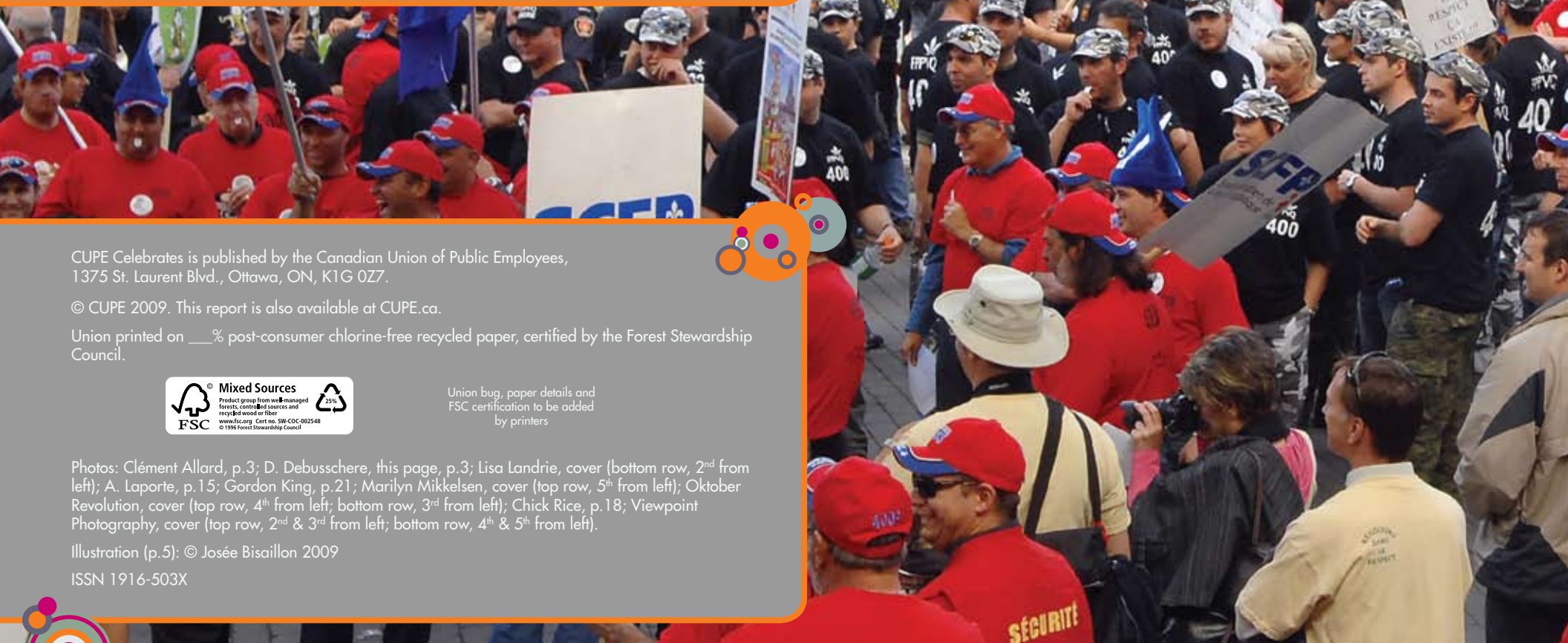


CUPE Celebrates 2008
OUR MEMBERS, OUR VOICES, OUR ACTIONS!



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OUR MEMBERS, OUR VOICES, OUR ACTIONS!

CUPE members across Canada provide accessible, high-quality public services. *CUPE Celebrates* is a forum for us to celebrate our work, our challenges and our victories. At CUPE we bargain, we campaign, we undertake political action in many forms and we learn from each other through a variety of union education strategies.

Over the past year, one struggle stands out among many: the lockout at the *Journal de Québec*. The fight for a just collective agreement is historic for many reasons: the harshness of the lockout, its length – 473 days, the extraordinary solidarity expressed by CUPE members from coast to coast, and the creative pressure tactics used.

CUPE is Canada's leading union in strong bargaining and defending the right to quality and accessible public services. That is worth celebrating!

Bargaining leadership was demonstrated by CUPE school board workers in Ontario, who chose coordinated bargaining as a successful tactic to negotiate an excellent contract for school board workers throughout Ontario.

That same leadership was demonstrated in hospitals and libraries that committed significant resources to achieving pay equity, and in Manitoba among hospital workers, and by CUPE members every day in many ways across the country.

CUPE celebrates our campaigns to expose the privatization of public services in Ontario, New Brunswick, Nova Scotia and Quebec. We celebrate when we contract back in a public service as we did in Port Moody, B.C. with garbage collection or when we organize the unorganized as we did in Newfoundland.

We celebrate the political action victories in Nova Scotia, New Brunswick, British Columbia and Quebec. The tremendous work of our members during the federal, provincial and municipal elections over the past year has provided us with some remarkable victories and a clear path for where change still needs to happen.

Member to member education is the foundation of CUPE's education program. Our new week-long schools include basic pensions, climate change and creating racial justice. We have

introduced web-based learning and discussion sessions, including one on the current economic crisis. These sessions have enabled members and staff to discuss pressing issues together in real time. We have collective pride in the representative trainee program, in our political action programs, and in the courses developed to ensure that we serve all CUPE members in an equitable fashion.

Throughout *CUPE Celebrates*, you will see our comprehensive fight back campaign against privatization in all sectors and all regions of our union. Fighting privatization in all of its forms was the key strategic direction from our 2007 national convention. We salute our activists and staff who are keeping CUPE on the front lines defending public services.

We know you will appreciate the incredible impact CUPE members are having on communities across Canada as you read through the 2008 issue of *CUPE Celebrates*.

Paul Moist
National President

Claude Généreux
National Secretary-Treasurer





Bargaining: COLLECTIVELY WE SUCCEED

CUPE members have achieved significant gains through collective and coordinated bargaining. From the innovative efforts of locked-out workers at the *Journal de Québec* to powerful collective bargaining efforts in the K-12 and post-secondary sectors, CUPE members understand the benefits of collective action for collective gain. In this section, we highlight some of our key wins.

Honouring the strength, solidarity and perseverance of members in drawn-out disputes:

- The 252 workers at the *Journal de Québec* (CUPE 1450, 1872 and 2808) endured an historic labour dispute – and won! The harsh lockout lasted 473 days, included numerous legal proceedings against the union and was a significant test of Quebec’s anti-scab legislation. Rather than adopting traditional tactics, the *Journal de Québec* workers agreed that they should continue to do what they do best: publish a newspaper. Five days a week for 16 months, the workers wrote, edited, published and distributed 40,000 copies of their free daily paper

on the street corners of Quebec City. The support of CUPE and its members across the country was greatly appreciated by *Journal de Québec* workers. They returned to work with their heads held high, after ratifying their new collective agreements with a standing ovation and publishing a final edition of *MédiaMatinQuébec*.

- A complaint of wage discrimination at Université de Montréal between 1996 and 2001 filed with the Quebec Human Rights Commission on behalf of 3,000 members of CUPE 1244 was finally resolved. Worth a total of \$15 million, each person who worked full-time during the period in question will receive compensation of at least \$10,000.
- The 2,400 CUPE 1975 members at the University of Saskatchewan and University of Regina welcomed a mediated settlement to a lengthy contract dispute that provoked a one-month strike in November 2007. One year later, CUPE achieved improved dental and prescription drug benefits, and

safeguards against employer abuse of performance-based increments.

- With the mayor of Quebec City making incendiary remarks about unionized employees in public, negotiations have been difficult for CUPE 1638 members (outside workers). They have countered with a vast publicity campaign, placing ads on 117 buses, in 32 bus shelters, in 55 bars, and on four giant billboards in strategic sectors of the city. Contrary to the mayors’ public claims that these members take 18 days of sick leave each year, a City report tabled at conciliation in December showed the figure was actually fewer than five days, triggering re-opened negotiations.
- The CUPE Saskatchewan Health Council, on behalf of 12,500 health workers, is preparing for a long fight. It is the first public sector union in Saskatchewan to square off against the government’s new essential services legislation, after employers deemed virtually every CUPE health worker essential.



DID YOU KNOW?

Out of 3,378 collective agreements in CUPE, 1,272 were opened and 812 were settled in 2008. There were 59 new certifications, bringing another 3,801 brothers and sisters into CUPE.

Major pay equity victories:

- More than 8,600 CUPE members in New Brunswick are seeing the positive impact of a joint job evaluation. After four years, the New Brunswick Council of Hospital Unions (CUPE 1252) signed an unprecedented collective agreement with wage increases totalling about \$66 million over five years. And some members of CUPE 963 (New Brunswick Liquor Board) will receive a

significant pay hike as a result of a pay equity agreement, putting \$1.6 million more into members' pockets.

- After a 14-year struggle, CUPE 410 (Greater Victoria Library workers in B.C.) achieved pay equity with municipal workers in the region. This year alone, workers had to strike, were locked out for six weeks, put on a successful International Women's Day rally, turned up the heat by sponsoring town hall

meetings, and led a march and rally for pay equity. Thanks to the local's determination and commitment, and a groundswell of public support, the milestone settlement – over \$600,000 or more than nine per cent of total wages – was reached on March 31.

- Nine out of ten CUPE 416 members at the Toronto Public Library will receive a wage increase as a result of a year-long job evaluation study. CUPE 416 and the Toronto

Public Library signed a pay equity settlement in June that will finally lift the library's 119 lowest-paid workers (shelvers and pages) out of poverty-level wages.

Significant gains through coordinated bargaining:

- The Ontario University Workers Coordinating Committee supports a membership of over 25,000 academic, support and maintenance workers at 17 universities. Members developed a detailed action plan for coordinated bargaining and identified several common bargaining priorities. The goal, by 2010, is to have over 20,000 post-secondary education workers with a negotiated common expiry date.
- The 105 CUPE locals working at Ontario school boards joined together under the Ontario School Board Coordinating Committee. These CUPE members negotiated a framework agreement with representatives from all Ontario school boards and the Ministry of Education. As of December 9, more than 50,000 Ontario school board workers had ratified an agreement that will see wage increases each year for the next four years, as well as gains in benefit plans, hours of work and staffing.

Important settlements achieved through negotiations:

- About 1,000 members from CUPE 1475, 2039, 2180, 2421 and 4281 in Manitoba

working for privately owned personal care homes are paid significantly less than their sisters and brothers in public facilities. A focused effort over the last year helped CUPE members push for greater recognition of their work, address recruitment and retention issues, and achieve close-to-wage parity with their counterparts in the public sector within two years.

- CUPE 5167 (City of Hamilton municipal workers) achieved a breakthrough collective agreement that will stop a two-tier workforce scheme. The new agreement recognizes 400 formerly non-union employees and approximately 150 casual workers, some with over six years of service, as official city employees with benefits and seniority rights, and the same rate of pay and benefits as other city workers.
- A four-year agreement was negotiated with the Newfoundland and Labrador provincial government on behalf of almost two-thirds of the CUPE membership. The deal included considerable improvements to wages and other benefits, a commitment to implement a job evaluation plan by 2010, and a new Employee Assistance Program for all school board workers.

Organizing new members:

- About 350 health care support workers in the Northern Manitoba Regional Health Authority, formerly members of Service Employees

International Union, voted to join CUPE 8600 this summer.

- By an 8-1 margin, the curators and visitor information staff at the Red Deer Museum in Alberta voted to join CUPE 417 in order to protect their working conditions and benefits, particularly after the Museum attempted to change pension plans.
- On their second attempt, 76 mostly young workers at Chilliwack, B.C. Landing Leisure Centre have recently become members of CUPE 458. And 30 employees of the St. Albert, Alberta, RCMP detachment – including 911 telecommunications staff, administrative office staff, and administration enforcement officers – have voted to join CUPE 941.
- CUPE 2974.1 welcomed 224 paramedics in the Windsor-Essex region who voted to join CUPE and will now benefit from CUPE's strength in numbers and experience in the paramedic sector.
- Employers in the health care sector in Newfoundland and Labrador prompted a series of representation votes in three of four Regional Health Authorities. Some 1,600 health services workers at the Western Regional Health Authority had to choose between CUPE and NAPE, the province's largest union. CUPE 488 picked up over 700 new members in that first vote, and hopes are high for other successes. ●

COORDINATED BARGAINING



TOGETHER WE CAN

Our members, our voices, our actions!





Campaigns: KEEPING IT PUBLIC

Combating privatization and public private partnerships (P3s) wherever they appear is a core strategic objective of CUPE. In small communities and large cities across Canada, CUPE members are taking on privatization and working in grassroots campaigns to keep services and infrastructure public.

Unique efforts to build awareness about the value of public services and the problems with privatization and P3s:

- In October, CUPE NB organized a summit in Saint John about the pitfalls of P3s and to develop fightback strategies. The summit drew 280 delegates, including a busload of CUPE activists from P.E.I., as well as staff and activists from Ontario, Quebec, Nova Scotia, Manitoba and B.C. CUPE members left the anti-P3 summit pumped full of information and primed for action.
- CUPE Ontario hosted seven “Rock for Public Services” concerts in communities around

the province to build support for public services and raise awareness of the unique role that CUPE members play in our communities. With 40-50 local volunteers required for each venue, participation from locals and national representatives was significant.

- Facing the possibility of 10 P3s, CUPE NS has put together a strong fightback campaign, including launching a P3 website, training activists to lead P3 workshops, educating members at 40 meetings across the province, forming a coalition of health care unions, and writing news releases and editorials. The November 19 snowstorm that stranded 1,500 motorists on the only existing stretch of private highway in N.S. – the Cobequid Pass – gave Nova Scotians a taste of the risks of P3s.
- From the end of April until mid-May, the Syndicat des cols bleus regroupés de Montréal (CUPE 301) ran audacious ads on the three main French TV stations in Quebec

aimed at debunking tenacious myths about the work done by blue collar workers.

Municipal infrastructure projects are frequently targeted for P3 development, and CUPE members are fighting back:

- Area residents in Greater Victoria, B.C. remain steadfastly resistant to private corporate control of sewage treatment. A major survey conducted by CUPE showed that the region’s residents believe – three to one – that the local government will do a better job of protecting the environment and the public interest.
- CUPE 825 (Port Moody municipal workers) were elated with the City’s decision in June to bring home solid waste and collection services after contracting them out 10 years ago. CUPE members will begin providing service again in July 2009.
- CUPE 30 (City of Edmonton) saw the return of public outdoor swimming pool operations,



DID YOU KNOW?

CUPE National supported 94 cost-share projects in 2008, with a total contribution of just over \$2,970,000.



DID YOU KNOW?

Eric Gillis, a personal support worker in CUPE 4392 (Guelph community living association), competed in the 10,000-metre race at the Beijing Olympics this summer, the first Canadian male to run in this event since 1964.



which had been contracted out for 20 years, meaning better services for the community and better wages for summer employees.

- CUPE 21, representing 1,200 outside workers in Regina, is campaigning to avoid closure of the City's outdoor pools and indoor ice arenas, after a consultant recommended closing the facilities.
- A new research report by CUPE 108 (Halifax Regional Municipality outside workers) shows that P3 arenas and recreation centres are fraught with financial risks for taxpayers. The report has been an effective tool in the fight against a private arena.
- Enmax, a Calgary-owned utility, reassumed responsibility for the municipal call centre from Accenture, giving CUPE 38 an important "contracting in" victory.

Other sectors are also affected by P3 initiatives:

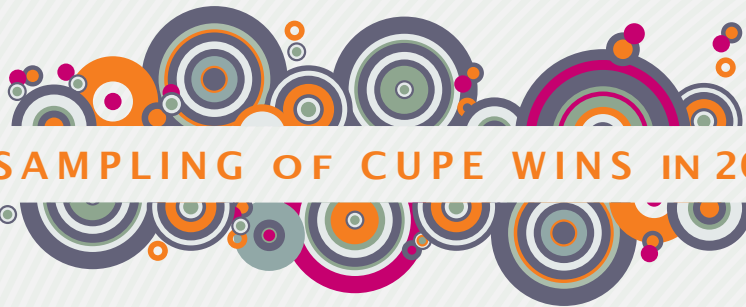
- In December 2008, the Ontario Auditor General issued a scathing report on the Brampton hospital P3, finding that it lacked transparency in how costs and risks were calculated. The report also found that the

hospital could have been built for \$50 million less using traditional procurement practices, and over \$200 million could have been saved over the 25-year life of the P3 deal.

- CUPE PEI kicked off a successful "Keep our Manors Public" coalition campaign that included radio ads, meetings with the premier and other government officials, and an e-mail campaign connecting voters with their member of the legislative assembly. As a result, the government has decided to scrap its plans to privatize new nursing homes.
- HEU members fought cuts and privatization in seniors' care throughout B.C. On Vancouver Island, HEU members launched a high-profile community campaign that succeeded in delaying plans to close Cowichan Lodge, a public long-term care facility in Duncan.
- A Saskatoon public school board proposal to build a P3 school in the city – the first in the province – could be destined for the trash bin thanks, in part, to the hard work of CUPE 8443. The Saskatchewan government, originally a proponent of P3 schools, admitted in November that these types of schools may not be the best fit for the province. ●







A SAMPLING OF CUPE WINS IN 2008

BRITISH COLUMBIA

- Pay equity won for Greater Victoria Library workers
- Leisure centre staff became members of CUPE
- Private control of sewage treatment resisted
- Port Moody solid waste and collection services contracted in
- First Local Aboriginal Council created at University of Northern BC
- 20 members and one staff successful in local elections
- First Western Library Workers Conference held
- Creating respectful workplaces conference
- Supreme Court ruling means millions for hospital workers

ALBERTA

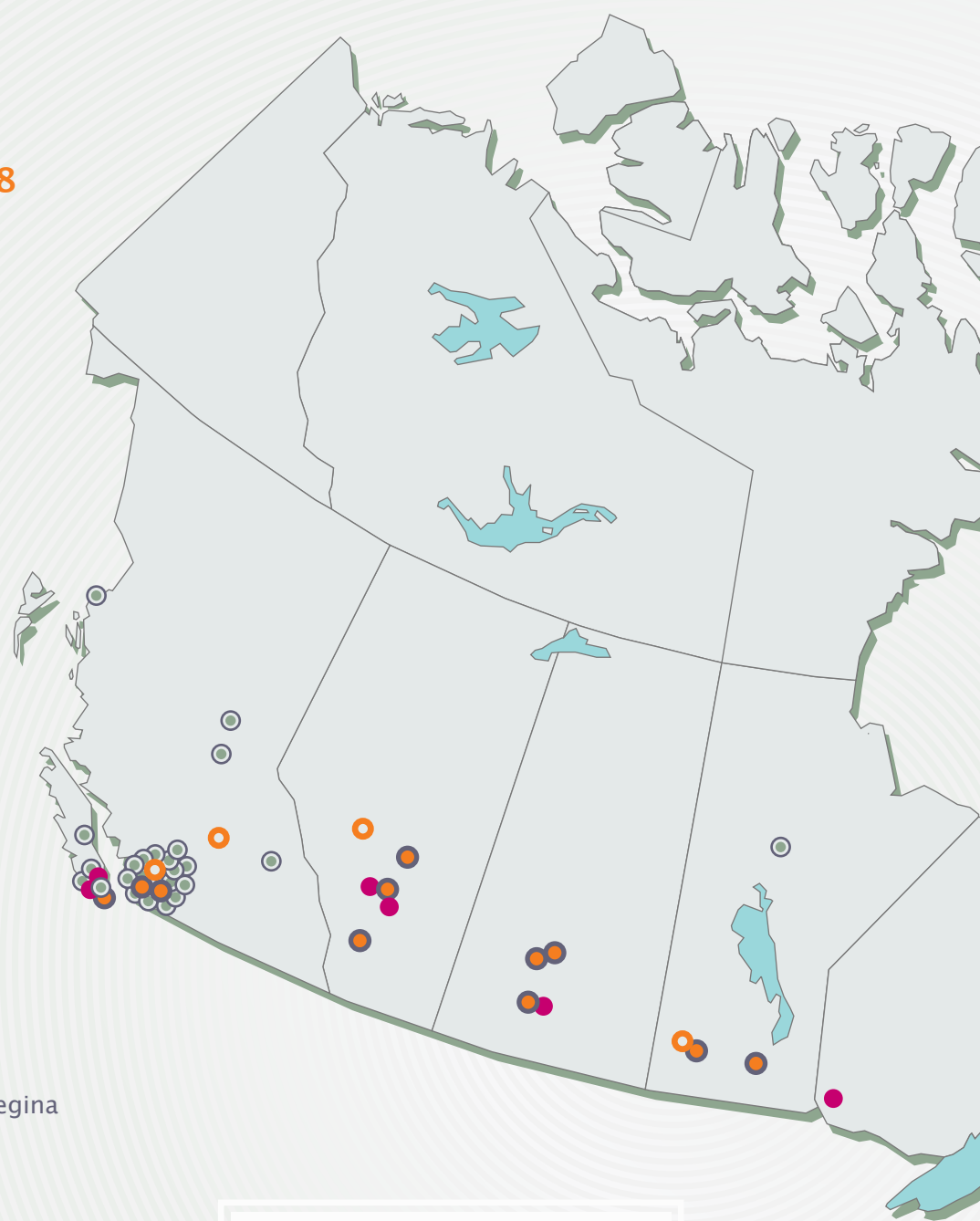
- Staff at the Red Deer Museum joined CUPE
- Workers at St. Albert RCMP detachment joined CUPE
- Privatization of wastewater treatment plant in Edmonton fought
- Calgary municipal call centre contracted in
- Edmonton campaign kept new recreation centre public
- Study debunking myth that P3s save money commissioned

SASKATCHEWAN

- Settlement achieved at University of Saskatchewan and University of Regina
- Closure of Regina's outdoor pools and indoor ice arenas fought
- CUPE 3012 bargained a green audit of their workplace

MANITOBA

- Personal care workers in private facilities made gains
- Health care support workers joined CUPE
- Global Justice Committee raised funds for Ugandans affected by HIV/AIDS
- First annual Solidarity Conference held



- Bargaining
- Campaigns
- Political action
- Union development



ONTARIO

- 50,000 school board workers ratified coordinated bargaining agreements
- Workers at City of Kawartha Lakes won strike
- Pay equity won for Toronto Public Library workers
- Scathing auditor’s report on Brampton P3 hospital
- Paramedics in Windsor–Essex region joined CUPE
- Kids and Company child care centre workers gained WSIB coverage
- Windsor–Essex rally denounced age discrimination at school board
- “Rock for Public Services” concerts built support for public services

QUEBEC

- Historic labour dispute at *Journal de Québec* won
- Wage discrimination at Université de Montréal resolved
- Outside workers in Baie-d’Urfé signed first contract
- 50,000+ people attended rally to defend public health care
- Myths about blue collar work debunked
- Quebec City outside workers shown essential to 400th anniversary celebrations

NEW BRUNSWICK

- Pay equity won for Council of Hospital Unions
- Pay equity won at New Brunswick Liquor Board
- P3 summit a huge success
- Labour issues and privatization influenced local elections

NOVA SCOTIA

- Strong P3 fightback campaign launched
- Eleven CUPE members and retirees successful in local elections

PRINCE EDWARD ISLAND

- Government scrapped plans to privatize new nursing homes
- First CUPE PEI Human Rights Conference held

NEWFOUNDLAND AND LABRADOR

- Four–year agreement negotiated with provincial government
- 10th National Health and Safety Conference held
- Bottled water no longer on tap at city hall



SNAPSHOT OF THE ORGANIZING AND REGIONAL SERVICES DEPARTMENT

Organizing and Regional Services (O&RS) is the common thread that runs through the fabric of CUPE. The O&RS department coordinates and provides support for bargaining and initiates organizing drives for new members.

In close collaboration with CUPE's Education Department, training of future staff representatives continues to be a key activity for the department. Over the past year we have recruited and trained member organizers in several regions, and developed a three-day member organizing training module.

Our locals asked for and we delivered an e-version of the bargaining binder for the long-

term care sector in Ontario as a model first-contract. As our employers continue to merge and change hands, so too has bargaining become more complex. The O&RS department developed a week-long service representative-specific program on bargaining which includes one-half day on benefits and one-half day on costing.

The face of CUPE is changing and the O&RS department has improved equality training and resources by adding one-half day of training on equality, and updating the bargaining equality binder.

Some other activities that the Organizing and Regional Services Department provides:

- We support regions in undertaking mapping initiatives that guide their organizing discussions.
- We deploy member organizers to assist in recruitment, retention and rebuilding of local unions working with staff and activists.
- We develop and execute plans to increase recruitment of O&RS staff representatives from equality-seeking groups from within our membership.
- We are responsible for staff recruitment, and developing and implementing activist training programs – including the Trainee Representative Orientation program. ●

DID YOU KNOW?

Marking a long and distinguished history of standing up for civic workers, CUPE 70 (City of Lethbridge, Alberta) celebrated 85 years as a union in 2008.



DID YOU KNOW?

Selected by United Way staff, National Representative Wally Skomoroh (Winnipeg Regional Office) was seconded as the "Sponsored Executive" for 15 weeks of the 2008 Winnipeg United Way campaign.

DID YOU KNOW?

Vancouver Public Library Finance Director Eric Smith used CUPE National's library video —created by CUPE 391 member David Philip and his partner Sloan Garrett for the CUPE booth at the Canadian Library Association's annual conference—in his budget presentation to City Hall.

DID YOU KNOW?

Significant donations from CUPE National were made to the Workers Arts and Heritage Centre (\$100,000), CoDevelopment Canada (\$100,000) and Oxfam Canada (\$83,240) in 2008.



Political Action: TAKIN' IT TO THE STREETS

CUPE members are highly experienced campaigners, whether taking to the streets in many communities, building common cause with other unions and community groups, developing strategic lobby campaigns targeted at elected representatives, or creating unique ways to draw attention to unfair situations.

Some workplace issues cannot be resolved at the bargaining table. In these cases, CUPE members put together more public campaigns to protect members' rights and jobs:

- In mid-June, Air Canada announced layoffs for November 1st, affecting 187 flight attendants at CUPE 4090 in Halifax, 144 at

CUPE 4093 in Winnipeg and 300 at CUPE 4094 in Vancouver, and flight attendant base closures in Halifax and Winnipeg. Members pushed back vigorously with a massive campaign, generating support from Jack Layton and the Premiers of Manitoba and Nova Scotia. On October 30, the Manitoba Government initiated court action seeking a declaration that closing the Winnipeg base is a breach of the federal *Air Canada Public Participation Act*.

- CUPE Saskatchewan organized a massive membership-based campaign against the Saskatchewan Party government's essential services legislation and changes to the *Trade Union Act*. The campaign included face-to-

face meetings with Saskatchewan MLAs, paid media and the creation of a campaign website.

- Without a contract since 2003, emergency medical responders (EMRs) from Urgences-santé used street theatre to draw public attention. Getting out of a panel truck dressed in prisoners' uniforms with chains on their ankles, a half dozen members of CUPE 3642 presented 35 applications for jobs as emergency 911 dispatchers at Montreal City Hall. During the December provincial election, three leaders from the same local followed Jean Charest's campaign tour in a bus draped in banners highlighting respect for EMRs in Montreal.

DID YOU KNOW?

Of 2,336 CUPE locals, there are 41 CUPE locals in Newfoundland and Labrador, 122 in Nova Scotia, 16 in Prince Edward Island, 181 in New Brunswick, 478 in Quebec, 689 in Ontario, 103 in Manitoba, 123 in Saskatchewan, 107 in Alberta, 168 in British Columbia, 13 in the Airline Division, as well as the B.C. Hospital Employees' Union, a service division of CUPE National.



As the largest union in Canada, CUPE recognizes its responsibility to lend support to workers in other sectors and the importance of extending its network of allies.

- CUPE National has been a major supporter of the unionized manufacturing sector, participating in the General Motors blockade in Oshawa, offering solidarity at the CEP and CAW conventions, and adopting resolutions at the NEB.
- CUPE National supported the CEP Petro-Canada boycott, which resulted in a settlement in December, ending a 13-month lockout.
- CUPE National President Paul Moist fired a blistering shot at the federal government for dragging its heels in contract talks with the Public Service Alliance of Canada during a downtown Ottawa rally of about 3,000 people on June 19.
- At CUPE National's well-attended booth at the Federation of Canadian Municipalities meeting in May, issues of significance to cities, towns and villages – such as P3s, TILMA, and the importance of green communities – were discussed.
- CUPE and its library members made a significant contribution to the 63rd annual Canadian Library Association meeting in Vancouver. The much-visited CUPE booth allowed members to share their experiences, and a new video about library work was screened at the conference.

After collective bargaining, we know that one of the most direct ways to influence government laws, policies and regulations is through participation in the political process itself.

- Many CUPE members were active at the riding level across the country during the October federal election, and significant effort was contributed to the New Democratic Party by CUPE National. CUPE Quebec, working through the Quebec Federation of Labour, endorsed the Bloc Québécois.
- CUPE BC organized a well-attended Political Action Conference in June. In two provincial by-elections and the federal election, CUPE BC's member-to-member campaign involved phoning thousands of members across the province. More than half of the candidates endorsed by CUPE locals in elections for municipal councils, boards of education and regional districts were elected, and close to two-thirds of the CUPE members running for office – 20 CUPE BC members and one staff member – were successful.
- With a lot of hard work, and support from CUPE locals, 11 of the 21 CUPE members and retirees that ran in the October municipal and school board elections in Nova Scotia were successful.
- CUPE NB was successful in making important issues a factor in the May municipal elections. In Saint John, CUPE 18 (city workers) campaigned against the City's threat to privatize water treatment, convincing City Council to walk away from a possible P3 treatment plant. In Sackville, CUPE 118 members and local activists formed a coalition to defeat the mayor and councillors who supported privatization. A labour-friendly mayor and several councillors were elected. ©







Union education: LEARNING TOGETHER, MEMBER TO MEMBER

CUPE National's Department of Union Development is a central component in CUPE's efforts to educate and train its membership. Union Development supports the implementation of CUPE National's strategic directions by paying particular attention to activist and staff training initiatives related to privatization, pensions, benefits, health and safety, and equality rights. Key activities included:

- Offered workshop on public private partnerships, and new educational materials about P3s.
- Delivered dozens of workshops on the duty to accommodate, harassment and bullying.
- Prepared and presented day-long sessions on diversity and equality, an Aboriginal Representation Seminar, a nine-hour version of the workshop on Creating Racial Justice, and a two-day special education event for members with disabilities.

- Worked with the CUPE National Aboriginal Council to develop separate and distinct workshops and educational material on Aboriginal issues, worked with the Equality Branch to prepare workshops for the upcoming Women's Bargaining Conference, and began to develop CUPE materials and workshops on the rights of workers with disabilities.
- Trained selected staff and member facilitators in the delivery of the nine-hour "Introduction to Pensions" course.
- Began to offer "live" or "real-time" workshops over the Internet.

To be most effective, CUPE activists need opportunities to exchange views, learn from experts, and recharge their passion. In addition to Union Development courses, CUPE conferences provide many such opportunities.

- The National Pensions Conference attracted

pension trustees and other pension practitioners to Ottawa in May to discuss the growing concern that pension funds are being invested in P3 privatization schemes and other insecure investments in unstable, under-regulated and increasingly complex financial markets.

- About 150 library workers from Canada's four western provinces gathered in Burnaby, B.C. October 2-4 for the first CUPE Western Library Workers Conference. In addition to pay equity and occupational health and safety issues, workshops and plenary sessions also focused on the multi-generational workforce, and the implications of rapidly advancing technology.
- In June, about 109 delegates and 15 staff, including locals from Saskatchewan, Manitoba, Alberta and B.C. participated in the Western Municipal Employees Conference. Workshop sessions





DID YOU KNOW?

Arlette Alcock, an award-winning Métis songwriter and performer and a member of CUPE 15 at Emily Carr, performed for the CUPE BC Aboriginal Working Group at their December meeting.



included alcohol and drug issues in the workplace, local union succession planning, parliamentary procedure and challenging privatization.

- In February, CUPE Alberta hosted a Union Agreement Conference with panel presentations on wages and the boom, discussions on recent Supreme Court decisions, Aboriginal issues within Alberta, bargaining priorities, and workshops on a range of topics.
- About 70 CUPE members attended the first annual CUPE Manitoba Solidarity Conference in November. Delegates

grappled with how the union could fight privatization, strengthen strategic bargaining and mobilize the membership.

- More than 60 CUPE members and allies took part in CUPE PEI's first Human Rights Conference that examined issues such as bullying in the workplace, and discrimination based on sexual orientation, disability, race or religion.

That more workers are being injured, made sick, and killed on the job in Canada now than when CUPE started the National Day of Mourning for injured and killed workers 24 years ago highlights the importance

of education and training in all aspects of occupational health and safety.

- A record number of occupational health and safety activists participated in CUPE's 10th National Health and Safety Conference in St. John's. Delegates heard leading OH&S speakers from Canada and the United States, exchanged information, and developed strategies to improve workers' health and safety.
- A new joint task group, negotiated at the provincial discussion table for Ontario school boards, is charged with examining workplace violence in schools.



- CUPE 1196 and the York Region Board of Education in Ontario are using a new protocol that includes training for both the employer and the union when an accident occurs and requires accommodation on return to work.

Keeping current on environmental changes affecting workers, and researching issues of importance to CUPE members is a responsibility that CUPE National's Research Branch, working with Divisions, takes seriously. Some issues addressed in 2008:

- A report prepared by CUPE National clearly demonstrates that proposed tax

reforms in New Brunswick will harm – not help – the province. For a majority of New Brunswickers – 60 per cent of the lowest and middle income households – these reforms represent a combined burden of higher taxes and reduced services and deprive the government of well over \$150 million of annual revenue.

- CUPE conducted an in-depth report on systemic, unrecognized and often unpaid work of education assistants (EAs) in B.C.'s public school system. Of more than 10,000 EAs in the province – 90 per cent of whom are women – about 40 per cent participated in this landmark survey.

- CUPE Alberta commissioned a study called "Doing the Math" by economist Hugh McKenzie that debunks the myth that P3s save money.
- A majority of Canadians who responded to a Nanos Research poll conducted for CUPE National in May said they trust their municipal government more than a private corporation for all types of public services. As well, 73.7 per cent of Canadians said that they believe municipalities should provide and operate public services on a not-for-profit basis over for-profit corporations providing and operating municipal services. ●





BARGAINING, CAMPAIGNING AND EDUCATION MAKE US STRONG

CUPE members understand that Canada and the world are currently in an economic crisis. It is during these turbulent economic times that the equalizing role of social programs and public services becomes critical. Economists have advised that a stimulus package is needed by way of public investment. CUPE continues to urge governments to invest in public services as a way to provide much needed services to the public and maintain decent paying jobs in our communities.

Since its founding in 1963, CUPE has been a strong advocate of services that are publicly funded, owned, operated and delivered, and of social programs that create a safety net for our citizens.

Firm in our conviction that privatization is not the solution to Canada's increasingly stretched services and aging infrastructure, CUPE has increasingly focused its fight on preventing

privatization, responding to government and corporate policies that promote public private partnerships, and stopping contracting out.

We work to halt privatization in many ways: collective bargaining, member and community mobilization, lobbying and political action, and membership and community education.

Over the next year we will conduct an in-depth poll of Canadians to test their views on P3s and develop effective messages to counter the assault on public services.

We will pursue our winning strategies of organizing the unorganized, developing coordinated sectoral bargaining, building relationships member-to-member as educators and activists, influencing public policy making and taking political action at all levels of government and in our communities.

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Michael Hurley *Ontario*

Wyman MacKinnon *Northern Ontario*

Tracey Beastall *Manitoba*

Tom Graham *Saskatchewan*

D'Arcy Lanovaz *Alberta*

Mark Hancock *British Columbia*

Fred Muzin *British Columbia*

DIVERSITY VICE-PRESIDENTS

Brian Barron

Yolanda McClean





CUPE National and HEU share space in the new, environmentally designed Courtenay/Comox office.



With its Gold LEED designation, CUPE's new national headquarters is the greenest building in Ottawa.



Together In The Struggle

