBELL

PROVINCIAL DIVISIONS / DIVISIONS PROVINCIALES

CUPE NOVA SCOTIA	0111-0001	MIKE MCNEIL
CUPE NFLD & LABRADOR DIVISION	0151-0001	WAYNE LUCAS
	ALT/SUPP	PATRICK O'RIELLY
CUPE NEW BRUNSWICK	0211-0001	ODETTE ROBICHAUD
CUPE PRINCE EDWARD ISLAND	0251-0001	LORI MACKAY
SCFP-QUÉBEC	0301-0001	DENIS BOLDUC
CUPE ONTARIO	0401-0001	CANDACE RENNICK
CUPE MANITOBA	0501-0001	KEN KITTLE

CUPE SASKATCHEWAN	0601-0001	TOM GRAHAM
CUPE ALBERTA	0701-0001	DAVID GRAHAM
CUPE BRITISH COLUMBIA	0801-0001	MARK HANCOCK

SERVICE DIVISIONS / DIVISIONS DE SERVICE

CUPE AIRLINE DIVISION	1721-0056	MICHEL COURNOYER
HEU	0043-0030	JENNIFER WHITESIDE

AIRLINE DIVISION COMPONENTS / COMPOSANTES DE LA DIVISION DU TRANSPORT AÉRIEN

COMPOSANTE AIR TRANSAT	1721-0003	JULIE ROBERTS
	ALT/SUPP	DANIEL LAFONTAINE
AIR CANADA COMPONENT	1721-0055	EDITH GAGNON
CALM AIR COMPONENT	1721-0060	JAMES WRIGHT
	ALT/SUPP	NIKKI CROSSLEY

LOCALS / SECTIONS LOCALES

NOVA SCOTIA / NOUVELLE-ÉCOSSE

227	BEDFORD	0111-0193 0111-0194	TODD MASTERS DAVE DORT
761	SYDNEY	0111-0047	DEBORAH WEEKS
850	DOMINION	0111-0196	MICHAEL MCNEIL
955	PETIT DE GRAT	0111-0190 0111-0191 0111-0192	WILFRIDINE CROWDIS DONALD STEWART MARY SINCLAIR
1082	HALIFAX	0111-0009 0111-0010	KAREN CONNOR NOREEN BATT
1259	HALIFAX	0111-0104	LOUISE RILEY
1416	HALIFAX	0111-0071 ALT/SUPP	MARTHA TAYLOR ANNE LERETTE
1431	HALIFAX	0111-0142	HEATHER CORKUM
1562	SYDNEY	0111-0050 0111-0051	PAULA GIUSTI PATRICIA MURCHISON
1867	DARTMOUTH	0111-0130 0111-0131 0111-0132	STEVE JOY MIKE MACISAAC SHARON HUBLEY
2330	NEW GLASGOW	0111-0167 0111-0168 0111-0169 0111-0170	MICHAEL KELLY NAN MCFADGEN ROSE BEST LIZ PARIS

2618	KENTVILLE	0111-0155	TREVOR SURETTE
2784	HALIFAX	0111-0079 0111-0080	SANDY WILSON BEVERLY CONNORS
3513	SYDNEY	0111-0021 0111-0022	JOANNE MACKINNON KAREN MCMULLIN
3840	HALIFAX	0111-0088 0111-0089	TRACEY HANN MARGARET BARRY
3876	GREENWOOD	0111-0090 0111-0091	CINDY COURTNEY TED LLEWELLYN
3890	TRURO	0111-0024 0111-0025 0111-0026	CLINT EAGLES RON DAVIS DAWN M TURNER
3912	HALIFAX	0111-0136 0111-0137 0111-0138 0111-0139 0111-0140	CHRISTINA BEHME TATIANA ROSSOLIMO RORY LEITCH DIEGO ROJAS CARMEL FORDE
3936	LUNENBURG	0111-0027	LISA MASON
4459	NEW GLASGOW	0111-0121	PATRICIA PERRY
4682	LUNENBURG	0111-0060 0111-0061	NANCY GRANT UNA RHODENIZER
5047	HALIFAX	0111-0039 0111-0040 0111-0041 0111-0042	TRACEY SULLIVAN AMY PARLEE GEORGE LLOY CHRIS MELANSON
5050	SYDNEY	0111-0115 0111-0116 0111-0117 0111-0118 ALT/SUPP	CONSTANCE M. FORREST MARY ELIZABETH JESSOME GLEN MACPHEE ELLA CAREY MARION GRANT
5165	ENFIELD	0111-0043	DARLENE DURNFORD
8920		0111-0178 0111-0179 0111-0180 0111-0181 0111-0182 0111-0183 0111-0184 0111-0189	NEIRAJ BHANOT TAMMY MARTIN DAVID BREWSTER SEAN FOLEY DIANE FRITTENBURG BEVERLY STRACHAN ALAN LINKLETTER LES DUFF

LOCALS / SECTIONS LOCALES

NEWFOUNDLAND AND LABRADOR / TERRE NEUVE ET LABRADOR

488	CORNER BROOK	0151-0060 0151-0061 0151-0062	DUANE DEWLING ERNEST GREEN MIKE BIGGIN
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569	ST. JOHN'S	0151-0063 0151-0064 0151-0050 0151-0051 0151-0052 ALT/SUPP	LORI DOMAN EILEEN MORGAN RAY BENNETT GORD EVANS TERRY BENNETT MICHELLE MAHONEY
706	CORNER BROOK	0151-0053	BRAD PENNEY
879	ST. JOHN'S	0151-0054 0151-0055 0151-0056 ALT/SUPP	SHEREE JUNEJA DIANE VERGE SHERRY HILLIER CHERYL KELLY
1289	ST. JOHN'S	0151-0019 0151-0020 0151-0021 ALT/SUPP	GREGORY BAKER DIANNE MARTIN JASON GREEN STEPHEN BENNETT
1560	ST. JOHN'S	0151-0022 0151-0023 0151-0024 ALT/SUPP	LOYOLA PHILPOTT DERRICK BARRETT DENNIS MCDONALD ROGER BUTT
1615	ST. JOHN'S	0151-0042 0151-0043 0151-0044 0151-0045 ALT/SUPP	THERESA ANTLE SUSAN KEARSEY CHRISTINE BYERS DIANE JOHNSON KEIR HISCOCK
1761	JERSEYSIDE/PLACENTIA	0151-0014	SHARON MURPHY
1860	HAPPY VALLEY-GOOSE BAY	0151-0074 0151-0075 0151-0076	COLIN HIPDITCH ED O'KEEFE BILL CONWAY
2033	ST. LAWRENCE	0151-0027	S. DARLENE OAKE
2099	MOUNT PEARL	0151-0069 0151-0070	ELIZABETH PIERCEY CATHERINE HOWELL
2329	ST. JOHN'S	0151-0004 0151-0005 0151-0006	DAWN LAHEY AMANDA CHAFE STACEY LUCAS
2543	ST. JOHN'S	0151-0066	ROBERT STANLEY
2574	ST. ANTHONY	0151-0067	PAULA PATEY
3017	ST. JOHN'S	0151-0046 ALT/SUPP	GAIL BRINSTON ANGELA RICHARDS
3034	CONCEPTION BAY	0151-0015 0151-0016 ALT/SUPP	TERRI-LYNN COOPER TERRY BUTLER WARRICK CLUNEY
3148	CORNER BROOK	01510029 0151-0030	TED BLAKE JAMES CALLAHAN

3762	ST. JOHN'S	0151-0071	WANDA YOUNG
3765	ST. JOHN'S	0151-0010	JULIEANNE NEARY
4386	CORNER BROOK	0151-0031	CRAIG GARDNER
4885	ST. JOHN'S	0151-033	KAREN LYNCH
4935	STEPHENVILLE CROSSING	0151-0035 0151-0036	VICTORIA GILLIS THERESA GILLAM
4937	PORT AUX BASQUES	0151-0073	TODD STRICKLAND
4938	PORT SAUNDERS	0151-0039	ROGER PHILPOTT
4939	STEPHENVILLE	0151-0040 0151-0041	SHAWN HYNES RUBY SHEPPARD
5078	CORNER BROOK	0151-0017	ANGELA TARGETT

LOCALS / SECTIONS LOCALES

NEW BRUNSWICK / NOUVEAU-BRUNSWICK

51	MONCTON	0211-0038 0211-0040	LÉO MELANSON MARC BOURQUE
380	SAINT JOHN	0211-0128 0211-0129	IRIS LLOYD CHRIS WATSON
486	SAINT JOHN	0211-0199 0211-0200	PAUL JOHNSON ROD MAHANEY
588	EDMUNDSTON	0211-0203	GERALD LANDRY
720	MONCTON	0211-0149 0211-0150 0211-0151 0211-0152	BRENDA VIENNEAU ROBERT PARTRIDGE LARRY LUTES MARK GEDDES
813	SAINT JOHN	0211-0154 0211-0155 0211-0156 0211-0157 0211-0158	TERRY CROUSE SCOTT FLOYD AGNES LANDRY MARK RICHARDS NORINE BARTLETT
821	MONCTON	0211-0160 0211-0161 0211-0162 0211-0163 ALT/SUPP	RACHEL BLACQUIÈRE GUY CORMIER SHAWNA DOIRON BERNARD BRUN CLAIRE CYR
824	MONCTON	0211-0007	KRISTA DUGUAY
833	CAMPBELLTON	0211-0164 0211-0165 0211-0166 0211-0167	ÉMILIE DOUCET HEATHER PARKER DONNA SMITH DOUG KINGSTON

861	ST. STEPHEN	0211-0168	KIM DAVIDSON
865	MIRAMICHI	0211-0170 0211-0171 0211-0172	ANGELINA CATALANO MARY JARDINE KEVIN DRISCOLL
908	FREDERICTON	0211-0181 0211-0182 0211-0183 0211-0184 0211-0185	ADRIENNE PARADIS JODI TOMILSON TERRA BUNTING SARA TOWNSEND JEANNETTE JEAN
963	SAINT JOHN	0211-0238 0211-0239	JAMIE AGNEW ANDREW WOODCOCK
1077	PETITCODIAC	0211-0011	ELIZABETH DUFFY
1078	MONCTON	0211-0262	KEITH LEBLANC
1079	MONCTON	0211-0253	MICHAEL ATKINSON
1096	FREDERICTON	0211-0208	WILL THIBODEAU
1117	ST. STEPHEN	0211-0087	KELLY WAY
1121	BATH	0211-0211	CONNIE HAINES
1127	NEWCASTLE	0211-0145	JEANETTE CURTIS
1148	BOIESTOWN	0211-0112	TWILA RYAN
1159	DALHOUSIE	0211-0064 ALT/SUPP	MARC CAYOUCETTE STÉPHANE LEBLANC
1190	FREDERICTON	0211-0121 0211-0122 0211-0123 0211-0124 0211-0125	ANDREW HARDY JOEY KELLY ALEX GOODINE GUY BASTARACHE GERALDA WADDELL
1199	SAINT JOHN	0211-0189	LISA ALLEN
1251	SAINT JOHN	0211-0061 0211-0062	CINDY JOHNSON MAURICE LEBLANC
1277	CHATHAM	0211-0215	GLENDA CONNOLLY
1303	SHEDIAC	0211-0066 0211-0067	ROLAND CORMIER BRYAN SAVOIE
1418	FREDERICTON	0211-0232 0211-0233 0211-0234 0211-0235 0211-0236	GARY BURRIS SUZANNE HACHÉ NICOLE MOREAU JOHN EATMON JANNICK LAFOREST
1439	ST-BASILE	0211-0095	PIERRE TURGEON
1506	FREDERICTON	0211-0088	DORIS NASON

1507	BATHURST	0211-0107	ERIKA ARSENEAU
1726	MONCTON	0211-0137 0211-0138	HEATHER LEET WAYNE BROWN
1763	ST. ANDREWS	0211-0025	KIM SHARKEY
2116	SAINT JOHN	0211-0243 ALT/SUPP	SHARON TEARE ANNE SULLIVAN
2373	EDMUNDSTON	0211-0070	ROGER LÉVESQUE
2610	ALBERT	0211-0041	KIMBERLY COPP
2745	MONCTON	0211-0042 0211-0043 0211-0044 0211-0045 0211-0046 0211-0047 0211-0048 0211-0049 0211-0050 0211-0051 ALT/SUPP	SHERRY WILKINS MARILYN MACCORMACK THERESA MCALLISTER SHARON THOMPSON IDA HAGGARTY MICHAEL OSBORNE COLLEEN HORSMAN PARISE ST-ONGE CHRISTIANNE ROBICHAUD ÉLISE RICHARD TODD HILL
3433	SACKVILL	0211-0256 0211-0257	RONALD SPRACKLIN KELLIE MATTATALL
3656	SAINT JOHN	0211-0263	JANE MELANSON
3884	FREDERICTON	0211-0261	ROMANA SEHIC
3982	SACKVILLE	0211-0102	HOLLY STRONGE
4193	ALLARDVILLE	0211-0250	SERGE PLOURDE
4445	PLASTER ROCK	0211-0144	TINA PELLETIER
4630	SAINT-LÉONARD	0211-0057	SHIRLEY CYR
4679	DIEPPE	0211-0132 0211-0133	JOANNE LEBLANC DONNA LEBLANC
4848	MONCTON	0211-0193 0211-0194 0211-0195 0211-0196	CHRIS KENNEDY BRYAN HARRIS TRENT PIERCY JUDY ASTLE
4874	ST. LOUIS DE KENT	0211-0082 ALT/SUPP	NICOLE DUPLESSIS JEANNIE DAIGLE
4882	ROGERSVILLE	0211-0033 ALT/SUPP	PAULETTE MARTIN CLAUDETTE LEBLANC

LOCALS / SECTIONS LOCALES

PRINCE EDWARD ISLAND / ÎLE-DU-PRINCE-ÉDOUARD

501	CHARLOTTETOWN	0251-0038	JOEY MACKINNON
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		0251-0039 0251-0040	RANDY GALLANT PAUL LEE
805	CHARLOTTETOWN	0251-0003 0251-0004 0251-0005 0251-0006	KELLEY RHYNES NANCY INGALLS "BOBBY KENNEDY MICHAEL HOPKINSON
1051	ALBERTON	0251-0007	WANDA LIVINGSTONE
1145	CHARLOTTETOWN	0251-0008 0251-0009 0251-0010 ALT/SUPP	URBAN MACLELLAN ROBERT COUGHLIN MADONNA KEIZER NICOLE COUTURE
1170	CHARLOTTETOWN	0251-0011 0251-0012	KAREN TSISTINAS LYNDA TURNBULL
1175	CHARLOTTETOWN	0251-0013 0251-0014 0251-0015	GINETTE MISENER TENA CREAMER GORDON GAY
1778	MONTAGUE	0251-0016	CHRIS LEWIS
1779	SUMMERSIDE	0251-0017 0251-0018 0251-0019	LEONARD GALLANT LEONARD CRAWFORD FAY CRAWFORD
1870	CHARLOTTETOWN	0251-0033 0251-0034 0251-0035 ALT/SUPP	BARRY CONNELL TRACY CARMICHAEL LEO CHEVERIE MATTHEW ZAWADZKI
3260	CHARLOTTETOWN	0251-0020 0251-0021 0251-0022	KARYN NOBLE BRENDA DOUCETTE ROSE-LUNE GOULET
3324	CHARLOTTETOWN	0251-0023 0251-0024	ALICE RICE JASON WOODBURY
4893	KENSINGTON	0251-0025	BRENDA MACISAAC

LOCALS / SECTIONS LOCALES

QUEBEC / QUÉBEC

3018	MONTRÉAL	0301-0829 0301-0830 0301-0831 0301-0832 0301-0833 0301-0834 0301-0835 0301-0836 0301-0837 0301-0838 0301-0839 0301-0840 0301-0841 0301-0842	LYNDA LATENDRESSE NATHALIE LATENDRESSE ANDRÉ LEPAGE MICHEL JEANOTTE CHANTAL RACETTE SYLVIE BOURBONNIERE PIERRE LALONDE NORMAND BERGERON GILBERT OUMET JOCELYN TROTTIER FRANCOIS BOURGOUIN JACQUES ROCHON YAN PAQUETTE ANDRÉ LAPIERRE
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		0301-0843 0301-0860	BENOIT DUROCHER DENIS JOMPHE
305	MONTRÉAL	0301-0571	DANIEL LAVOIE
306	SAINT-BRUNO	0301-0177 0301-0178 0301-0179 0301-0180 0301-0181 0301-0182	ANDRÉ DUVAL CHANTAL MARCOTTE SYLVIE ANGERS STÉPHANE SIMARD SOPHIE ABBOTT-BROWN D.J. MOYE
307	LONGUEUIL	0301-0573 0301-0574 0301-0575	MARC EDSTROM MARIO GAUTHIER JEAN-FRANCOIS GAUDREAU
375	MONTRÉAL	0301-0167 0301-0168 0301-0169	RÉJEAN BRUNET NORMAND DUPUIS MARTIN LAPIERRE
429	MONTRÉAL	0301-0580 0301-0581 0301-0582 0301-0583 0301-0584 0301-0585 0301-0586 0301-0587 0301-0588 0301-0589 0301-0590 0301-0591 0301-0592 0301-0593	LOUIS LECOMPTE BENOÎT AUDETTE DOMINIC CHARLAND FRANCINE BOULIANE GILLES MAHEU JOSÉE LACROIX MARIO SABOURIN MYRIAM BOURDEAU KAREN VALENZUELA PATRICK DUBOIS LYNE LACHAPELLE RACHID HALHOUL STEFANO FERRANTE JEAN-PIERRE CHALIFOUX
687	MONTRÉAL	0301-0015 0301-0016 0301-0017 0301-0018	ZIVANKA KOVALSKI MARC-ANDRÉ HAMELIN FRANCE PICARD PATRICE BOUGIE
957	MONTRÉAL	0301-0787 0301-0788 0301-0789 0301-0790	MICHEL DRAPEAU OSWALDO MONTOYA JEAN-YVES PAQUIN MICHEL ROUSSEAU
1105	ROUYN-NORANDA	0301-0145	DENISE VALLÉE
1113	LAVAL	0301-0763	RICHARD NADON
1114	SHERBROOKE	0301-0273 0301-0274	DENIS FRÉCHETTE DOMINIC GRIMARD
1186	MONTRÉAL	0301-0458 0301-0459	MARIO GRÉGOIRE LOUIS-PHILIPPE HAMMOND
1244	MONTRÉAL	0301-0798 0301-0799 0301-0800 0301-0801	NICOLAS GHANTY ÉRIC ROMANO MARIE-CLAUDE LATENDRESSE ISABELLE LAFORCE

1294	MONTRÉAL	0301-0183 0301-0184 0301-0185 0301-0186 0301-0187 0301-0188	THÉRÈSE FILLION CLAIRE BOUCHARD MADELEINE COUTU ALINE PAJOT ISABELLE CLOUTIER SYLVAIN ALLARD
1296	QUÉBEC	0301-0349 0301-0350 0301-0351	MARIE-JOSÉE ALVAREZ JULIE DUPERRÉ FRANCE PITRE
1412	MONTRÉAL	0301-0193	MICHEL HUOT
1450	QUÉBEC	0301-0516	STÉPHANE VILLENEUVE
1459	VAL-D'OR	0301-0619 0301-0620 0301-0621	ANDRÉ VAILLANCOURT MANON DUVAL CHRISTINE MERCIER
1500	MONTRÉAL	0301-0194 0301-0195 0301-0196 0301-0197 0301-0198 0301-0199 0301-0200 0301-0201 0301-0202 0301-0203 0301-0204 0301-0205	MICHEL MARTIN NATHALIE CLAVEAU RICHARD PERREAULT SYLVAIN DUBREUIL BRUNO CHARROIS MARTIN BOUCHER STÉPHANE MICHAUD YVON LACHAPELLE LUC CORRIVAUT PIERRE MACDONALD JOËLLE RAVARY YVON DUBOIS
1535	WESTMOUNT	0301-0877 0301-0878	ROBERT WATSON JEAN-YVES BRAULT
1574	CHICOUTIMI	0301-0275	NORMANDE TRUCHON
1604	MONTRÉAL	0301-0794 0301-0795	MARIE-PAULE MORIN CHRISTOPHE BOUCHAND-MOR
1638	QUÉBEC	0301-0386 0301-0387 0301-0388 0301-0389 0301-0390	DANIEL SIMARD CARL LAVOIE ALAIN BOURASSA JEAN BARIBEAU ALINE ROUSSEAU
1690	SAINTE-JULIE	0301-0421 0301-0422	STÉPHANE BOLOGNA DOMINIQUE DUMONT
1737	MONTRÉAL	0301-0463	LUC TREMBLAY
1751	HAMEL	0301-0624 0301-0625	FRANCE SANTERRE GUILLAUME BERNIER
1800	TROIS-RIVIÈRES	0301-0759 0301-0760	CINDY CARBONNEAU ISABELLE HUBERT
1983	MONTRÉAL	0301-0354 0301-0355	DANIEL LEROUX YANNICK BOUCHER

		0301-0356	GIUSEPPE TAGLIAFERRI
		0301-0357	MICHEL BARNEY
		0301-0358	LINE BLACKBURN
		0301-0359	SABATINO LEPORE
		0301-0360	RÉAL MARTIN
		0301-0362	JULIE DELORME
		0301-0363	JULIE LAURIN
2000	MONTREAL	0301-0492	NANCY RAIL
		0301-0493	SYLVIE ROBILLARD
		0301-0494	ALAIN DESMARAIS
		0301-0495	LOUISE BEAUDOIN
		0301-0496	MADELEINE LUPARI
		0301-0497	MARIO CATELANI
		0301-0498	FANNY VERONIQUE COUTURE
2051	QUÉBEC	0301-0123	MARC LEVESQUE
		0301-0124	FRANCE Fiset
2115	LAVAL	0301-0864	LUCIE DUBOIS
		0301-0865	MANON BRETON
2184	MONTREAL	0301-0640	ETHEL-ANN FLORES
		0301-0641	MARIE DIEUDONNE NOEL
		0301-0642	GUEDON AUGUSTIN
2222	MONTRÉAL	0301-0281	CHRISTIAN TRUDEAU
2231	QUEBEC	0301-0306	KORA ROBERGE
		0301-0307	CHARLES EURIAT
2252	STE-FOY	0301-0866	ERIC BOUTET
		0301-0867	CARL BEAUDOIN
2326	TERREBONNE	0301-0544	MATHIEU LAUZON
		0301-0545	STÉPHANE MOREAU
2334	LEVIS	0301-0648	GÉRARD POIRIER
		0301-0650	MARIO PAQUET
		0301-0651	RÉJEAN BARGONÉ
2385	RICHMOND	0301-0324	CHRISTIAN LUSSIER
		0301-0325	CHANTAL DENIS
2425	MONT-ST-HILAIRE	0301-0748	MARIE-HÉLÈNE LAMARRE
		0301-0749	CYNTHIA GAUTHIER
2468	DOLBEAU	0301-0750	DANY BOUCHARD
2500	QUEBEC	0301-0365	LUC BROUILLETTE
		0301-0366	MARIO DUCLOS
		0301-0367	YVAN PEPIN
		0301-0368	ANDRÉ ROUSSEAU
2541	ALMA	0301-0284	CARL DUFOUR
		0301-0285	ROBIN CÔTÉ
2566	SAINT CONSTANT	0301-0216	LINE LAROCQUE
		0301-0217	RICHARD MERCIER

2569	ROUYN	0301-0875	KARMEN LÉVIS
2661	TROIS-RIVIERES	0301-0219 0301-0220 0301-0221 ALT/SUPP	LUCIE LORRAIN CAROLE NEILL LUCIE PRONOVOST PAUL BELLEMARE
2684	METABETCHOUAN	0301-0780	ALAN GAUTHIER
2718	MONTREAL	0301-0752 0301-0753	JAMES SEGUIN GEORGE GAWEL
2729	SHERBROOKE	0301-0826 0301-0827	MICHEL P. BILODEAU MARIO BERNARD
2815	MONTREAL	0301-0468 0301-0469	GUY GAGNÉ JACQUES DENOMMÉ
2825	MONTRAL	0301-0438	MARIO DAGENAIS
2850	MONTREAL	0301-0226 0301-0227 0301-0228	SYLVIE TOUSIGNANT MARIE-HÉLÈNE VERMETTE MARTIN GAGNON
2881	DORVAL	0301-0317 0301-0318 0301-0319 0301-0320	DENISE HÉBERT KAREN MCKELLAR MARTIN LACHAPELLE MICHEL DECELLES
2886	COTE-ST-LUC	0301-0820 ALT/SUPP	JANET POWER MARJORIE PARANADA
2929	QUÉBEC	0301-0375 0301-0376 0301-0377 0301-0378	MICHÈLE VÉZINA SYLVAIN BEAULIEU YVES BILODEAU DENIS PETITCLERC
2957	MONTREAL	0301-0286	MIREILLE LACHARITÉ
2960	MONTREAL	0301-0664	YANICK DUCHARME
3005	MONTRÉAL	0301-0669 0301-0670	SYLVIE PERRIN STÉPHAN JEAN
3124	CHICOUTIMI	0301-0672 0301-0673	BERNARD GRAVEL GILLES MÉNARD
3161	RAWDON	0301-0674 0301-0675	JOHANNE SAVARD LISE BOLDDUC
3187	MONTRÉAL	0301-0115 0301-0116	MATHIEU DULUDE OLIVIER COUTU TOUSIGNANT

3247	CHÂTEAUGUAY	0301-0405 0301-0406	SIMON BEAULIEU MARIO DIONNE
3259	SAINT-HYACINTHE	0301-0150 0301-0151 0301-0152 0301-0153	CYNTHIA CÔTÉ GILLES ST-PIERRE RENÉE-MICHELINE GAGNÉ JACQUES LÉTOURNEAU
3280	CHÂTEAUGUAY	0301-0040 0301-0041	MICHEL BLANCHETTE SYLVAIN PITRE
3300	QUÉBEC	0301-0678 0301-0679	LINE LAFOND STÉPHANE ALLARD
3333	LONGUEUIL	0301-0130 0301-0131 0301-0133	SYLVIE CHAMPAGNE NATHALIE LAPERRIÈRE ROCH DUMONT
3350	WESTMOUNT	0301-0808 0301-0809 0301-0810 ALT/SUPP	FAITH FRASER CHÉRIE THOMAS ROCHELLE LAZARUS KATHY HEBERT
3423	TROIS-RIVIÈRES	0301-0868	PATRICIA LAROUCHE
3535	MONTRÉAL	0301-0046 0301-0047 0301-0048 0301-0049	CAROLINE BOUCHER DANIEL BOUCHER ROBERT BOULAIS PATRICK LESSARD
3544	SAINT-JEAN-SUR-RICHELIEU	0301-0876	HÉLÈNE BÉDARD
3608	VAL D'OR	0301-0563	DENIS GAGNÉ
3624	TROIS-RIVIERES	0301-0135 0301-0137 0301-0138 0301-0806	DANIEL BOISVERT ANDRÉANE BOUCHARD ÉRIC PINSONNAULT MARC CARON
3700	MONTREAL	0301-0410 0301-0411	MICHEL ARSENAULT FRANCISCO DA COSTA
3758	MONTRÉAL	0301-0690 0301-0691	BRIGITTE PERRON ANDRÉE DE ROME
3783	MONTREAL	0301-0776 0301-0777 0301-0778 0301-0828	PASCAL BOLDOC JEAN-FRANÇOIS HARDY DOMINIQUE DEMERS KENNY MCGRATH
3812	QUEBEC	0301-0529 0301-0530 0301-0531 0301-0532	ANGÉLIQUE PAQUETTE JEAN-LUC BROSSÉ MICHEL LABEL DANIEL CARRIÈRE
3939	MONTREAL	0301-0236 0301-0237 0301-0238	DENIS GALY JEAN-ROCK LAMOUREUX LUCIANO IACHINO
3993	GATINEAU	0301-0553	FRANCIS CANTIN

		0301-0554 0301-0555	CHARLES-ERIC WALKER LUC BAZINET
4041	DORVAL	1721-0005	CHARLES PHILIPPE LACROIX
4055	MONTREAL	1721-0019 1721-0020 1721-0022	MARK BRANCELJ MARTIN COURSOL KELLY BUDWAY
4091	MONTRÉAL	1721-0023 1721-0025 1721-0026	GUILLAUME LEDUC CHRISTINE GUAY STEPHANIE JAFFRES
4134	SAINT-JEAN-SUR-RICHELIEU	0301-0242 0301-0243	JOCELYN BOURDON ISABELLE SIROIS
4250	MONTREAL	0301-0059 0301-0060 0301-0061 0301-0062 0301-0063 0301-0064	DANIEL DUCHESNE STÉPHANE MIVILLE CARL ACOCELLA ANDRÉ POULIN MANON BAILLARGEON BENOÎT BOUCHARD
4294	LAVALTRIE	0301-0067	STEPHEN DOUCET
4475	SHERBROOKE	0301-698 0301-699	SUZANNE DESLOGES BRUNO BRETON
4490	MONTRÉAL	0301-0704 0301-0705	SYLVIE GAGNER NATHALIE OLIVIER
4545	LAVAL	0301-0713 0301-0714	MARTIN GAGNON FRANCIS DESJARDINS
4628	MONTREAL	0301-0720 0301-0722	VINCENT LECLAIR PIERRE-PAUL TESSIER
4713	MONTREAL	0301-0258 0301-0259 0301-0260	MARCO LUTFY CLAUDE BALLER BENOIT LEGAULT
4723	MONTRÉAL	0301-0510	BENOIT PICHÉ
4755	WESTMOUNT	0301-0556 0301-0557 ALT/SUPP	PROLET TOCHEVA TAMMY TAYLOR ANDREA SIMPSON
4835	MONTREAL	0301-0084 ALT/SUPP	LUC LÉGER MARCUS MATYAS
4880	MONTRÉAL	0301-0729 0301-0730 0301-0731	CLAUDE QUANTIN CAROLE THIBODEAU ADRIANA RODRIGUEZ
4953	VICTORIANVILLE	0301-0266	FRANCINE LAMOTHE
5059	MONTREAL	0301-0420	ROYSE HENDERSON

5222	SAINTE-THÉRÈSE	0301-0098 0301-0099 0301-0100 0301-0101	GUILLAUME BÉGIN JOËL VINCENT CYR EMMANUELLE BOURNIVAL JULIE TASSÉ
5425	MONTRÉAL	0301-0449	LUC BEAUREGARD
5735	MONTRÉAL	0301-0740 0301-0741	YAN GAUDET CHRISTIAN TAMBORINI
7498	SHERBROOKE	0301-0104 0301-0105	MÉLANIE CLOUTIER GERMAIN FOLEY

LOCALS / SECTIONS LOCALES

ONTARIO

1	TORONTO	0401-1120 0401-1121 0401-1122 0401-1123 0401-1124 ALT/SUPP	STEVE LAKE LINEISHA BARNARD CHARLENE MUELLER DALJEET MATHARU JOHN CAMILLERI JAMES MIDDLETON
2	TORONTO	0401-0021 0401-0022 0401-0023 0401-0024	TONY EGIZII WILLIAM MASIH GAETANO FRANCO JOHN MELO
3	SAULT STE MARIE	0401-1526 0401-1527 0401-1528 ALT/SUPP	PAUL BEAUCHAMP DAVE HART JESSE CRYSLER MARK HARRINGTON
32	CAMBRIDGE	0401-0818 0401-0819 0401-0820 ALT/SUPP	RAY BURIGANA WAYNE WHITEHEAD MICHAEL GREGORASZ CHRIS STEPHENS
53	WHITBY	0401-0486 0401-0487 0401-0488 0401-1598 ALT/SUPP	KAREN WILSON GREG FRENCH STEVE PEAREN KEVIN LYONS CRAIG BEACOCK
54	AJAX	0401-1038 0401-1039	WILLIAM HICKEY HEATHER DOUCETTE
57	GUELPH	0401-1040 0401-1041 0401-1042	TINA TREMELLING KATHY CARPINO KATHIE JASPERSON
65	FROT FRANCES	0401-0853 0401-0854	JAUNITA NOBLE LAURIE KENNEDY
66	MISSISSAUGA	0401-0892 0401-0893 ALT/SUPP	DANNY ROCCA CURTIS HAMMOND KEVIN OFFLESS
68	KITCHEN	0401-0028 0401-0029	DOUG KUDOBA BOB UNDERWOOD

		0401-0030 ALT/SUPP	BLAIR ARSENAULT JASON CARMOUNT
79	TORONTO	0401-1255 0401-1256 0401-1257 0401-1258 0401-1259 0401-1260 0401-1261 0401-1262 0401-1263 0401-1264 0401-1265 0401-1266 0401-1267 0401-1268 0401-1269 0401-1270 0401-1271 0401-1272 0401-1273 0401-1275 0401-1276 0401-1277 0401-1278 0401-1279 0401-1280 0401-1281 0401-1283 0401-1284	TIM MAGUIRE DAVID KIDD SOFIA RENO REBECCA JAGESHAR JASON DESJARDINS SANDRA HIGGISON SHARON LLEWELLYN KEITH FIERING AINSWORTH HAMILTON NANCY MURPHY MARK PAAR LINDA ROSE LILY CHANG GARTH BARRY NINA MEGAS AVALINE MILLER BEVORIA MARTIN-CLARKE FRED SHILSON ZULEMA YOUNG ALEXANDRA PINOSA FRED TAYLOR YASMIN MAKANI STELLA COADY VAN NGUYEN BEVERLEY PIKE AROKIADASS JOHN RUTH COMFORT DAVID MITCHELL
82	WINDSOR	0401-1477	ROBERT KOLODY
87	THUNDER BAY	0401-0986 0401-0987 0401-0988 0401-0989	MARIE DEAN JACKIE LIVINGSTON JENNIFER KEATING KAREN MARTIN
101	LONDON	0401-0894 0401-0895 0401-0896 0401-0897 0401-0898	SHELLEY NAVARROLI PHIL VIVYURKA TRACEY LEE ADAM BRIGHTLING STEVE HOLLAND
107	LONDON	0401-0031 0401-0032 0401-0033 0401-0034 ALT/SUPP	ALASTAIR BRUFF DENNIS REED JAMIE MCBRIDE BRIAN PAULGER LARRY COUGHLIN
109	KINGSTON	0401-0362 0401-0363 0401-0364 0401-0365 ALT/SUPP	LUIS TALLEDO JULIA LYNCH TINA CARQUEZ ADAM BOL CATHY DOYLE
122	NORTH BAY	0401-0035 0401-0036 0401-0037	BRENT LAVIGNE BRIAN PHILLIPS APRIL ADAMS

		ALT/SUPP	CRYSTAL MCLEOD
126	PETERBOROUGH	0401-1294 0401-1295	LYNDA BOLTON SANDRA FROST
129	PICKERING	0401-1125 0401-1126 0401-1127 ALT/SUPP	JAMES MCPHERSON GREG MALCOLM DAVE WHITEHOUSE RICK SAUNDERS
131	PETERBOROUGH	0401-0490 0401-0491 0401-0492 ALT/SUPP	ARLENE LEE HEATHER CROUGH STEPH RIDER FRANCINE GOLLOHER
132	REGION OF DURHAM	0401-1616 0401-1617 0401-1618 0401-1620	SHIRLEY NACZYNSKI KAREN MORRISON LYNETTE WALKER JAN TUTTON
133	NIAGARA FALLS	0401-0366 0401-0367 0401-0368	NORM DALTON KEVIN MALLALEY TIM BELL
136	OAKVILLE	0401-0275 0401-0276	RORY DOUCETTE DAVID TILDEN
145	BRAMPTON	0401-0739 0401-0740 0401-0741 0401-0742 0401-0743 ALT/SUPP	ERIC WITVOET RAY WALKER PAT DMITRUIC GERALD MOHAMMED MATT ENGLAND JANETTE JENSEN
146	NORTH BAY	0401-0493 0401-0494 0401-0495	CORRINE HABER ANGIE WHALEY HENRI GIROUX
150	ST. CATHARINES	0401-1043 0401-1044	PIERRE PARENT ROBERT COCHRANE
151	THOROLD	0401-0039	MIKE WILLIAMSON
157	ST. CATHARINES	0401-1641	STEVE BITTNER
181	BRANTFORD	0401-0990 0401-0991 0401-0992 0401-0993	ANDREW DUKESHIRE GLENN QUACKERBUSH JENNIFER KIRBY JEFF VAN WYK
217	LONDON	0401-0823	JOHN SCOTT
218	WHITBY	0401-1180 0401-1181 0401-1182 0401-1183 0401-1184 0401-1185 0401-1186 0401-1187	SUE WILKINSON NATALIE MELICH MAUREEN O'REILLY MARION MOORE CATHIE ROUSSEAU KEN WILKINS BRIAN BURD DENNIS GIBBS

229	KINGSTON	0401-1304 0401-1305 0401-1306 0401-1307 ALT/SUPP	GREG PECK RICK BYROM SHERRI FERRIS ROSIE SARDINHA PATRICK CUMMINGS
234	CORNWALL	0401-1103 0401-1104 ALT/SUPP	KELLY MCKEEGAN TIM MORGAN WILLIAM TALBOT
241	GUELPH	0401-0441 0401-0442 0401-0443 ALT/SUPP	MISTY GAGNE PAUL CLULOW STEVE FORESTER PHIL KOECHEL
254	KINGSTON	0401-0041 ALT/SUPP	ROBERT RENAUD KELLY SEDORE
255	HANOVER	0401-0500 0401-0501 ALT/SUPP	MARK O'LEARY BEV NICKEL SHERRY ANSTETT
416	TORONTO	0401-1310 0401-1311 0401-1312 0401-1313 0401-1314 0401-1315 0401-1316 0401-1317 0401-1318 0401-1319 0401-1320 0401-1321 0401-1322 0401-1549	EDDIE MARICONDA TOM KOUFIS TED AIVALIS DAVE HEWITT DOMENIC MAUGERI MIKE MERRIMAN JERRY DOBSON ANDREW MCKENZIE JOHN KIS RON JOHNSON PAUL LEPAGE COLIN MACDONALD LESLIE BREMNER TOMMY LENATTHEN
434	TIMMINS	0401-0371 ALT/SUPP	SUSANNE MAVOR CHANTAL BENSON
503	OTTAWA	0401-0045 0401-0046 0401-0047 0401-0048 0401-0049 0401-0050 0401-0051 0401-0052 0401-0054 0401-0055 0401-0056 0401-0057 0401-0058 0401-0059 0401-0060 0401-0061 0401-0062	JORGE RICARDO KEVIN CHARRON HEATHER DUFF PIERRETTE ST-LOUIS BRIAN MOLOUGHNEY WIL KELLY PATRICK HUFF DAN HUFF STUART GRANT BRIAN CHILDS DREW CARMICHAEL BARBARA BRANNEN ANA BETTENCOURT DASILVA JOAN KEITH CARRIE LYNNE JAMES WATSON BRIAN MADDEN
504	PETERBOROUGH	0401-1323 0401-1324	JEFF PASS MIKE MADDOCK

543	WINDSOR	0401-0824 0401-0825	MARK VANDERVOORT KIM BOULIANE
786	HAMILTON	0401-1327 0401-1328 0401-1329 0401-1330 0401-1331	DOMENIC DI PASQUALE LUI CARINO KEVIN COOK SUSAN THORNTON LINDA CLAYBORNE
790	WILLOWDALE	0401-1072 ALT/SUPP	JEREMIAH ROSS JAMES ROBINSON
791	KITCHEN	0401-0279 0401-0280 0401-0281 0401-0282 ALT/SUPP	JOHANNA ELLIS MAUREEN MANNING DALE HANKE SANDI MCCARTHY LUANNE GEISEL
793	WATERLOO	0401-0283 0401-0284 0401-0285	SHELLY HOWARD GREG MACEDO DOUG TURNBULL
815	MILTON	0401-1333 0401-1334	VERONICA BRANDT ELIZABETH SCHRAMM
822	KENORA	0401-1337 0401-1338 ALT/SUPP	INGRID PARKES KIM JONES RON BURGESS
831	BRAMPTON	0401-1339 0401-1340 0401-1341 0401-1342 ALT/SUPP	FABIO GAZZOLA RYAN SMART LEVI BOURGEOIS JAGJIT PANESAR MICHAEL MIGUEL
841	ST. THOMAS	0401-1676	TODD ROWLEY
855	LINDSAY	0401-1089 0401-1090 0401-1091	LYN EDWARDS DENNIS BUCKLEY SCOT ROBERTSON
870	OTTAWA	0401-0066 0401-0067 0401-0068 0401-0069 ALT/SUPP	BONNIE SOUCIE BEVERLEY EDGE MICHAEL HURLEY KEN DESROCHES JANICE ROE
894	SAULT STE MARIE	0401-0071 0401-0072	JULIE GAVADZA MELINDA GENYS
895	SUDBURY	0401-0879 0401-0880	BILL DESJARDINS ROBIN CAMPAGNARO
904	NEW LISKEARD	0401-0502 ALT/ SUPP	NICHOLAS BLACK BREANNA MOORE
905	NEWMARKET	0401-0997 0401-0998 0401-0999 0401-1000	BEINURI DERSIS FRED WATT LINDSAY DAMECOUR CINDY MARTIN

		0401-1001	DAVE NEESON
		0401-1002	KATHERINE GRZEJSZCZAK
		0401-1003	NIKKI SHEPPARD
		0401-1004	DONNA BELLINGER
		0401-1005	PATRICK NICHOLSON
		0401-1006	GRETA ZINCK
		0401-1007	KATHLEEN COATES
		0401-1008	FABIAN PLANTAMURA
907	BELLEVILLE	0401-1669	DEBI SARGINSON
		0401-1670	DOUG MATTIS
910	OTTAWA	0401-1589	ARTHUR ULLETT
929	TORONTO	0401-0286	ROBERT BEVERIDGE
942	OTTAWA	0401-1628	LISA RIASYK
		0401-1629	LEO SAMMON
		0401-1630	AMIR SIGARCHI
960	OSHAWA	0401-0503	TIFFANY BALDUCCI
966	MISSISSAUGA	0401-0745	KATHERINE WILLIS
		0401-0746	BRIDGETTE OSBORNE
		0401-0747	BONNIE PETRIE
		0401-0748	SALIL ARYA
		0401-0749	MARY ANN DRYES
		0401-0750	CLARE RODNEY
		0401-0751	KENNETH PAYNTER
		0401-0752	MAXINE LAING
		0401-0753	MICHELLE EAGLE
		ALT/SUPP	AHILAH WILLIAMS
967	ETOBICOKE	0401-1575	PAUL ALLCOCK
		0401-1576	PAUL BENSON
		0401-1577	KELLY YAREMKO
973	GUELPH	0401-0372	DAVID GOOCH
		0401-0373	MARG LEMOINE
		0401-0374	LISA WETTLAUFER
		ALT/SUPP	ENZA COMMISSO
997	BETHANY	0401-1196	KIRK MACFARLANE
		0401-1197	WILLIAM CAMPBELL
		0401-1198	LISA WOKRAL
		0401-1199	LIANNE BARLEY
1000	TORONTO	0042-0001	BOB WALKER
		0042-0002	WES TOWNSEND
		0042-0003	LARRY ALDERIDICE
		0042-0004	DEREK KAVANAGH
		0042-0005	DAVID BUNNETT
		0042-0006	JOHN SPRACKETT
		0042-0007	MARC LEVESQUE
		0042-0008	HOWARD PHORSON
		0042-0009	SHELBY NIELSEN
		0042-0010	OWEN ROBINSON
		0042-0011	TODD DION
		0042-0012	LEE ANN CHARTRAND
		0042-0013	STEVE ALLAN

		0042-0014	KATHY ALDERDICE
		0042-0015	DARLENE NELSON
		0042-0016	SANDRA BRESS
		0042-0017	KEN BELLAN
		0042-0018	KIM DOYLE-MALONEY
		0042-0019	KEVIN ENGINEER
		0042-0020	MIKE HAMBLY
		0042-0021	BRAD CARNDUFF
		0042-0022	SCOTT THOMSON
		0042-0023	KEITH FALCONER
		0042-0024	PAM FAFEIRO
		0042-0025	MARTIN HOMAN
		0042-0026	SCOTT DUFF
		0042-0027	JENNIFER WHYTE
		0042-0028	BARB DUNCAN
		0042-0029	PAUL REECE
		0042-0030	DOUG BOHNERT
1011	BURLINGTON	0401-0077	JOHN PAUL POMPILI
		0401-0078	TONY CUNHA
1022	BELLEVILLE	0401-0504	DAVID LERICHE
		0401-0505	JO-ANNE WHITE
		0401-0506	SHELLEY BRISCOE
		0401-0507	PAT NIELSEN
		ALT/SUPP	LAURA WALTON
1033	GUELPH	0401-0509	JAMIE BATES
		0401-0510	DONNA BELCASTRO
1041	HAMILTON	0401-1047	DONNA DROZDZ
		0401-1048	STEVE CLARKE
		0401-1049	EDWARD HARRIS
1065	HAMILTON	0401-1671	LORENA RICCI
		0401-1672	LUIGIA IANNONE
		0401-1673	BRANDY FEHR
		ALT/SUPP	ROBYN CHASTON
1072	KENORA	0401-0080	DEBBIE SCHEIBLER
		0401-0081	GLENDA STEELE
1140	TIMMINS	0401-0377	DEBBIE LARKIN
		0401-0378	LORRAINE PADLEY
1144	TORONTO	0401-1346	MELROSE GRANT
		0401-1347	JULIAN HARNEY
		0401-1348	JOHN DESKOVSKI
1146	WOODSTOCK	0401-1138	VERA STRUYK
		0401-1139	JANET MCGRAW SMITH
		0401-1140	SUSAN EARLE
		ALT/SUPP	SANDRA DINEEN
1156	TORONTO	0401-0754	MARIE CASSIDY
		0401-0755	CALVIN CAMPBELL
		0401-0756	CELIA BEQUIBEL
		0401-0757	MIKE SMITH
1182	SUDBURY	0401-0832	VALERIE TRUDEAU

		0401-0833	JASON HARASYMCHUK
1196	NEWMARKET	0401-0382 0401-0383 0401-0384 0401-0385 0401-0386	VINCE GRANATO VINCE SQUILLACIOTI ROB TAMMARO DOMENIC DELUCA PHIL SEMOFF
1225	MINDEN	0401-0882	SHARON CROWE
1230	TORONTO	0401-0520 0401-0521 0401-0522	LISETTE HENRICH ALLAN SCHEER WASYL SYDORENKO
1238	CHATHAM	0401-1351 0401-1354	JODI MCGILL DEBBIE SMELTZER
1263	WELLAND	0401-1355 0401-1356 0401-1357 0401-1358 0401-1359 0401-1360	SUSAN SCHMIDT BONNIE ROBINSON CATHY PIRSON SHARON BRAZEAU BEV GUGLIELMI PAM RORISON
1280	WILLOWDALE	0401-1050 0401-1051 0401-1052 0401-1053	LARRY ZAIKOS JOE FERRARO ROSS FERLEND GEORGE FERLEND
1281	TORONTO	0401-1073 0401-1074 0401-1075	GAVIN NOWLAN KIMALEE PHILLIP SHIRAZ VALLY
1287	THOROLD	0401-1076 0401-1077 0401-1078	RHONDA MCCABE SHARON MILLS PAUL HASKINS
1291	SARNIA	0401-1529	KAREN ALLEN
1307	OTTAWA	0401-0761 0401-0762	BEATRICE DUAH KELLY MCDUGALL
1310	BARRIE	0401-1361 0401-1362 0401-1363	MICHELLE LEMIEUX CHRISTINE RICHARDSON ERIC COUTURE
1317	WELLAND	0401-1013 0401-1014 0401-1015 0401-1016	VIRGINIA MATTIAZZO ANNA MAXNER SYLVIA NEMCKO PATRICIA BECK
1328	TORONTO	0401-1092 0401-1093 0401-1094 0401-1095 0401-1096 0401-1097	KATHY HARDING LENA MORRA DOMINIKA KSEL-NAPOROWSKI SYLVESTER DOMANSKI DANIELA VENTURIN PATTI CHAPMAN
1332	ESPANOLA	0401-0085	ROXANNE ST. AMOUR

1334	GUELPH	0401-0904 0401-0905 0401-0906 ALT/SUPP	LAURA MACLURE BILL BOUDREAU JANICE FOLK-DAWSON BRIAN GORMAN
1338	OTTAWA	0401-0387 0401-0388 ALT/SUPP	GILLES REGIMBALD DALE PERRY DONALD LANGFORD
1339	POWASSAN	0401-1596 0401-1597	AMANDA FARROW LISA FORBES
1348	ESSEX	0401-0090 0401-0091	DIANNE SERRAN ANNE-MARIE DIMARIO
1356	TORONTO	0401-0389 0401-0390 0401-0391 0401-0392 ALT/SUPP	SEAN TAYLOR DHARSHINI SHARVENDIRAN KAREN SAVAGE WALTER SILVA FRANK D'AGOSTINO
1385	STRATFORDE	0401-0531	SHERRY BOYCE
1393	WINDSOR	0401-0444 0401-0445	MARY BROWNLIE DEAN ROY
1394	TORONTO	0401-0532 0401-0533	EDNA TAKAHASHI AGNES MITCHELL
1404	DUNDAS	0401-0799 0401-0800 0401-0801 0401-0802	MARCIA WILMOT MARYLOU MANGAOIL LIZA HERMOSISIMA KAREN SHIMODA
1480	KINGSTON	0401-1105 0401-1106 0401-1107 0401-1108	GREGG BROWN KATHIE DILLABOUGH-BOS KRISTINA CLAIR DONNA JACKSON
1484	TIMMINS	0401-1677	SYLVAIN ROMAIN JOSEE LAMBERT-CHAREST
1487	SCARBOROUGH	0401-0859 0401-0860 0401-0861 0401-0862	GAETANO IACONO DAWN FLAXMAN ZORAN PIVALICA DAVID PETTIGREW
1502	PEMBROKE	0401-0539 0401-0540 0401-0541 ALT/SUPP	CINDY SCHULZ SIMONE BURGER CONNIE YOUNG ANGELA KEDDY
1521	OTTAWA	0401-1365 0401-1366 0401-1367 ALT/SUPP	ANN MARIE BLOOM ELLEN SUYKENS ALEX ARNOTT ERIN FILION
1544	TIMMINS	0401-0400 ALT/SUPP	DONALD GUILLEMETTE DARLENE ORR

1548	RENFREW	0401-1243 0401-1244	LEEANN SOMERVILLE DEBBIE HOWES
1565	TORONTO	0401-0942 ALT/SUPP	SAMANTHA KERR SAMANTHA ORSINI
1571	RICHMOND HILL	0401-0543 0401-0544 0401-0545	PETER LUCCA STEPHEN DIGNARD MICHAEL FILICE
1600	PICKERING	0401-0863 0401-0864 0401-0865	CHRISTINE MCKENZIE DAVE MUGFORD LYNDA BONGELLI
1623	SUDBURY	0401-1610 0401-1611 0401-1612 0401-1613 0401-1614	MONIQUE CARRIERE BILL MCLELLAND DAVE SHELEFONTIUK WENDY BIDAL SHARON RICHER
1628	MISSISSAUGA	0401-1479 0401-1480	EVA HATÉ LISA MAGEE
1656	WATERLOO	0401-0975 0401-0976 0401-0977	MARTIN JOHNSON HARRY SLUPEIKS REINER STRENZKE
1734	NEWMARKET	0401-1678 0401-1679 0401-1680 0401-1681 0401-1682 0401-1683	JACKIE PARKER LORI CANNER CARRIE SILVERBERS JENNIFER BARR ANGIE D'ANGELO TODD CANNING
1750	DON MILLS	0401-0101 0401-0102 0401-0103 0401-0104 0401-0105	CYNTHIA IRELAND TONY MACCARONE TONY DINARDO YETTY ATILOLA HARRY GOSLIN
1758	RED LAKE	0401-0106	SANDRA LITWIN
1764	OSHAWA	0401-1202 0401-1203 0401-1204 0401-1205 0401-1206 0401-1207	ANDREW FOCKLER SPENCER JONES KRISTIE OSMOND ANDY MCCABE JASON STOCKDALE JEFF VAN PELT
1776	BRAMPTON	0401-0449 0401-0450 ALT/SUPP	MICHAEL AIELLO LAURA LALONDE MARY ANNE NEAL
1781	KENORA	0401-0883 ALT/SUPP	JUDY BAIN CORINNE BURLEY
1785	OSHAWA	0401-1371 0401-1372 0401-1373	DENNIS CHARBONNEAU DANNY MCGREGOR LISA HETHERINGTON

		ALT/SUPP	JIM ELLIOTT
1797	HAMILTON	0401-0451 0401-0452 ALT/SUPP	OLGA BAKAI SUSAN CAMARA STEVE WIEGAND
1813	MUSKOKA/PARRY SOUND	0401-1153 0401-1154 0401-1155	JENNIFER VAN KLINK-MANCLIG STEPHANIE GONNEAU IZY DASILVA
1880	SAULT STE MARIE	0401-0944 0401-0945	DAWN BELLEROSE MATTHEW CAVALIERE
1882	CAMBRIDGE	0401-0834 0401-0835	MARG PASHER WARREN SHAW
1883	KITCHEN	0401-0566 0401-0567 0401-0568 0401-0569 ALT/SUPP	JAN RICHARDS VALERIE MCGLYNN CONNIE MCKIE TREVOR ZEIDLER LISETE GASPAR
1909	LINDSAY	0401-0954 0401-0955 0401-0956 ALT/SUPP	MAGGIE JEWELL MELISSA LOTTON ANDREA DOWALL PAUL MORASSE
1916	SUDBURY	0401-0401 0401-0402	SHAWNA BRYDGES LIANE CECCHETTO
1943	PETERBOROUGH	0401-1162 0401-1163	LAURIE HATTON CAROL BRUNDAGE
1967	HAWKESBURY	0401-0403 0401-0404 ALT/SUPP	THÉRÈSE CRÊTE LINDA VILLENEUVE GILLES CRÊTE
1974	KINGSTON	0401-0570 0401-0572 0401-0573 0401-0574	LOUIS RODRIGUES JANE PETERSEN TAMMY BENTLEY JASON MATHESON
1979	OTTAWA	0401-1555 ALT/SUPP	JAMIE KASS AALYA AHMAD
1997	CORNWALL	0401-1665	WAYNE QUENNEVILLE
1999	OSHAWA	0401-1166 0401-1167 0401-1168 0401-1169 0401-1170 ALT/SUPP	PAM PARKS CHARLENE VANDYK LORI BOLLE MICHELLE THOMPSON MARJORIE GIROUX TODD BATE
2026	MISSISSAUGA	0401-0804 0401-0805 0401-0806	BARBARA VANDEVALK LISA MAYE DENA CHIARELLI
2040	NEWMARKET	0401-1208 0401-1209	KIRSTEN EADE TERRI DELANEY

		0401-1210 ALT/SUPP	BETTY LOU MORGAN NICOLE GRAHAM
2073	TORONTO	0401-0575 0401-0576	STACEY CONNOR JOCELYN CUNNINGHAM
2119	SMITH FALLS	0401-0112 0401-0113 ALT/SUPP	RHONDA EATON JOHN JACKSON GEORGIA MCNALLY
2189	TORONTO	0401-0579 0401-0580 ALT/SUPP	MARIE LORENZO TARA JEWER QAISER KHAN
2190	TORONTO	0401-0115 0401-0116 0401-0117 ALT/SUPP	NANCY SIMONE PAULA TAVARES ANA RIBEIRO AUDREY MCCRACKEN
2191	TORONTO	0401-0118 0401-0119 0401-0120 0401-0121	DIANNA CHRISTIE AMAR BAJWA VERILINE HOWE ELBERT JOSEPH
2192	TORONTO	0401-0122	AMANDA GARDINER
2197	BELLEVILLE	0401-0457	LYZ BILLING
2199	ORLEANS	0401-0958 0401-0959	JOANNE WADDELL NICOLE POIRIER
2204	OTTAWA	0401-1622 0401-1623 0401-1624	LAUREN HAMASHUK CARLA TOMLINSON DONNA MORTIMER
2220	ST. CATHARINES	0401-0123	STEPHEN ECCLES
2221	TORONTO	0401-0582 0401-0583	MAHMOU SADDO OSCAR CRUZ
2225	OSHAWA	0401-0916 0401-0917	MARY WILLIS KAREN POPADYNETZ
2247	CAMPBELLFORD	0401-1056	WANDA TUCKER
2276-01	ST. CATHARINES	0401-1600 0401-1601 0401-1602	KRISTINE MOD CHRISTINE BROAD ELIZABETH (LIZ) REED
2280	PETERBOROUGH	0401-0588 0401-0590	LUANNE ROY CATHY WEBDALE
2286	WINDSOR	0401-1634 0401-1635 0401-1636	DEBORAH NICHOL KELLY FOWKES MARY SUE HAYES-GIBSON
2290	KINGSTON	0401-0884 0401-0885	MARILYN NADEAU MARGARET GOLLOGLY

2316	TORONTO	0401-0127 0401-0128 0401-0129 0401-0130	AUBREY GONSALVES DAVID LAIRD KIM BEGG STEPHANIE GRANT
2328	THOROLD	0401-1144 0401-1145 0401-1146	KIM KANE TRACY NICKEL LISA MYKYTUIK
2331	AURORA	0401-0595 0401-0596 0401-0597 0401-0598 0401-0599 0401-0600	ELENA DINARDO MARY DIFEDERICO MARYANNE COMMISSO MONICA LUCCON PATRICIA DIGNARD TONI IAFRATE
2332	DRYDEN	0401-0131 0401-0132	DARRYL LITTLE CHRISTA LITTLE
2345	WINDSOR	0401-0133 0401-0134 0401-0135 ALT/SUPP	LYNDA TURNER LEE ANN DESROSIERS DESIREE HARRIS-PASEKA CHARLOTTE NELSON
2361	LONDON	0401-1582 0401-1583 0401-1584	BRETT BUTCHART KATHLEEN WEBSTER JOHN REED
2380	BARRIE	0401-1656	JACOB REID
2381	NEWMARKET	0401-0922 ALT/SUPP	LISA MCCONKEY GEANNINA VEGA CHINCHILLA
2424	OTTAWA	0401-0136 0401-0137 0401-0138 0401-0139	PAM GRIFFIN-HODY TRACEY WRIGHT VALENTINA LEON ANDREW SQUIRES
2437	OTTAWA	0401-1593 0401-1594 0401-1595 ALT/SUPP	SHAWLEEN ROBINSON MARGARET VEZINA JILL ANDERSON SCOTT DUTTON
2484	TORONTO	0401-1159 0401-1160 0401-1161	JOSE BARBOSA MARSHA DUNCAN DAWNA THOMAS
2486	THUNDER BAY	0401-1171 0401-1172 ALT/SUPP	GERRY MANNISTO DONNY BRIAND LIZ BRIAND
2501	BURLINGTON	0401-0603 0401-0604	LISA WARK STEPHEN CROSS
2544	MISSISSAUGA	0401-0605	KATHY WILCZYNSKI
2557	FOREST	0401-0140 0401-0141 0401-0142 ALT/SUPP	IAN MINIELLY LORRIE FRAYNE DEBRA MAXFIELD DARLENE DERBYSHIRE

2563	TORONTO	0401-0771 0401-0772 0401-0773 0401-0774 ALT/SUPP	JENNIFER DANTAS ROSANNA DIAS MAUDRY WILTSHIRE NEYDA ALVAREZ HEATHER RYAN
2564	CARLETON PLACE	0401-1626	MIA WARWICK
2597	DASHWOOD	0401-1548 ALT/SUPP	CHRISTINES BRUXER NORAH PURSER
2599	SUDBURY	0401-0143 0401-0144	VALERIE BARBE BEV DESJARDINS
2605	OTTAWA	0401-0836	JEN MCIVOR
2620	BURLINGTON	0401-0146 0401-0147 ALT/SUPP	JENS HEIDECKER CLAUDIO DESTEFANO REMI LANTEIGNE
2626	OTTAWA	0401-1382 0401-1383	ALEXANDRA VIENNEAU BRADLEY DUNSEITH
2628	COBOURG	0401-0613 0401-0614	LINDA STEVENSON ALICE CUNNINGTON
2692	LONDON	0401-1562 0401-1563 0401-1565	CINDY MORTON-CESARONE CATHY MCLEAN CHERYL SENAY
2717	CORNWALL	0401-0616 0401-0617	DEAN DEROUCHIE ALBERT CELLA
2722	OTTAWA	0401-1387	MIRIAM PALACIOS
2730	SUTTON	0401-1633 ALT/SUPP	WENDY-LEE PEARCE BRUCE LANKTREE
2770	OTTAWA	0401-0623 0401-0624 0401-0625 ALT/SUPP	DEBBIE LALONDE MATHIEU TESSIER MARY JO SPONZA RONALD BLAIS
2816	TORONTO	0401-0867 0401-0868 0401-0869 0401-0870 ALT/SUPP	ALI SHIRANI LEONORA FOSTER SHEILA GUIDA ANTONELLA HALL MAXINE PARKER
2828	L'ORIGINAL	0401-0627	NATHALIE PILON
2863	AURORA	0401-1627 ALT/SUPP	BOBBI-JO-WRIGHT JACKIE CISZEWSKI
2875	NEPEAN	0401-1483 0401-1484 0401-1485 ALT/SUPP	GARY SPRAGUE KAREN ROBERTSON JANET BAILEY BETSY LARMOUR
2888	BURLINGTON	0401-0300 0401-0301	RUI TAVARES DAVID LANGDON

2926	WYOMING	0401-1603 0401-1604	JESSICA FRITZ BRIAN HARRIS
2936	AJAX	0401-0795 0401-0796 0401-0797 0401-0798	MATT PARR KELLY POULIN WANDA FOLLETT THERESA O'DONNELL
2974	ESSEX	0401-0629 0401-0630 0401-0631 ALT/SUPP	DUSTIN ANDERSON LINDSAY SIMPSON IAN NASH TERRI MARENTETTE
2998	TORONTO	0401-0929 0401-0930 0401-0931	WALTER QUAN LAINEY ANDERSON BRENDA MORSE
3000	WINCHESTER	0401-0633 0401-0634	CORINNE WICKS BONNIE PRIEUR
3042	HAMILTON	0401-1393 0401-1394	LEANNE SLAUGHTER KATHRYN ANDERSON
3045	GERALDTON	0401-0156 0401-0157 ALT/SUPP	JEAN CLOUTHIER ANTOINETTE MACIVER ANDRINA COUCH
3101	OTTAWA	0401-1061 ALT/SUPP	STÉPHANE CYR GINETTE BLANCHETTE
3127	TIMMINS	0401-0809 0401-0810 0401-0811	BRENDA LARONDE JANNET LAVOIE DEBBIE DUBANOW
3175	KINGSTON	0401-0167 0401-0168	GORD MITCHELL ANDREW GIROUARD
3189	ORLEANS	0401-0413 0401-0414 ALT/SUPP	LISE VOISINE LUCIEN EVENS MEDJINE MARMONTEL
3192	SHELBURNE	0401-0306 0401-0307 ALT/SUPP	HEATHER RIDEOUT TAMMY SALE-ROSA KARA PURDIE
3202	TORONTO	0401-1668 ALT/SUPP	NAGHMEH MOHAJER SHARON THOMPSON
3223	DURHAM	0401-1062	HEATHER MURRAY
3224	TORONTO	0401-0643	SRITHARAN SIVAGNANAM
3236	TORONTO	0401-0415	NICK VALENTE
3251	CORNWALL	0401-1653 0401-1654 0401-1655	ALAN ARMSTRONG CHERYL PELKEY ANNA BOISVENUE
3261	TORONTO	0401-1643	ALLAN JAMES

		0401-1644 0401-1645 0401-1646	DANIEL RIVERO ANGELO DE NARDO CHRIS FOLINAS
3268	UNIONVILLE	0401-0172 0401-0173 ALT/SUPP	RUTHLYN WRIGHT IMOGENE HENRY MURENE CASSIE
3302	OTTAWA	0401-1637 0401-1638 0401-1639	JOHN PEPRAH CASSANDRA FORD TERA MORTON
3313	PETERBOROUGH	0401-0174 0401-0176	KAREN WEBSTER SUSAN KIRKWOOD
3367	THUNDER BAY	0401-1065 ALT/SUPP	DAVE ROCCO KATHY DESGROSEILLIERS
3390	ALEXANDRIA	0401-0644 ALT/SUPP	CONNIE HURTUBISE LEE ANN SMITH
3396	HAMILTON	0401-1020 0401-1021 0401-1022	LINDA DURKIN CHRISTINE BARTNIK FARINA TEMPLETON
3501	TORONTO	0401-0182 0401-0183 ALT/SUPP	DAVID HYLTON ANNOLIA LYNCH URSKIN BUTE
3572-02	TORONTO	0401-0646 0401-0647	ETHEL BURCHILL LISA THOMPSON
3634	KENORA	0401-1615 ALT/SUPP	KAREN PERCY LAURIE KOZLOWSKI
3651	MARKHAM	0401-0652 0401-0653	RICK ZEEMAN JIMMY TSOUTSAS
3690	SARNIA	0401-0655	KARA LEONE
3695	THESSALON	0401-0982	STEPHEN ALBERTA
3697	TORONTO	0401-0659	MASON MCCOLL
3744	MARKHAM	0401-0932 0401-0933	VIOLETA TIANGCO-ROQUE LILIA EUGENIO
3791	TORONTO	0401-1666 0401-1667 ALT/SUPP	MIRANDA TOUSSAINT CLAUDIA GEORGE DONNA HENRY
3798	TORONTO	0401-1109 0401-1110 0401-1111	LARRY GIFFIN LOGAN BODERA DARLENE GUMBS
3808	REXDALE	0401-0664 0401-0665	PATRICIA PITT-ANDERSON SKEVOULLA STATHOPOULOS
3826	OTTAWA	0401-0198 0401-0199	LAURA D'ANGELO RUSSELL HARRIS

3851	OTTAWA	0401-0667 ALT/SUPP	SAMANTHA CANTWELL BONNIE GRAHAM
3874	TORONTO	0401-0814 0401-0815 ALT/SUPP	MYRLE BANTON INDRA MAHARAJ LEONARD JONES
3902	TORONTO	0401-1398 0401-1399 0401-1400 0401-1401 0401-1402 0401-1403 0401-1404 0401-1405 0401-1406 0401-1407	LOUISE BIRDSSELL BAUER EMIL MARMOL ROBERT FAJBER EVAN MILLER RYAN CULPEPPER PAMELA ARANCIBIA ELLIE ADEKUR-CARLSON RASTKO CVEKIC ALBERTA AKRONG MEGAN HARRS
3903	TORONTO	0401-0202 0401-0206 0401-0207 0401-0208 0401-0209 0401-0210	HAZEL GASHOKA JEFF ZAVALA LYDIA DOBSON GIZEM ÇAKMAK JEN CYPHER GRAEME RENIERS
3904	TORONTO	0401-1410 0401-1412	JOSEPH ZBORALSKI MARY GREEN
3906	HAMILTON	0401-0211 0401-0212	RICHARD MAH SATHISH CHANDRA PICHKA
3907	TORONTO	0401-1419 0401-1420 0401-1421	LINGZI WANG SAFIA GAHAYR SULEYMAN DEMI
3908	PETERBOROUGH	0401-0217 0401-0218	NATALIE NAPIER PHIL ABBOTT
3913	GUELPH	0401-1422 0401-1423	ASHLEY WILSON CAMERON KROETSCH
3987	BARRIE	0401-0668 0401-0669	TAMMY GRAHAM BONNIE KITCHEN
4000	OTTAWA	0401-0670 0401-0671 0401-0672 0401-0673	ALAIN ROBERT JOHN POIRIER LOU BURRI ROB DRISKELL
4047	TORONTO	1721-0009 1721-0011 1721-0012	TRACY ROWAN JULIANNE VONDREJS MARTYN SMITH
4092	TORONTO	1721-0027 1721-0028 1721-0029 1721-0030 1721-0031 1721-0032 1721-0033	SHERI CAMERON MICHELLE DUHANEY CYNTHIA KRYSZAK WESLEY LESOSKY ALISON MACDONALD VICTORIA PRIMAVERA MARC ROUMY

		1721-0034 1721-0035 1721-0036	LAURENT ROY LILLIAN SPEEDIE-COURT DENIS MONTPETIT
4098	TORONTO	1721-0058 1721-0059	ALEJANDRA DING ALEX HABIB
4156	FONTHILL	0401-1434 0401-1435 0401-1436 0401-1437 0401-1438 0401-1439	COLLEEN THIBODEAU MARK LUCIANE DOMINIC ALBANESE DEBBIE SMITH KEITH LEVERE FRANK VENTRESCA
4168	THAMESVILLE	0401-1440 0401-1441 0401-1442	SUZANNE MILLS BRIAN KERSHAW LINDA MILLS
4170	PETERBOROUGH	0401-0222 ALT/SUPP	PAM PRESSICK CHRIS EATON
4175	WINGHAM	0401-0223	DEBBIE "DEB" JEFFERSON
4186	LONDON	0401-0468 0401-0469 0401-0470 0401-0471	PATTY KLEBER ANDRE KING JENNIE MARTZ SCOTT SHUTE
4207	ST. CATHARINES	0401-0679 0401-0680 0401-0681 0401-0682	PHILIP WACHEL PHOEBE KANG CHRIS GRAWLEY DANIEL CROW
4222	LONDON	0401-1443	DAVID DENOUDEN
4248	TORONTO	0401-1216 0401-1217 ALT/SUPP	ESMERALDA LETTS NARCISA YAPE CONCHITA GACITA
4293	COCHRANE	0401-0227 0401-1100 ALT/SUPP	LUC CYR JANICK NADEAU JOANNE TESSIER
4308	TORONTO	0401-1661 0401-1662	XOLISIWE NDLOVU CHANTEL GUTHRIE
4340	TORONTO	0401-0684	SYLVAIN PICHÉ
4365	SCARBOROUGH	0401-0688 0401-0689 0401-0690 0401-0691	CINDY DAWSON TERRI REGO BRENDA FORTEY EVETON STERLING
4366	MILTON	0401-1449	DEBORAH LE BRET
4373	SIOUX LOOKOUT	0401-0692 0401-0693	CHRISTINE TAVARES IRENE HUTCHINSON
4392	GUELPH	0401-0232	JOANNE SMITHERS

4400	TORONTO	0401-1492	YOLANDA MCCLEAN
4404	NEW LISKEARD	0401-0695	TISHA LA CARTE
4514	STRATFORD	0401-1675 ALT/SUPP	ANDRÉE MARTIN NOLAN DI DIOMETE
4540	OTTAWA	0401-1518 0401-1519 0401-1520 0401-1521	BRIAN GRANT DIANE GOSTICK BARBARA LAVICTOIRE DAVID VERCH
4557		0401-0319	IAN THOMSON
4559	TORONTO	0401-1451 ALT/SUPP	MARTIN BUCHANAN KEVIN CHIEU
4580	WINDSOR	0401-0243 0401-0244	ASHLYNE O'NEIL JOAN CRAIG
4592		0401-1112 0401-1113	GRAHAM WHITE ALISSA BREDLAW
4599	TORONTO	0401-0698 0401-0699 0401-0700	TERESITA DIMALIWAT MARIA CUENCA ROCKLYN PEARCE-BEST
4600	OTTAWA	0401-1130 0401-1133 0401-1134	DAVID SIMAO MAUREEN CECH HASSAN HUSSEIN
4605	HAMILTON	0401-1621	CAROL GOTTLÖB
4660	BARRIE	0401-0429 0401-0430	CARRIE ARCAND JULIE-ANN VANVLAENDEREN
4685	SAULT STE. MARIE	0401-0703 0401-0704	VINCENT ASSIGINACK DEBBIE CZOP
4705	COPPER CLIFF	0401-0351 0401-0352	DARRYL TAYLOR KIM BRADY
4721	OTTAWA	0401-1452 0401-1453 0401-1454 0401-1455	NANCY GIRARD LUC COPPING MARTIN GRÉGOIRE LAURIN LÉVESQUE
4727	STRATFORD	0401-0708 0401-0709 0401-0710 0401-0711	KIM LINCOLN LINDA O'ROURKE CAROL SCOTT TREENS HOLLINGWORTH
4762		0401-0872 0401-0873	GIOVANNA SANSEVERINO RABAB YAACOUB
4788	OSHAWA	0401-0712 0401-0713 ALT/SUPP	KIM HOSEY BRENDA PHILLIPS HAILEY MATHERS
4793	OTTAWA	0401-1631	ANTONIO QUISMORIO JR

4807	FORT FRANCES	0401-1456 0401-1457	RICK BOURRE CHRIS JODIN
4823	TORONTO	0401-1461 0401-1462	ANGELLA FORSKIN SHARON CUMMINS
4826	OTTAWA	0401-1464	LOUANN GAUTHIER
4830	TORONTO	0401-0984 0401-0985	NANCY JING GAO IVY OPOKU
4911	PETERBOROUGH	0401-1220 0401-1221 ALT/SUPP	JASON FRASER RYAN MOLONEY DAVE JEFFRIES
4914	MISSISSAUGA	0401-0782 0401-0783 0401-0784 ALT/SUPP	RHONDA GRIGSBY SONIA YUNG LIDIA VIEIRA NUBIAN MUIR
4923	HAMILTON	0401-1587	TIM ELLIOT
4943	OTTAWA	0401-0719	TIMOTHY MOTT
4948	TORONTO	0401-1222 0401-1223 0401-1224 0401-1225 0401-1226 0401-1227 0401-1228	CARMELA DEGIORGIO MAUREEN O'REILLY KAREN SMITH MARY BISSELL BRENDAN HALEY BRIAN RAYMER FITZGERALD STEELE
5088	PEMBROKE	0401-0263	VICTOR LAROSE
5110	BOWMANVILLE	0401-0327 0401-0328	ALLISON POWELL LISA BARKWELL
5166	KLEINBURG	0401-1069 0401-1070 ALT/SUPP	FLORA KERR NANCY ESSIBRAH CAMILLE CRUZ
5167	HAMILTON	0401-1231 0401-1232 0401-1233 0401-1234 0401-1235 0401-1236 0401-1237 0401-1238 0401-1239 0401-1240	SANDRA WALKER PAULA MASYS-POLLOCK GEORGE WESTON JR. TRACEY ST. AUBIN ORAL RISEING ROSE MACGOWAN TEOFIL LINCA KEVIN MAILLOUX LORETTA MARSHALL DOROTHY HEUCK
5173	BURLINGTON	0401-0971	FLORENCE OSTING
5180	PETERBOROUGH	0401-0474 0401-0475 0401-0476 0401-0477 0401-0478	JOE RICCI CATHY DIMAURO PASQUALE ROMANO DENISE MURDOCK PETER KARASTAMATIS

		0401-1674 ALT/SUPP	KEVIN MEDEIROS GRAZIA NOBILE
5191		0401-0268 0401-0269	EDDIE BESENSCHEK TREVOR HAEZLE
5200	MILTON	0401-0330 0401-0331 0401-0333	TRACEY NEWMAN SUSY VIANA-AZEVEDO JANETTE SANDERS
5259	CARLETON PLACE	0401-1690 ALT/SUPP	JANET BEATH JILL OUELLETTE
5269	SAULT STE MARIE	0401-0732	LEE-ANN PETTENUZZO
5277	VAUGHAN	0401-1689	JENNIFER FORESHEW
5335	OTTAWA	0401-0334 0401-0335 0401-0336	FRANCYNE PARENT MARC LAMIRANDE CHRISTINE COUTURE
5500	OTTAWA	0401-0790 0401-0791	WAYNE WATTS LUC CYR
5555	PETERBOROUGH	0401-1175 0401-1176 0401-1177 0401-1178 0401-1179	RAMONA LISA MCDONALD DON POSTAR AL MAILEY KAREN ULRICH MAUREEN MACINNIS
5666	BROCKVILLE	0401-0849 0401-0850 0401-0851	MARTHA PETERS-GODIN BRIAN BAIN CURTIS COATES
5678	BROCKVILLE	0401-0436 0401-0438 0401-0439 0401-0440	DEBBIE REID CAROLE AIRHART SHEENA HAGERMAN LOIS LINTTELL
7575	LONDON	0401-0876	MAY MCCLYMONT
7800	HAMILTON	0401-1029 0401-1030 0401-1031 0401-1032 0401-1033 0401-1034 0401-1035 0401-1036 0401-1037	DAVE MURPHY BILL FERGUSON CATHIE WEAVER TISH HEALEY TAMMY MULINS JOANNE WEBB ANTONIA AGRO RICK REEPE KEVIN LOGAN
7811	CORNWALL	0401-1469 0401-1470	ALLEN RENWICK DIANE PECORE
8888	TIMMINS	0401-0734	CHRIS WILSON

LOCALS / SECTIONS LOCALES

MANITOBA

69	BRANDON	0501-0117 0501-0118 0501-0119	VAL MCARTHUR BRIAN SIMPSON RICK SHARPE
110	WINNIPEG	0501-0185 0501-0186 0501-0187 ALT/SUPP	TERRY EGAN ABE ARAYA NIRMAL SIDHU MIKE MARTIN
500	WINNIPEG	0501-0132 0501-0133 0501-0134 0501-0135 0501-0136 0501-0137 0501-0138 0501-0139 0501-0140 0501-0141 0501-0142 0501-0143 0501-0188	MIKE DAVIDSON KAREN BYZUK BOB RIPLEY GORD DELBRIDGE BARBARA VERSCHOORE PHIL DEMBICKI REBECCA SCOTT TODD HALLDORSON DAVID RIPLEY WALTER GRETSCHMAN GORD FROST CATHY WILLIAMS-STEWART ELIZABETH BLAIR
731	WINNIPEG	0501-0144 0501-0145 ALT/SUPP	SID DROBOT TERRY MATTHES DARLENE PARSONS
737	BRANDON	0501-0158 0501-0159 0501-0160	BARB GRIBBEN KIM CASTLE JAMIE ROSE
949	WINNIPEG	0501-0203	DONNA-LYNN WOLFRAM
998	WINNIPEG	0501-0043 0501-0044 0501-0045 0501-0046 0501-0047	CHRIS MRVINEC DARRYL FORBES MIKE KUBRAKOVICH KELLI HOWELL DENIS COTE
1063	WINNIPEG	0501-0161 0501-0162 0501-0163	DENNIS KSHYK ROB SAWCHYN DAVE FERGUSON
1475	WINNIPEG	0501-0055 0501-0056	VALERIE BEEL KHRISTIN WAGNER
1543-01	WINNIPEG	0501-0131	LORI SCHROEN
1550	WINNIPEG	0501-0122 0501-0123 0501-0124 0501-0125 0501-0126	JAMIE JOHNSTON JODI JOWETT MARGARET SCHROEDER GARY IRVINE JUDY LAVALLEE

1599	WINNIPEG	0501-0004 0501-0005 0501-0006	DEBBIE BOISSONNEAULT LISA CHETWYND CLEM ABAYA
1618	AGASSIZ	0501-0049	DOREEN PALIDWOR
1973	WINNIPEG	0501-0009 0501-0010 0501-0011 ALT/SUPP	CHRIS PULLEN KIM POHL BILL TORRANCE DARLENE PAYETTE
2153	WINNIPEG	0501-0013 0501-0014	NANCY GRANT BRAD THIESSEN
2343	WINNIPEG	0501-0189 ALT/SUPP	KAREN ROTH KRISTI BEAUNE
2348	WINNIPEG	0501-0181 0501-0182 0501-0183 0501-0184 ALT/SUPP	GINA MCKAY CLAIRE FRIESEN PETER REIMER JENNIFER MURRAY ERIN BOCKSTAEL
2421	WINNIPEG	0501-0094 ALT//SUPP	STEPHNEY DOERKSEN PRESS SAN DIEGO
2938	WINNIPEG	0501-0170	ALICE KLUMPER
3729	WINNIPEG	0501-0027 0501-0028	DANIEL RICHARDS TRICIA MERRITT
3754	LORETTE	0501-0063 0501-0064 0501-0065 ALT/SUPP	EVELINE TOUCHETTE LUC BISSONNETTE LINE DECKER LORRAINE BEAUDRY
3909	WINNIPEG	0501-0079	BRIANNE GOERTZEN
4029	WINNIPEG	1721-0057	BREANNE BISHOP
4214	SELKIRK	0501-0031	MORGAN CHAGNON
4270	PORTAGE LA PRAIRIE	0501-0111 0501-0112 0501-0113 0501-0114 0501-0115 0501-0116 ALT/SUPP	VALERIE BATES NATINA PELLETIER JOHN REYNOLDS PATRICIA UNGER CANDACE WRIGHT DARRIN COOK NATASHA ROSS
4281	WINNIPEG	0501-0097 0501-0098 ALT/SUPP	KIM CATTERSON TRACY SABANSKI JAY ALMARIO
4635	WINNIPEG	0501-0175 0501-0176	RICHARD GASIOR DARYL STEVENSON
4641	WINNIPEG	0501-0192 0501-0193	ANA BATISTA LARRY RAGBIR
4642	WINNIPEG	0501-0035	GINETTE LEMOINE

		0501-0036	MARCEL SALTEL
		0501-0037	ELLIS SIGURDSON
4701		0501-0200	MONIQUE DEQUIER
		0501-0201	JOANNE PISKOR
4860	WINNIPEG	0501-0099	DAWN SABESKI
8600	FLIN FLON	0501-0084	LYLA YAREMCHUK
		0501-0085	SUE WOODS

LOCALS / SECTIONS LOCALES

SASKATCHEWAN

7	REGINA	0601-0059	STACEY GIBSON
		0601-0060	ANITA SANITH
		0601-0061	MARK ENRIGHT
9	MOOSE JAW	0601-0203	ROBIN MITCHELL
		0601-0204	JUSTIN MERCIER
		0601-0205	BOB CRAIG
47	SASKATOON	0601-0062	TROY DAW
		0601-0063	RICHARD SIELSKI
59	SASKATOON	0601-0189	STAN MACALA
		0601-0190	DAVE MCKEE
		0601-0191	MATT BARANIECKI
		0601-0192	BRIAN LUTZER
		0601-0193	GLORIA KYOWSKI-BZDEL
		ALT/SUPP	STEWART FEHR
600-03	MOOSE JAW	0601-0086	JACALYN LUTERBACH
		0601-0087	VALERIE KLIPPENSTEIN
859	SASKATOON	0601-0213	JOSE JUAREZ
		0601-0214	MICHAEL STEFIUK
		0601-0215	SCOTT KENDAL
		ALT/SUPP	RYAN ADKINS
974	SASKATOON	0601-0150	CHARLOTTE "CHAR" CHUDY
		ALT/SUPP	EVELYN MORDEN
1594	REGINA	0601-0169	DALE MITCHELL
1949	SASKATONN	0601-0211	JASON SYLVESTRE
		0601-0212	TYLER OLSON
1975	SASKATOON	0601-0100	CRAIG HANNAH
		0601-0101	WAYNE FOLEY
		0601-0102	KRISTIN MARA TRONDSON
		0601-0103	BRADON POUND
		0601-0104	BOB JONES
		0601-0105	JEFFREY JOSEPH THEIS
2268	SASKATOON	0601-0225	YVETTE PINEL
		0601-0226	DELLA MCMURTRY
		0601-0227	ELIZABETH FORTOSKY
		0601-0228	GWEN MURPHY

2419	REGINA	0601-0195 0601-0196	TREVOR HOLLOWAY MOHAMMAD TORKABADI
2669	SASKATOON	0601-0068	DOLORES DOUGLAS
3287	SASKATOON	0601-0116 0601-0117 0601-0118	BRIAN ZAMULINSKI BILL GULKA CLAYTON BEISH
3730	SASKATOON	0601-0011 0601-0012	SHANE DAVEY RAY HICKEY
3766	REGINA	0601-0075	JACKIE CHRISTIANSON
3967	REGINA	0601-0171 0601-0172 0601-0173 0601-0174 0601-0175 0601-0176 0601-0177 0601-0178 0601-0179 0601-0180 0601-0181 0601-0182 0601-0183 0601-0184	SCOTT MCDONALD GLORIA FINGAS JIM CARR TRACY MOATE SHARON KERLEY FERN FORSYTHE-HOHM WANDA EBERLE JOANNE HEROLD LUCY POELEN-CONINX MARGARET CHYPIKA JODIE WENMAN PAULINE YUNG BREANNE EHMAN SOPHIA SAMINI
4195	PRINCE ALBERT	0601-0185 0601-0186 0601-0187	TRACEY BEAVEN MICHELLE HAMEL BONNIE KUPPENBENDER
4254	SASKATOON	0601-0147 0601-0148 0601-0149	MONICA NEALE GRACE WUDRICK JANICE JANZEN
4449	REGINA	0601-0019	BRENDA MCLENNAN
4747	NORTH BATTLEFORD	0601-0029 0601-0030 0601-0031	MISSY OLIYNYK BRENDA CUBBON KARI LAFOND
4777	PRINCE ALBERT	0601-0120 0601-0121 0601-0123 0601-0124	HELEN SAWATSKY BEBERLY ERICKSON NOVA WARRINER CANDACE LYONS
4784	YORKTON	0601-0166 0601-0167	ERIN AUCHSTAETTER KARLA SASTAUNIK
4797	MEADOW LAKE	0601-0032 0601-0033	DENIS OUELLETTE CAROL LEE ALLEN
4799 4802	KINDERSLEY	0601-0034 0601-0040 0601-0041	MARIE MOORE LISA ASHMORE JODI SLOCOMBE
4828	REGINA	0601-0043	KENT PETERSON

4875	MELFORT	0601-0155 0601-0156 0601-0157	PATRICIA GAUSMAN DEBBIE DUFAULT ELLEN ZUCK
4980	YORKTON	0601-0126 0601-0127 0601-0128 0601-0129 0601-0130 0601-0131 ALT/SUPP	JUDY HENLEY PEARL BLOMMAERT DONNA KRAWETZ RHONDA ONESCHUK CORINNE SOPEL SHARON PRAZMA CHERYL WALCHUK
5111	NORTH BATTLEFORD	0601-0132 0601-0133 0601-0134 0601-0135 0601-0136	DONNA SARICH BRUCE CHUBB BRIAN MANEGRE NANCY BLACK LINDA VANCUREN
5512	MOOSE JAW	0601-0082 0601-0083	DALE SMITH TRISH MULA
5791	REGINA	0601-0158 0601-0159 0601-0160 0601-0161 ALT/SUPP	JAMIE MELLOR VELDA GOTTSSELIG FLORIN PALANCIUC GABRIELLA POPA-LIESZ BRADLEY MARTIN
5999	WEYBURN	0601-0106 0601-0107	SANDRA SEITZ WANDA EDWARDS

LOCALS / SECTIONS LOCALES

ALBERTA

8	CALGARY	0701-0120 0701-0121 0701-0122 0701-0123	BELLA MIGUEL COLETTE SINGH IRENE CHEVREFILS ROSS MCCUAIG
30	EDMONTON	0701-0124 0701-0125 0701-0126 0701-0127 0701-0128 0701-0129 0701-0130 0701-0131 0701-0132	MIKE SCOTT RICK EWASHKO JAMES MCGUINNESS RICHARD SLABYSZ ROB MARIANIX WADE NAIKEN MIKE MC CANN STERLING VALENTINE ANGELA PRUSS
37	CALGARY	0701-0159 0701-0160 0701-0161 0701-0162 0701-0163 0701-0164 0701-0165 0701-0166	CYRIL WILSON GEORGE CARNEGIE SAM BASI DUSTIN WITHERS SCOTT CUSH LAURA PETRELLA JENNIFER LONG DENIS THEORET
38	CALGARY	0701-0167 0701-0168 0701-0169	PETER MARSDEN D'ARCY LANOVAZ SASHA WALLIS

		0701-0170	KIM JAEDICKE
		0701-0171	LESLIE STERN
		0701-0172	KELLEY SHINNIE
		0701-0173	KEN WEAVER
		0701-0174	DEE LAWRENCE
40	CALGARY	0701-0155	WARREN MANNERS
		0701-0156	TROY KILLAM
		0701-0157	RANDY WILLIAMS
		0701-0158	ROBERT ANDERSON
41	EDMONTON	0701-0192	LYDIA MORGAN
		0701-0193	LOLA BARRETT
		0701-0194	DONNA PRICE
		0701-0195	DARLEEN OLINYK
46	MEDICINE HAT	0701-0187	MORGAN "SAM" FERRIER
		0701-0188	DEBBIE ISNOR
		0701-0189	KAREN DAVIS
		0701-0190	RANDY ANHELHER
70	LETHBRIDGE	0701-0054	JUSTIN EMBURY
		0701-0055	TIM JOBLONKAY
		0701-0056	RON PREDDY
		0701-0057	DON NISHIKAWA
		ALT/SUPP	LISA HYGGEN
290	LETHBRIDGE	0701-0241	STAN MASTEL
408	LETHBRIDGE	0701-0225	KATIE ANKERMANN
		0701-0226	LAWRENCE SILVER
417	RED DEER	0701-0200	DARLEEN TRACY
		0701-0201	LISE BETTAC
		0701-0202	KEN WALKER
		0701-0203	BARRY BROOKES
		0701-0204	TARALYN SCOTT
		ALT/SUPP	JANET BROWN
474	EDMONTON	0701-0086	JOHN VRADENBURGH
		0701-0087	MARIO PAILAMILLA
520	CALGARY	0701-0133	FRANK METTIMANO
		0701-0134	BRIAN NELSON
		0701-0135	FELICE LE MANNE
709	CALGARY	0701-0136	RORY GILL
		0701-0137	GORDON CODY COTE
		0701-0138	DOUG SHELLEY
		ALT/SUPP	RON LOWE
784	EDMONTON	0701-0101	JEFF MCINTYRE
		0701-0102	JAMES NIVEN
		0701-0103	THOMAS KROCHAK
787	GRANDE PRAIRIE	0701-0207	MARIO PARADIS
		0701-0208	RANDOLPH WALD
		0701-0209	GIGI LAFORGE
		0701-0210	TIM ROCHON

812	BLAIRMORE	0701-0235 ALT/SUPP	DARREN NASTASI LYLE STELLA
829	MEDICINE HAT	0701-0089 0701-0090	SHARON STOLZ LORNA STATHAM
838	RED DEER	0701-0092 0701-0093	JANE WRIGHT ELLIE OXLEY-BROWN
941	ST. ALBERT	0701-0211 0701-0212 ALT/SUPP	MARK MITCHELL DEREK BENSON KEVIN VEENSTRA
1012	RED DEER	0701-0008	BERNIE ENGELMANN
1015	LLOYDMINSTER	0701-0040 0701-0041 0701-0042	JOY BILOKRALY BARRY MADSEN RAY PARR
1031	EDMONTON	0701-0196	VIOLET BONI
1099	ST. ALBERT	0701-0236 0701-0237	BARBARA MARCHAND LEE-ANN KALEN
1158	EDMONTON	0701-0183	LINDA JOYCE
1169	CALGARY	0701-0213 0701-0214	ELSA WATSON TERRILL BUDD
1357	EDSON	0701-0106	DONNA CONGER
1458	JASPER	0701-0184	DAVE HOFHUIS
1505	FORT MCMURRAY	0701-0113 0701-0114 0701-0115 0701-0116 0701-0117 ALT/SUPP	LES COLLINS JULIE O'BRIEN ALICE LERCHS JEANNE BOUGHTON JON THOMAS DAVIS PETER COLLINS
1606	WAINWRIGHT	0701-0068 0701-0069	GAIL KOROLUK LINDA RUSSNAK
1661	WESTLOCK	0701-0035	LEONARD FAMILTON
1825	COALDALE	0701-0217 0701-0218	ADELE COLBY REBECCA KILLORAN
1846	CALGARY	0701-0070	KIM STOREBO
2133	CLARESHOLM	0701-0044 ALT/SUPP	PAUL ATTRELL STUART SCHRAMM
2157	FORT MCMURRAY	0701-0036 0701-0037 ALT/SUPP	JAMES REID KARLI MATTHEWS TREVOR MCDONALD
2158	GRANDE PRAIRIE	0701-0243 0701-0245	JENNIFER PAYNE BONITA COLINSON

2545	FORT MCMURRAY	0701-0074 0701-0075 0701-0076	ELAINE MOORE JUDY FERRE LORNA TOLLMAN
2550	MORINVILLE	0701-0199	RUTH SHYMKA
2559	FORT MCMURRAY	0701-0012 0701-0013	LAURA BLIZE DANIELLE DANIS
3341	EDMONTON	0701-0224 ALT/SUPP	TRACEY ELENIK WENDY BROUSE
3484	LEDUC	0701-0050 0701-0051 0701-0052	TRACY LEEDER JOLENE EKLUND RITA LOPEZ
3550	EDMONTON	0701-0021 0701-0022 0701-0023 0701-0024	GLORIA LEPINE CAROL CHAPMAN LYNN DAVIS JANICE KUBE
3623	GRANDE PRAIRIE	0701-0118 ALT/SUPP	JACKIE KELLNER MELANIE GAUDREULT
3911	EDMONTON	0701-0141 0701-0142 0701-0143	GLYNNIS LIEB RONNIE LEAH ROCHELLE SATO
4053	EDMONTON	1721-0017 1721-0018	JAMES YANG MEGAN CLARKE
4095	CALGARY	1721-0042 1721-0043 1721-0044	HEATHER TILROE ANNA CLAUSER MARY MULHOLLAND
4625	MORINVILLE	0701-0144 0701-0146	KATHY LARSON ROSALYN WYNTJES
4731	CALGARY	0701-0147 0701-0148 0701-0149	LAURA OGDEN ELIZABETH BONK-RICHARDS GARRY LEHMANN
4733	STETTLER	0701-0028 ALT/SUPP	BRENDA REID MELODY SWAREN
4791	LETHBRIDGE	0701-0046	KARIN DESROCHERS
4822	CALGARY	0701-0082 0701-0083	ROXANNE UPSHALL CYRILLINE LYNCH-PARKER
4839	GRIMSHAW	0701-0205 0701-0206	MANDY VARNEY MARJ BRISCOE

LOCALS / SECTIONS LOCALES

BRITISH COLUMBIA / COLOMBIE-BRITANNIQUE

23	BURNABY	0801-0278 0801-0279 0801-0280 0801-0281	SIMONCHALLENGER BLAKE CHALONER JOHN NEILSON STEVE BALDIN
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		0801-0282 0801-0283 0801-0284	SARAH BJORKNAS SHANNON FIELD ALISTAIR MADURAY
50	VICTORIA	0801-0312 0801-0313 0801-0314 0801-0315 0801-0462 ALT/SUPP	CAROLYN BRADEY CARLOS ROCHA KIM MANTON KYLE MCMORRAN JOHN BURROWS DAN MACBETH
105	PRINCE RUPERT	0801-0368	RICHARD GILKER
116	VANCOUVER	0801-0053 0801-0054 0801-0055 0801-0056 0801-0057 0801-0058 0801-0059	COLLEEN GARBE DAVID LANCE PAUL TEES CHRISTOPHER LONGFORD LEAH MURRAY HARRY EASTON JIM MCKAY
118	PORT ALBERNI	0801-0160 0801-0161 0801-0162	CHAD ESKOLA STACY WATTON CRYSTAL HILTUNEN
173	KELOWNA	0801-0100 0801-0101 ALT/SUPP	ALEXZINE JOHANNSSON JANICE RITTINGER IRENE ADAMS
333	VICTORIA	0801-0493 0801-0494	DAN PAULS CAROL MCNICHOL
338	KELOWNA	0801-0191 0801-0192 0801-0193 0801-0194	LEE MOSSMAN LARRY OAKLEY SCOTT BRUCE SONIA HAMPSON
358	DUNCAN	0801-0265 0801-0266 0801-0267	RON SALVATI DAN WHITEFORD CHRIS ELZINGA
374	VICTORIA	0801-0371 0801-0372 0801-0373 0801-0374 ALT/SUPP	TREVOR DAVIES SARAH FAIRBRASS SHIREEN CLARK JOYCE MEIJA ADAM GOW
379	BURNABY	0801-0130 0801-0131 0801-0132 0801-0133 0801-0134	PAUL SIMPSON NICOLE MONTGOMERY JOHN DELIMA DREW PARRIS MICHAEL VANDERLANS
382	VICTORIA	0801-0472 0801-0474	DARREN REED GILLES LAROSE
386	COQUITLAM	0801-0164 0801-0165 0801-0166 0801-0167	KEN LANDGRAFF CAROL CORAZZA CAROLYN TURPIN BRETT HOBKIRK

387	NEW WESTMINSTER	0801-0325 0801-0326 0801-0327 0801-0328 ALT/SUPP	GEORGE HABIB HARDEEP MAGHERA SUE BYRON DEBBIE WILSON GORDON ROBINSON
389	NORTH VANCOUVER	0801-0329 0801-0330 0801-0331 0801-0332 0801-0333 0801-0334 0801-0335	CINDY MCQUEEN KATHY MCMAHON AARON YOUNG LAURENCE MAG TOTO CAROL NORDBY JOYCE GRIFFITHS DINESH KAPOOR
391	VANCOUVER	0801-0336 0801-0337 0801-0338 0801-0339 ALT/SUPP	GLORIA HERSHORN GERARD BATTY TANYA FERRY GARY JARVIS PETER DE GROOT
394	RICHMOND	0801-0035 0801-0036 0801-0037 ALT/SUPP	RYAN BOYCE TOM CHEUK ROB WILLIAMS SCOTT BURBIDGE
399	PRINCE GEORGE	0801-0375 0801-0376 ALT/SUPP	JASON MENARD DALLAS MCDOUGALL DIANA FORFAR
401	NANAIMO	0801-0229 0801-0230 0801-0231 0801-0232 0801-0233 0801-0234	DAN FRANCOEUR LAWRENCE AMY JIM SHORTMAN BLAINE GURRIE TONY CLIFT BOB SIMPSON
402	SURREY	0801-0377 0801-0378 0801-0379 0801-0380 0801-0381 0801-0382 0801-0383 ALT/SUPP	JEANNIE KILBY DENISE PARKS ELVIRA JANZEN DARCY MCPARTLIN MICHAEL ANNESLEY TOBY DANIEL MIKE GURALIUK RICK TANAKA
403	LANGLEY	0801-0235 0801-0236 0801-0238 0801-0513	JILL HANSEN DEBBIE WHYTE PAUL ALBRECHT PETER TAYLOR
407	VANCOUVER	0801-0269	BRENT BOYD
409	NEW WESTMINSTER	0801-0060 0801-0061 0801-0062	MARCEL V. MARSOLAIS LEAH BARRETT THOMAS A. MCLEAN
410	VICTORIA	0801-0459 0801-0460 0801-0461	MELISSA WOROBEL SUSAN GRANT MAX PHILION

411	CHILLIWACK	0801-0451 0801-0452 0801-0453 0801-0454	SHANA KIRKLAND BRENDA MOORES JEREMY BONNEY ROD ISAAC
439	COURTENAY	0801-0008 0801-0009 0801-0010	DENISE BULLOCK BETH PERRY ROSS MANDIN
440	KIMBERLEY	0801-0467 0801-0468	ANN PURVIS ROBERTA JENKS
441	BRENTWOOD BAY	0801-0509 0801-0510 0801-0511	DEAN COATES NOLA WELSH MICHAEL FORRESTER
454	DELTA	0801-0102 0801-0103 0801-0104 0801-0105	JENNIFER CLARKE JOHN GIBSON RICHARD CARTER HUGH CULLINAN
458	CHILLIWACK	0801-0135 0801-0136 0801-0137	BRIAN BICKLEY BRAD HANNINEN REGAN GEHMAN
459	VICTORIA	0801-0316 0801-0317 0801-0318 0801-0319	LYNN STRAITON SANDRA BOWES MAGGIE CLARK CAMERON CHARLES GORDON-
476	POWELL RIVER	0801-0106 0801-0107	DAPHNE ROSS DARLENE CATTANACH
498	PORT COQUITLAM	0801-0469 0801-0470 0801-0471	BRIAN SAVAGE BOB SMEJKAL LES NERDHAL
523	VERNON	0801-0063 0801-0064 0801-0065 0801-0066 ALT/SUPP	ADRIENNE SCHALOSKE CHARLENE TURNBULL SYLVIA LINDGREN JOSE VAN BERKEL TERRY COATES
556	COURTENAY	0801-0387 0801-0388	KAREN GARRETT HEATHER FOLLIS
561	COQUITLAM	0801-0287 0801-0288 0801-0289 0801-0290 0801-0291	TOM MACDONALD ALLISON HARDMAN DON DUNCAN JILL ALLEN NICOLE "NIKI" COOKE
593	MISSION	0801-0011 0801-0012 0801-0013	GEORGE FORSYTHE ALEX HADDEN CORAL MILLER
606	NANAIMO	0801-0168 0801-0169 0801-0170 0801-0171	ROB ZVER KELLY DUNAWAY TRICIA COOPER BONNIE BESTWICK

608	PENTICTON	0801-0239	GLENN SMITH
622	MAPLE RIDGE	0801-0363 0801-0364	VAL SILVA DEBRA MACDONALD
703	MAPLE RIDGE	0801-0067 0801-0068 0801-0069 0801-0070	LESLIE FRANKLIN DOLORES ZIBULAK ANNA MARER TRACEY DAHLIN
716	RICHMOND	0801-0172 0801-0173 0801-0174 0801-0175	LISA DEVITT STACEY ROBINSON IAN HILLMAN ROSS MCLUSKIE
718	RICHMOND	0801-0479 0801-0480 0801-0481 0801-0482 ALT/SUPP	DENNIS STOCK NORMAN KOTZE MARIANNE THOMAS ROBERT GILCHRIST ANGELA ZANARDO
723	CAMPBELL RIVER	0801-0448 0801-0449 0801-0450	JOHN REYNOLDS BILL NEWMAN CHRISTINE SZAFLIK
727	PORT ALBERNI	0801-0176 0801-0177 0801-0456	NADINE WHITE SONDRA BEAULAC LAURA JOHNSTON
728	SURREY	0801-0390 0801-0391 0801-0392 0801-0393 0801-0394 0801-0395 0801-0396 0801-0397 0801-0398	VALENTIN CADAMIA RANDY ANDERSON FENNELL LISA GREENSLADE RYAN GROUNDWATER GEORGE HARDY MARK KAWAKAMI IRENEUSZ (ERIC) JAWORSKI DEBRA MERRIER KAREN NICOLETTI
748	NELSON	0801-0215	MICHELLE BENNETT
774	ABBOTSFORD	0801-0242 0801-0243 0801-0244	JOE RODRIGUE DRAGAN (DOUG) ZORIC JEN MARTEL
779	SQUAMISH	0801-0147 0801-0148	ANDREA SMITH KIYOSHI KOSKY
788	SALT SPRING ISLAND	0801-0399 0801-0400	ANGIE GRAY LARRY MELIOUS
798	POWELL RIVER	0801-0366 0801-0367	ROBERTA CIARAULO DANIELLE CRAIGEN
801	GIBSONS	0801-0128 0801-0129 ALT/SUPP	MARNIE BABA SHARON MACKENZIE JANICE BUDGELL

825	PORT MOODY	0801-0401 0801-0402 0801-0403	RAMAN BRAICH STEVE EWONUS DOM IERACI
873	BURNABY	0801-0178 0801-0179 0801-0180 0801-0181 0801-0182 0801-0183 0801-0184 0801-0185 0801-0186	BRONWYN BARTER CAMERON EBY TOM MANZ DAVE DEINES GARRETT CORRIGAN DAVE BUXTON SOPHIA GEORGAS LINDSAY PENARSKY KEITH TAYLOR
900	KAMLOOPS	0801-0293 0801-0294 0801-0295 0801-0296	ADAM JENSEN JEANETTE ETCHART CARMEN SULLIVAN GAYLE NELSON
917	VICTORIA	0801-0138 0801-0139	RHONDA ROSE BYRON SPIERS
947	VICTORIA	0801-0198 0801-0199 0801-0200 0801-0201	MIKE STRONG JANE MASSY JENNIFER WHITEHOUSE KERRIE PROUDLOVE
951	VICTORIA	0801-0187 0801-0188 0801-0189 0801-0190	KARA WHITE LAURIE WHYTE PAT SHADE KIRK MERCER
1004	VANCOUVER	0801-0245 0801-0246 0801-0247 0801-0248 0801-0249 0801-0250 0801-0251 0801-0252 0801-0253 ALT/SUPP	DENNIS DONNELLY KYLA EPSTEIN SARAH SILVERSTER GARY PARKER PAUL BARATTA ANDY HEALEY FRANK WARWICK MICHAEL LUPO ANDREW LEDGER TUESDAY ANDRICH
1048	PRINCE GEORGE	0801-0297 0801-0298 0801-0299	JANET BIGELOW NANCY BUCHANAN DAVE BOBBIE
1050	QUESNEL	0801-0149 0801-0150	ROBERT LECLERC DAVE ROLLO
1091	DELTA	0801-0108 0801-0109 0801-0110 0801-0111	PATTI PRICE IAN READE EILEEN PENNEY JONATHAN MCCUNE
1123	KELOWNA	0801-0217 0801-0218	ROSE JURKIC WENDY JEWELL
1260	LANGLEY	0801-0475 0801-0476	MARNIE WILSON CARYN COFT

		0801-0477 0801-0478	DANICA HANSEN-HUGHES DEEDEE BAKKER
1622	VANCOUVER	0801-0404	JACQUELINE HALL
1698	ABBOTSFORD	0801-0203 0801-0204 0801-0205	NATALIE FOUQUETTE BALVIR BAHIA CURTIS M. ACTON
1760	VANCOUVER	0801-0071 ALT/SUPP	JEFFREY TSAI CARLOS CARVALHO
1767	DELTA	0801-0405 0801-0406 0801-0407 0801-0408	TINA DHAMI KEVIN MCPHAIL JARED MELVIN DAVID ROBERTSON
1816	VANCOUVER	0801-0072 0801-0073 0801-0074 0801-0075	BETH MILLER CHRISTINE JOHNSON ROGER PEARCE VIRGINIA "GINGER" LUMAN
1851	LANGLEY	0801-0097 0801-0098 0801-0099	ELVA MORRISON KATHY MARSHALL JIM QUICK
1858	NANAIMO	0801-0219 0801-0220 0801-0221	DEBORAH HOPPER SHANNON MCKENZIE ROB CAMPBELL
1908	SALMON ARM	0801-0320 0801-0321	KEVIN HANSEN KIRK GRAHAM
1936	NEW WESTMINSTER	0801-0441 0801-0442 0801-0443 0801-0444 0801-0445 ALT/SUPP	MICHAEL LANIER SHERYL BURNS CINDY CHISHOLM LESLIE CARLBERG TANJA GILJEVIC NATHAN ALLEN
1978	VICTORIA	0801-0500 0801-0501 0801-0502 0801-0503 0801-0504	JODY WATSON MAURICIO NAVARRETE RICK ILLI MICHAEL MCKINLEY JASON DALES
2010	WHISTLER	0801-0506	PETER DAVIDSON
2011	VICTORIA	0801-0076	MICHAEL ROTH
2020	QUEEN CHARLOTTE CITY	0801-0275	MICHAEL MULLER
2052	TERRACE	0801-0409 0801-0410	MONICA BRADY LUCY BEATTIE
2058	LANGLEY	0801-0081 0801-0082	TROY WILSON ANDREW BROWN
2081	VICTORIA	0801-0303 0801-0304	TONY NELSON KEITH TODD

		0801-0305	MICHEL TURCOTTE
		0801-0306	ERYNNE GRANT
2087	TRAIL	0801-0489	KAREN HALIFAX
		0801-0490	JEAN POOLE
2090	CRANBROOK	0801-0322	MELISSA WILLMAN
2098	GRAND FORKS	0801-0498	SUSAN BLAIR
2269	GARIBALDI HIGHLANDS	0801-0505	WENDY SHARD
2278	VANCOUVER	0801-0222	ADRIAN SHE
		0801-0223	TRISH EVERETT-KABUT
		0801-0224	LAURA BULK
		0801-0226	PARMIDA BEIGI
		0801-0227	ALEXANDRA ROBERTSON
2298	NEW AIYANSH	0801-0499	ALISSON STEWART
		ALT/SUPP	DIONNE MORVEN
2769	GOLD RIVER	0801-0017	ALISON PRINGLE
2773	CRANBROOK	0801-0417	PAM CATSIRELIS
2950	VANCOUVER	0801-0418	KAREN RANALLETTA
		0801-0419	SUSANNE LESTER
		0801-0420	CARLA WILLEMS
		0801-0421	HOLLIE GRIFFIN
		0801-0422	SHENNAZ MOTANI
		ALT/SUPP	AMBER SADGROVE
3338	BURNABY	0801-0426	FIONA BRADY-LENFESTY
		0801-0427	LYNNE FOWLER
		0801-0428	CRAIG PAVELICH
		0801-0429	MICHELLE HAYTON
		0801-0430	JOHN BANNISTER
		ALT/SUPP	PIERRE CASSIDY
3376	NANAIMO	0801-0301	JODI "MAX" MILES
3403	PORT ALBERNI	0801-0431	CHERILYN BRAY
3479	COURTENAY	0801-0206	MICHELLE WAITE
		0801-0207	HEATHER SCARISBRICK
		ALT/SUPP	ANDRIS APLOCINS
3500	KAMLOOPS	0801-0258	JOHN HALL
		0801-0259	NICOLE EDMONDSON
		0801-0260	CARLO SIA
		0801-0261	LARRY BANCROFT
3523	KELOWNA	0801-0123	DAVID TETHER
		0801-0124	TREENA HARLEY
		0801-0125	KIERAN FAHY
		0801-0126	WENDY JOHNSON
3570	PARKSVILLE	0801-0208	LISA PAINE
		0801-0209	SHERI BROWN
		0801-0210	MIKE BROWN

3742	PRINCE GEORGE	0801-0117 0801-0118 0801-0119 0801-0120	KAREN WONG ROBERTA BLANCHARD KELLY MAULT BRENDA HODGKINSON
3787	BURNABY	0801-0032	MORGAN STEWART
3799	PRINCE GEORGE	0801-0022 0801-0023 0801-0024 ALT/SUPP	CAROLINE SEWELL DALE LALUK MICHELLE STEPHEN DEB SCHWEDER
3886	VICTORIA	0801-0302	PAUL ALLISON
3966	RICHMOND	0801-0343	JASPER WONG
3999	CASTLEGAR	0801-0436 0801-0437	MIKE VARGA NIKI LORD
4078	VANCOUVER	1721-0013 1721-0014 1721-0015	TANYA PATERSON SHEENA SUMRA LISA BEARE
4088	RICHMOND	1721-0049 1721-0050 1721-0051	DAVID CHAN AVA SHUM WILLIAM VONG
4094	RICHMOND	1721-0037 1721-0038 1721-0039 1721-0040 1721-0041	KAMAL TOUFFAHA DEE DHALIWAL ANTONIUS LAM ALISON KJERTINGE ELIZABETH LOCKE
4163	VICTORIA	0801-0154	GORDON O'CONNOR
4165	CRANBROOK	0801-0143 0801-0144 0801-0145	IRENE BISCHLER PETER WEGENER DALE OSMACHENKO
4177	VANDERHOOF	0801-0084 0801-0085 0801-0086	RONI-LYNN AULT PAULA COX ELIZABETH (LIZ) WAGNER
4227	RICHMOND	0801-0025 0801-0026	FRANCINE BRISSON NORA CHELALI
4500	DELTA	0801-0262 0801-0263 0801-0264 ALT/SUPP	GLEN HOFFMAN ROB WOODS L. JOY HORAN NEIL PEPPER
4627	VANCOUVER	0801-0495 0801-0496 0801-0497 ALT/SUPP	JO HANSEN KILLIAN MCGIBREY CHRIS JOYCE DARKO BUBICA
4653	FORT ST. JOHN	0801-0087 0801-0088	MAUREEN HUMMEL BRAD KENT
4775	CRESTON	0801-0090	KEN VAUGHAN-EVANS

4816	COQUITLAM	0801-0033 0801-0034 ALT/SUPP	JILL STROMNES ROSEMIN JAFFER SHERI MOY
4879	KAMLOOPS	0801-0307 0801-0308 0801-0309 0801-0310 ALT/SUPP	LOIS RUGG LYN FEREC KARL FULTZ AMIT GOEL DEBBIE WASYLYSHYN
4951	PRINCE GEORGE	0801-0212 0801-0213	LILY BACHAND MARNEE BOMAN
4990	QUESNEL	0801-0043 0801-0044	KAYLA KINLOCH MICHELLE TENNANT
4991	PRINCE GEORGE	0801-0455	BRIAN TROTTER
4992	DAWSON CREEK	0801-0512 ALT/SUPP	QUINTON TUTIN CODY PANTER
5101	DUNCAN	0801-0046 0801-0047 0801-0048	TARA BROOKS SHERRENE ROSS HELEN TURNQUIST
5150	REVELSTOKE	0801-0092	CLARA MALTBY
5523	VERNON	0801-0438 0801-0439 0801-0440	LINDA TIFENBACH GRAY BOISVERT MARK OLSEN
6001	VANCOUVER	0043-0007 0043-0038	BETTY VALENZUELA ERNIE TANGUAY
6002	CHILLIWACK	0043-0026	JIM CALVIN
6003	NORTH VANCOUVER	0043-0044	SHEREE ALM
6004	COWICHAN	0043-0047 0043-0054	ALEXANDER BALZER COURTNEY PATTISON
6006	NANAIMO	0043-0029 0043-0080	DEBBIE FRAESS KAREN OUELLET
6009	VICTORIA	0043-0074 0043-0079	LYNN--MARIE HOLDEN BARBARA RIGGS
6011	PITT MEADOWS	0043-0010 0043-0071	DEBBIE DYER SCARLET SCHEIBEL
6014	KAMLOOPS	0043-0002 0043-0004	DONISA BERNARDO BARB NEDERPEL
6015	KELOWNA	0043-0005 0043-0061	KEN ROBINSON ANGELA ALLEN
6016	VANCOUVER	0043-0006	KELLY KNOX
6017	PENTICTON	0043-0060	PATTI NEUFIELD

6018	BURNABY	0043-0067	LINDSEY MUNSON
6020	PRINCE GEORGE	0043-0015 0043-0053	MIKE CARTWRIGHT TAMMY MEISE
6022	CRANBROOK	0043-0057	JACQUELINE POTTER
6025	KIMBERLEY	0043-0082	DEBBRA JENSEN
6027	TRAIL	0043-0062	LINDSEY SIMMONS
6036	CAMPBELL RIVER	0043-0076	HEIDI OBORNE
6038	SURREY	0043-0009 0043-0069	JODI GEORGE ADAM MCCLEAN
6044	PROGRESS	0043-0051	DENNIS STORM
6051	FORT ST. JOHN	0043-0052 0043-0085	GEORGE YEULETT SARAH THOM
6053	GRAND FORKS	0043-0056	VALERIE SAILER
6054	RICHMOND	0043-0024	TOMMY LIU
6060	ABBOTSFORD	0043-0023	CAROL MACDONALD
6070	VICTORIA	0043-0075 0043-0077	CHARLOTTE MILLINGTON DAVID ASHTON
6071	KASLO	0043-0045	SHARON NEIL
6076	CLEARWATER	0043-0081	JUDITH SCHURACK
6079	100 MILE HOUSE	0043-0058	BARB MATFIN
6083	VANCOUVER	0043-0018 0043-0037	LEONORA CALINAGSAN KELLY AUJLA
6085	VANCOUVER	0043-0041	TINA CLEMENTE
6090	VANCOUVER	0043-0022	KAREN MCVEIGH
6095	MAPLE RIDGE	0043-0021 0043-0063	JOANNE FOOTE HEATHER FRENCH
6101	NEW WESTMINSTER	0043-0003 0043-0065	CAROLYN UNSWORTH JODY BROWN
6109	VICTORIA	0043-0078	RICHARD BREN
6116	MONTROSE	0043-0012	SHELLEY BRIDGE
6132	KAMLOOPS	0043-0059	CHERRY ROSE
6151	RICHMOND	0043-0072	MASOUD ARBABI
6164	MAPLE RIDGE	0043-0027	MARTIN MACKENZIE

6179	COMOX	0043-0020 0043-0031	BARB BILEY ALENA SATHER
6190	FRASER REGION	0043-0043	ESTRELITA URQUART
6199	NORTH VANCOUVER	0043-0032	SUSAN HUTCHINSON
6205	VANCOUVER	0043-0025	SHAYLA BURKE
6210	SECHETT	0043-0036	BARBARA WERK
6225	COURTENAY	0043-0055	ERIC RASMUSSEN
6229	ABBOTSFORD	0043-0046	JENNIE REEVES
6238	SURREY	0043-0016	LOUELLA VINCENT
6240	DUNCAN	0043-0034	MELANIE RELLIN
6246	VICTORIA	0043-0019	BILL MCMULLAN
6275	FLEETWOOD	0043-0073	SANDRA DEPAZ
6315	BURNABY	0043-0042	TRENT MCLAUGHLIN
6393	VANCOUVER	0043-0001 0043-0035 0043-0049	VICTOR ELKINS MARY WIERZEJSKI CAROL TUNNEY
6395	KEREMEOS	0043-0011	DAWN THURSTON
6413	NEW WESTMINSTER	0043-0068	RYAN KREUT
6424	POWELL RIVER	0043-0017	JOHN FRASER
6426	VANCOUVER COASTAL	0043-0033	CORA MOJICA
6430	GIBSONS	0043-0040	CHERYL MCEWAN
6437	SICAMOUS	0043-0013	JODY BERG
6448	SURREY	0043-0064	KARAMJIT RAI
6517	OSOYOOS	0043-0084	HEATHER HAYWARD
6549	BURNABY	0043-0066	JUDY GICHO
7000	BURNABY	0801-0093 0801-0094 0801-0095 0801-0096	ANNALIESE HUNT BILL MAGRI TONY REBELO DEAN SIME

**DELEGATES REGISTERED AS AT NOVEMBER 7, 2015
PERSONNES DÉLÉGUÉES INSCRITES AU 7 NOVEMBRE 2015**

Number of delegates

Nombre de personnes déléguées

2	National Officers / Dirigeants nationaux	2
5	General Vice-Presidents / Vice-présidences générales	5
16	District Councils / Conseils régionaux	16
12	Councils of unions / Conseils de syndicats	12
10	Provincial Divisions / Divisions provinciales	10
2	Service Divisions / Divisions de service	2
3	Airline division components / Composante de la division du transport aérien	3
807	Local Unions / Sections locales	2,158

TOTAL OF DELEGATES / TOTAL DES PERSONNES DÉLÉGUÉES	2,208
TOTAL OF ALTERNATES / TOTAL DES PERSONNES DÉLÉGUÉES SUPPLÉANTES	162

27th NATIONAL CONVENTION COMMITTEE MEMBERS

CONSTITUTION COMMITTEE

Alain Caron	CPSC	Québec	Co-chair
Lisa Mason	Local 3936	Nova Scotia	Co-chair
Bob Anderson	Local 40	Alberta	Member
Raman Braich	Local 825	British Columbia	Member
Tracy Carmichael	Local 1870	Prince Edward Island	Member
Phil Dembicki	Local 500	Manitoba	Member
Wayne Foley	Local 1975	Saskatchewan	Member
Theresa Gilliam	Local 4935	Newfoundland and Labrador	Member
Iris Lloyd	Local 380	New Brunswick	Member
Carrie Poole-Cotnam	Local 503	Ontario	Member
Judy Henley	NEB	Saskatchewan	NEB Liaison

CREDENTIALS COMMITTEE

Julie Roberts	Local 4098	Airline	Co-chair
David Simao	Local 4600	Ontario	Co-chair
Rose Best	Local 2330	Nova Scotia	Member
Jackie Christianson	Local 3766	Saskatchewan	Member
Nathalie Claveau	Local 1500	Québec	Member
Tena Creamer	Local 1775	Prince Edward Island	Member
Sherry Hillier	Local 879	Newfoundland and Labrador	Member
Doug Kingston	Local 833	New Brunswick	Member
Judy Lavallee	Local 1550	Manitoba	Member
Martin MacKenzie	HEU	British Columbia	Member
Alison Pringle	Local 2769	British Columbia	Member
Dustin Withers	Local 37	Alberta	Member
Henri Giroux	NEB	Northern Ontario	NEB Liaison

RESOLUTIONS COMMITTEE

Michael Lanier	Local 1936	British Columbia	Co-chair
Barb Gribben	Local 737	Manitoba	Co-chair
Lola Barrett	Local 41	Alberta	Member
Terry Bennett	Local 569	Newfoundland & Labrador	Member
Stephen Doucet	Local 4294	Québec	Member
Janice Folk-Dawson	Local 1334	Ontario	Member
Tammy Martin	Local 8920	Nova Scotia	Member
Larry Roy	Local 4092	Airline	Member
Helen Sawatsky	Local 4777	Saskatchewan	Member
Sharon Teare	Local 2116	New Brunswick	Member
Karen Tsistinas	Local 1770	Prince Edward Island	Member
Carolyn Unsworth	HEU	British Columbia	Member
Lori MacKay	NEB	Prince Edward Island	NEB Liaison

SPECIAL NEB COMMITTEE ON STRATEGIC DIRECTIONS

Denis Bolduc	NEB	Québec	Member
Judy Henley	NEB	Saskatchewan	Member
Michael Hurley	NEB	Ontario	Member
Wayne Lucas	NEB	Newfoundland and Labrador	Member
Lori MacKay	NEB	Prince Edward Island	Member
Yolanda McClean	NEB	Ontario	Member
Odette Robichaud	NEB	New Brunswick	Member
Daria Ivanochko	CUPE	National	Staff person

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