



CUPE CELEBRATES

YEAR IN REVIEW 2007

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# “OUR SOLIDARITY, OUR STRENGTH, OUR FUTURE”



The theme of CUPE’S 23rd national convention, held in Toronto in October 2007, reflects the work of our union now and in the future. As the National Officers of the Canadian Union of Public Employees, we think it is important to celebrate the tremendous wins – large and small – that resulted from the solidarity and strength of members, staff and leadership of Canada’s largest union in 2007. This issue of *CUPE Celebrates* does just that.

CUPE membership rose to well beyond 570,000 members in 2007, thanks to energetic organizing drives in most sectors. CUPE members continued to coordinate bargaining on a sector by sector basis. Political action raised public awareness about the onslaught of competitive bidding in the Ontario home care sector and succeeded at electing progressive members to city councils, school boards and legislatures across the country. A major piece of legislation – one that hurt thousands of health care and social services workers in British Columbia – was successfully challenged in Canada’s Supreme Court.

On the pension front in Nova Scotia, on the pay equity front in British Columbia and Quebec, on the community action front in Alberta, and on many trade fronts, CUPE leaders and members stood strong among labour and community coalitions. Attempts at trade deals with names like TILMA, Atlantica and the Security and Prosperity Partnership were challenged, reminding politicians that people will stand up for social and economic justice. CUPE broke a major media story on the incursion of big box child care into Canada. Like many other privatization stories your union has broken over the years, this story has slowed down the pace of privatization.

Our Aboriginal sisters and brothers were exceptionally proud to welcome Buffy Sainte-Marie to the national convention stage; these members have made tremendous strides within our membership and leadership in recent years. So, too, have growing numbers of members of colour and members with disabilities made themselves seen, heard and accounted for.

Women in CUPE rose to the challenge, stating a compelling case for needed changes in our union. In the end, the wisdom of one sister from PEI – Donald MacDonal – will be remembered for saying, as she accepted the Grace Hartman Award, “There really is no power greater than the union. And it is especially true in the lives of women.”

The wins highlighted in this year’s report are the tip of the iceberg. The thousands of wins that happened on the ground, at bargaining tables, in work places and in communities are your wins. They are what keeps this union growing and strong.



**Paul Moist**  
National President



**Claude Généreux**  
National Secretary-Treasurer

# HEALTH CARE



## DID YOU KNOW?

CUPE is 570,000 members strong; more than 1 in 60 Canadians is a CUPE member. Collectively, CUPE members earned \$20 billion in wages in 2007.

Health care locals comprise the largest sector in CUPE, with more than 170,000 members across the country. They have resisted obstacles and used bargaining, creativity and the courts to win some exceptional battles in 2007:

- ◆ CUPE joined a coalition of seven health care unions to fight Premier Rodney McDonald's plans to take away the right to strike from some 32,000 health care workers in Nova Scotia.
- ◆ After almost two years of negotiations, CUPE 4848 became the Paramedics sole union in New Brunswick.
- ◆ The Quebec Superior Court overturned Bill

30, protecting freedom of association for health care workers in Quebec.

- ◆ CUPE 1974 in Kingston, Ontario, led the fight to ensure adequate funding in Local Health Integration Networks (LHINs) without cuts to community health services.
- ◆ The community coalition formed to fight the Nipissing Hospital laundry closure in North Bay, Ontario supported the members of CUPE 4384 whose jobs could be moved down the road or lost.
- ◆ In December 2007, CUPE 715 (Sunshine Lodge, in Drumheller, Alberta) was successful in negotiating the Nursing

Home and Industry Related Pension Plan for its members.

- ◆ With a great campaign and unprecedented public support, an HEU local saved 160 health care jobs threatened by private contract flipping in Nanaimo, B.C.

CUPE health care and social services members shared an important victory on June 8, 2007 when the Supreme Court of Canada declared key sections of the B.C. government's Bill 29 to be unconstitutional. The court's landmark decision struck down key sections of the contract-busting legislation and extended the freedom of association provision of the *Charter* to include the right to free collective bargaining.



## ENVIRONMENT



### DID YOU KNOW?

CUPE is responding to the environmental challenge, and working with members to ensure that we are part of the solution.

- The NEB has resolved to take a leadership role on climate change in the workplace, community and globally.
- Green initiatives are central to the Strategic Directions document, passed at the 2007 convention.
- Over 21,000 copies of three new climate change fact sheets were distributed to members across the country.
- 10,000 copies of the new *Healthy, Clean and GREEN: A Workers' Action Guide to a Greener Workplace* were distributed in 2007.

### DID YOU KNOW?

A cornerstone of CUPE National's environmental efforts is the new Stan Little Building in Ottawa, which we moved into at the end of November. It is one of the greenest buildings in Canada, recognized among the top in Leadership in Energy and Environmental Design (LEED), and by the Canada Green Building Council. As a result of using the LEED approach, CUPE will be reducing energy consumption by 49% and water consumption by 43%.

### DID YOU KNOW?

The tiny community of Daniel's Harbour shot into national prominence last year when images of homes and buildings sliding down cliffs and into the ocean were aired on national TV networks. The CUPE Newfoundland and Labrador convention responded, raising \$7,460, and CUPE National matched the relief effort.

## SOCIAL SERVICES



More than 50,000 CUPE members work in the social services sector in Canada – primarily in Ontario and Quebec. Hundreds of deservedly celebratory actions occur in this sector every day, often unnoticed.

CUPE held its first national social services meeting in Ottawa in November. CUPE sector leaders, well-known social justice activist Françoise David and work-life balance guru Linda Duxbury offered their insights, after which the 150 participants shared information and strategies related to wages, benefits, workload, violence and pensions.

One sub-jurisdiction with much activity was child care:

- ♦ CUPE and the Code Blue for Child Care coalition mobilized to stop the spread of multinational big box child care through federal, provincial and municipal action.
- ♦ CUPE 4745 gained three more centres in the Halifax Regional Municipality, for a total of about 150 Early Childhood Educators.
- ♦ CUPE 4823 successfully negotiated a first contract on behalf of 140 members in Toronto and Ottawa with private Kids and Company. During bargaining, workers at a third location in Ajax voted to join CUPE.
- ♦ Six members of CUPE 2348, working at the Nor'West Early Learning and Child Care Centre in Winnipeg, were thrilled

to negotiate a precedent-setting pension plan.

Other sector highlights:

- ♦ CUPE 1287 in Niagara successfully convinced city council to say “no” to an Ontario government initiative for the P3 delivery of social assistance employment programs.
- ♦ Cheshire Homes in Regina had to be forced to apply new provincial funding to the intended wage and benefit improvements. It took 43 days of walking a bitterly cold picket line to achieve a fair contract settlement, but CUPE 3207 members say it was worth it.

## DID YOU KNOW?

CUPE members won some large pay equity victories in 2007:

- \$630 million in the health and education sectors in Quebec.
- City of Hamilton workers (CUPE 5167) achieved \$12 million in wage increases.
- After a concerted and very creative public relations campaign, CUPE 23 negotiated a historic pay equity agreement, setting a goal for all library workers in B.C.

## DID YOU KNOW?

The National Women's Task Force conducted the largest consultation with members in CUPE's history, including:

- 196 face-to-face meetings with more than 2,300 members in 121 communities.
- 4,788 members' surveys, 298 locals' surveys, and feedback from all provincial division conventions.
- Distribution of over 25,000 copies of CUPE's women's poster.

## DID YOU KNOW?

CUPE 2111 (Misericordia Hospital, AB) increased union participation by exploring members' racial and cultural heritage in "celebrating our differences" events at general membership meetings.

## DID YOU KNOW?

CUPE National supported the Assembly of First Nations' National Day of Action, calling on the Harper government to honour agreements and adopt the UN Declaration on the Rights of Indigenous Peoples. CUPE members joined rallies in Ottawa, Toronto and other communities across Canada on June 29.



EQUALITY

## DID YOU KNOW?

The Halifax Water Commission tried to force CUPE 227 and 1431 members to give up bonuses and salary increases to pay for a pension plan the employer had failed to fund properly. Thanks to support for strike action, member mobilization and engaging a legal consultant, this major pension concession was removed from the table, a fair wage settlement was agreed to, and the Locals were able to celebrate a long and hard fought victory.

## JUNIOR KINDERGARTEN – GRADE 12



CUPE represents over 100,000 members working in Canada's public school system, including more than 65% of support staff in several provinces, and more than 55% nationally. School support staff make major contributions to extra curricular activities and community events, and are often essential to school security.

### Sector highlights:

- ◆ CUPE members in the health and education sectors on P.E.I. successfully negotiated a change to defined-benefit pension plans.
- ◆ CUPE 2745 reached an agreement for over 3,000 school and District Office support staff across New Brunswick.

- ◆ CUPE 218 members involved in a major strike at the Durham Public School Board were supported by a huge rally at Queen's Park in Toronto in the spring.
- ◆ A study by CUPE Ontario and the sector's Ontario School Boards Coordinating Committee underlined the need for 6,000 more education assistants.
- ◆ Activities of the Ontario Fair Funding Coalition led to a late-year commitment by the provincial government to convene discussions to consider common-issues negotiations in the sector.
- ◆ CUPE B.C. convinced the British Columbia Public Schools Employers Association

that staff for a new pre-kindergarten program rightfully belonged in the bargaining unit. Arbitrator Jim Dorsey made a consent award, setting a template for other districts in the province to follow.

- ◆ Thanks to a successful round of negotiations, funding for training has been allocated to all school districts, and CUPE B.C. expects to support 80 apprentices within the sector in various trades.
- ◆ CUPE 2403 (Peace River Regional District, B.C.) bargained historic gains for casual workers: better access to health benefits, and improved wages and other conditions of work.



Most of CUPE's 54,000 members in the post-secondary sector work in Canadian universities; the others work in colleges. With work responsibilities ranging from student support to clerical tasks to campus security, these members are the backbone of campus life.

CUPE members at a number of Canadian universities were forced to strike for fair treatment in 2007:

- ◆ Despite punitive measures proposed by Carleton University for strike activity, CUPE 2424 members held firm, buoyed by student and community support.
- ◆ A four-week strike by part-time warehouse workers (CUPE 3261) won a better offer from University of Toronto Press.
- ◆ University of Manitoba sessional lecturers (CUPE 3909) secured a degree of job security with the

inclusion of the right of first refusal for courses they have taught.

- ◆ Despite the coercive tactics of the newly elected SaskParty government, a month-long strike at the University of Saskatchewan and the University of Regina demonstrated solidarity and community support, and galvanized the 2,400 members of CUPE 1975 and 1975-01.

CUPE members across Canada supported the Canadian Federation of Students' Day of Action to Reduce Tuition Fees on February 7, 2007. A sea of pink CUPE scarves blanketed the rally at Queen's Park.

On June 5th, more than 1,000 employees at the University of Quebec at Montreal (CUPE 1294) held a rally to announce that students and workers should not have to pay for the costs of a financial crisis brought on by public private partnerships in real estate.

## POST-SECONDARY

### DID YOU KNOW?

In 2007, CUPE National's Union Development Department delivered:

- More than 1,000 workshops to 20,000 local union activists.
- Individual and group training to more than 500 CUPE employees.
- New courses in pensions, women's leadership, evaluating benefits, public private partnerships, financial officer training, bullying in the workplace and creating racial justice.

## MEDIA



More than 6,000 CUPE members work in telecommunications and media – newspapers, radio, television, cablevision and telephone – all in Quebec. Their grit and determination are admired by CUPE members everywhere.

On April 24th, unionized employees at the *Journal de Québec* reacted to the lockout imposed by Quebecor/Sun Media two days earlier by publishing *MédiaMatinQuébec*, Quebec City's first free daily newspaper. They have distributed almost 7 million copies of their own "job action" newspaper

to Quebec City news lovers hungry for news but unwilling to support the vicious anti-worker tactics of Quebecor. Other CUPE locals, CUPE National and other unions have pledged financial support for their sisters and brothers at the *Journal*. Quebecor/Sun Media has repeatedly gone to court to cease publication of *MédiaMatinQuébec*, to no avail. Instead, CUPE has forced Quebecor to defend its use of scabs at the *Journal* in front of the Quebec Labour Relations Board. By year's end, the 252 CUPE members have been on the line for eight months and counting.

In December, the Canadian Radio-television Telecommunications Commission (CRTC) held hearings into the effects of media amalgamation and concentration of ownership. CUPE Quebec communications sector council President Jean Chabot, CUPE 1450 President Denis Bolduc and CUPE National researcher Lisa Djevahirdjian illustrated the perils of convergence, showing how Quebecor/Sun Media used content from other markets and media to fill the pages of the *Journal de Québec*. Quebecor was found guilty by the CRTC of sharing news stories between different newsrooms.

## DID YOU KNOW?

The draft Strategic Directions 2007–2009 document was debated over four days on the floor of convention, with members proposing changes that were integrated into the final document and approved on the last day of the convention. The discussions underlined the importance of fighting privatization – for our members and our communities.

## DID YOU KNOW?

Convention 2007 was one of the largest ever: 2,054 delegates, including 40% first-time delegates and 52% sisters.

# CONVENTION 2007



## DID YOU KNOW?

Convention delegates took in an inspiring speech and performance by Buffy Sainte-Marie, expressions of support by trade union leaders and politicians, sign-language interpretation from the wheelchair accessible floor of the convention, and a diverse cultural program throughout convention week.

## A SAMPLING OF CUPE WINS in 2007

### BC

Supreme Court of Canada protects right to free collective bargaining  
 Arbitrator rules workers in pre-kindergarten program in bargaining unit  
 Historic gains for school casual workers  
 Significant retirement benefit gains in small municipality  
 Historic pay equity agreement for library workers  
 School workers join CUPE  
 First collective agreement for child care workers  
 Cleaners join CUPE at Simon Fraser University  
 CUPE members commended for Flood Watch efforts

### AB

Engaging members through “celebrating our differences” events  
 Long-term care workers win pension benefits  
 Good first agreement with Town of Blackfalds  
 Union solidarity wins good settlements for Extendicare locals  
 Enmax brings call centre work back in-house

### SK

Regina public library workers win pay equity adjustments  
 Broad support for university workers’ strike  
 Group home workers’ strike wins fair settlement

### MB

New municipal 311 service stays public  
 Groundbreaking pension plan negotiated at a child care centre  
 Arbitration award protects sick leave benefits  
 Labour Board includes 100 new members at Manitoba Hydro  
 Sessional lecturers win right of first refusal



Note: Our many wins are represented by these faces of CUPE members.



**ON**

First contract at Bob Rumball Association for the Deaf  
Ontario government backs down on blanket support for P3 hospitals  
First agreement for child care workers  
CUPE support for locked-out hotel workers costs employer  
Child care workers join CUPE  
Hamilton municipal workers win big pay equity settlement  
Family home visitors win significant pay equity award  
Niagara City Council says no to P3 program delivery

**QC**

Water and sewage systems kept public  
Superior Court protects freedom of association  
Municipal employees in Terrebonne pick CUPE  
Hôpital chinois de Montréal workers win big  
Long municipal housing strike leads to first contract  
“Disguised lock-out” claim won by Laval outside workers  
Big pay equity win in health and education sectors  
More pay equity adjustments won at Laval University

**NB**

CUPE paramedics local grows to nearly 700 members  
CUPE spearheads campaign to keep Saint John water public

**NS**

New sewage treatment plant stays public  
CanJet employees settle good first agreement  
Three more child care centres choose CUPE  
Cape Breton Housing workers choose CUPE  
Health & safety legislation addresses workplace violence

**PE**

Health and education sector workers gain defined-benefit pension plans

**NL**

Municipal workers bargain pollution-free environment  
30 positions become year-round at Housing Corporation

# MUNICIPAL



Municipal locals are the second largest sector in CUPE, with 120,000 members. CUPE members who deliver these services are, in many cases, the heart and soul of their community.

The fight against P3s and privatization, with their negative impact on communities, continued to be CUPE's focal point in this sector.

- ◆ A lobbying campaign by CUPE 18 and a coalition of concerned citizens has begun in Saint John, New Brunswick, to prevent the city from going to the private sector for the construction of two water filtration plants.
- ◆ Water management in Westmount, Quebec has once again become public after the failure of a public private partnership. The

City credited the collaboration of CUPE 301 members in negotiating a three-year agreement, and estimated that the move would save taxpayers about \$200,000 per year.

- ◆ The Cities of Sudbury, Peterborough and Toronto have also brought privatized contracts back into the public sector.

Over 140 delegates from Manitoba, Saskatchewan, Alberta and BC – as well as guests from Ontario – shared strategies at the 11th annual CUPE Western Municipal Conference in Winnipeg in June. The delegates passed an emergency resolution pledging full support to the 12,000 CUPE members in B.C.'s Lower Mainland who were battling concessions in municipal negotiations.

It was a very busy year for B.C. municipal

workers, who:

- ◆ Achieved significant coordination of Lower Mainland locals in the 2007 round of bargaining.
- ◆ Mobilized support for a Vancouver Public Library strike (CUPE 391) through creative *cantastoria* – Italian song story – performances about workers who build and make strong communities.
- ◆ Used “clean, green and affordable” cookies and censored bus ads – creations of the CUPE-supported Greater Victoria Water Watch Coalition – to ensure sewage treatment remains public.
- ◆ Protected communities from Smithers to Delta to the Fraser Valley from inundation during unusually high spring floods.

## DID YOU KNOW?

In January 2007, CUPE 500 (City of Winnipeg workers) embarked on a nine-month campaign to have a new 311 municipal contact centre operated by its membership. Our members were successful in retaining this very important public service.



## DID YOU KNOW?

CUPE's municipal sector in Quebec marked Communities Day on October 5 by distributing 100,000 leaflets and 5,000 posters to all CUPE municipal locals.





# POLITICAL ACTION



## DID YOU KNOW?

Jacqueline Barkhouse, recently elected to the Halifax Regional Municipal Council, says CUPE education contributed greatly to her success.

## DID YOU KNOW?

After serving more than 14 years on the executive of the Quebec Federation of Labour, including ten years as President, Henri Massé is retiring. Before becoming such a well-known public figure in Quebec, our esteemed colleague dedicated his entire career to CUPE, serving as a National representative and then as Quebec's Regional Director.

## DID YOU KNOW?

CUPE members were active in provincial, municipal and school board elections across the country:

- Political action conferences, organized by CUPE, were offered for the first time in Prince Edward Island in February and in Nova Scotia in November.
- CUPE, the largest affiliate in the Quebec Federation of Labour, participated in a labour campaign in the March 2007 Quebec election, including endorsing the Parti Québécois.
- Eleven CUPE members served as NDP candidates in the October 10th Ontario provincial election. As well, CUPE Ontario's election campaign bus took the theme "Putting People First" out on the road, and a radio campaign urged support for a fair funding formula in education.
- The Manitoba provincial election in May re-elected an NDP government for an unprecedented third term, including Marilyn Brick (CUPE 500) who was re-elected, and Sharon Blady (CUPE 3909), who ran and won in a Tory stronghold.
- Former CUPE staffer Andy Iwanchuk was re-elected as an NDP MLA in Saskatoon-Fairview in the November Saskatchewan provincial election.
- CUPE 30, 37 and 38 in Alberta participated in a cost-shared campaign with CUPE National to elect labour-friendly municipal councillors and school board trustees in November. Seven CUPE members were elected.

## DID YOU KNOW?

The Harper Conservative government met with U.S. and Mexican officials at Montebello, Quebec, in August to continue negotiations under the Security and Prosperity Partnership (SPP) in great secrecy, putting guaranteed access to Canadian water and energy resources on the table. CUPE, other unions and fair trade activists from Canada, the U.S. and Mexico met in Montreal at the same time to talk about energy, the environment and security. Meanwhile, at the demonstrations outside the Montebello meeting, CEP President Dave Coles, filmmaker Paul Manly and CUPE National's own Sébastien Goulet proved that Quebec police had sent agents provocateurs undercover to disturb the peaceful protests.

## DID YOU KNOW?

The Harper Conservatives are heavily promoting the Trade, Investment and Labour Mobility Agreement (TILMA) and other pan-Canadian investor rights treaties. Coalitions of CUPE members, other unions and other concerned community groups in the Atlantic region, Quebec, Ontario, Saskatchewan, B.C. and the Yukon have had considerable success organizing against TILMA, and its eastern counterpart, Atlantica. The premiers' meeting in Moncton in August was the site of one such protest; the secret negotiations on TILMA and Atlantica were exposed in a 24-hour candlelight vigil organized by the New Brunswick Federation of Labour and attended by CUPE and other union members.



## TRANSPORTATION & ENERGY



### TRANSPORTATION

Airlines, city buses, rapid transit and school buses are all part of the network of transportation services covered by CUPE certifications, which forms a small but vital part of the CUPE membership.

- ◆ The Airline Division has vigorously fought attacks on flight attendant health and safety – dubbing the employers' new Safety Management Systems as “Selling-out My Safety” – initiating necessary legislative changes, court challenges and aggressive political lobbying.
- ◆ CUPE 4044 has achieved a very good first agreement for CanJet workers based in Halifax, N.S.

### ENERGY

CUPE energy workers are on the front lines, providing public hydro services to millions of people, while fighting for sound environmental solutions and energy conservation.

- ◆ The Harper Conservatives and their business allies are facing pressure from CUPE, other unions and environmental groups for attempting to privatize the electrical energy sector by selling Atomic Energy Canada Ltd. under the SPP trade deal and forming partnerships with Aboriginal groups to develop privately owned generating capacity on Aboriginal lands.
- ◆ CUPE locals at Hydro-Québec have led the fight to keep emerging sources of greener energy – such as wind power – in public

hands, working in coalitions and with the help of a campaign cost shared with CUPE National.

- ◆ Through a cost-shared campaign between CUPE 1 and CUPE National, with support from other CUPE locals and some other unions, the Ontario Electricity Coalition was able to draw considerable attention to keeping power public during the Ontario provincial election.
- ◆ On November 22nd, Enmax (the City of Calgary's own energy company) advised that it is cancelling its contract with Accenture, and bringing their call centre work back in-house for CUPE 38 members. The reason: there were no savings with the contracting out.

## DID YOU KNOW?

After a successful campaign waged by four unions – CUPE, NSGEU, NSTU and NSNU – the Nova Scotia government implemented changes to the Occupational Health and Safety Act covering violence in the workplace. Employers must now conduct safety audits of their workplaces, and provide training to employees to help prevent violence.

# HEALTH & SAFETY

## DID YOU KNOW?

CUPE 2099 and the City of Mount Pearl, NL, negotiated a joint objective to promote a pollution free-environment at work and in the community.



## DID YOU KNOW?

As part of the April 28 Day of Mourning events across Canada, CUPE National's Health & Safety Committee members in Ottawa, Ontario honoured the 1,100 workers who died between 1826 and 1832 while building the Rideau Canal under brutal conditions.

# GLOBAL JUSTICE



## DID YOU KNOW?

CUPE's National Global Justice Fund supports projects such as a community radio network in Guatemala, a women's organizing workshop in South Africa, a legal rights project in Nicaragua and a solidarity exchange program in Cuba. Watch for CUPE's annual international report on global justice activities.

## DID YOU KNOW?

Five CUPE members and staff, including National Secretary-Treasurer Claude Généreux, attended the 100th anniversary world congress of Public Services International in Vienna, Austria, September 24-28, 2007. They joined more than 1,500 delegates and guests who discussed how strong public services can meet the big challenges now facing the world.

## DID YOU KNOW?

CUPE hosted its largest number of international guests at the 2007 convention: 15 delegates from Argentina, Brazil, Columbia, Cuba, France, South Africa and the U.K.

## DID YOU KNOW?

On October 17, 2007, International Day for the Eradication of Poverty, more than 2,500 CUPE members and staff from the convention in Toronto joined people across Canada and around the world in a show of global solidarity. Over 43 million people in 110 countries broke the Guinness World Record – set in 2006 at 23.5 million – for the largest number of people to Stand Up Against Poverty in 24 hours. Canada had an impressive showing: 74,000 people standing up at over 500 events.

## DID YOU KNOW?

CUPE National spent \$2.4 million on 87 cost-share projects in 2007.

# BARGAINING

## DID YOU KNOW?

CUPE represents members in over 2,300 locals covered by over 3,200 collective agreements. CUPE National helped locals to draft 335 bylaws in 2007. CUPE National maintains a database of CUPE collective agreements, coded by wage rate and collective agreement provision, called the Collective Agreement Information System (CAIS). To date, nearly 2,900 collective agreements are included.

## DID YOU KNOW?

CUPE members settled 98% of all collective agreements without strike in 2007. Only 17 of 723 contract negotiations resulted in a strike or lockout before achieving collective agreements. CUPE members continue to show their commitment to providing good public services while peacefully negotiating fair wages and decent working conditions.

## DID YOU KNOW?

CUPE National spent \$1.3 million on 60 arbitrations and other legal issues on behalf of CUPE Locals across Canada in 2007.

SOLIDARITY, STRENGTH  
AND ENGAGEMENT



**C**UPE Celebrates: Year in Review 2007 has shed light on CUPE's sectors and the year's many achievements from coast to coast. The members, staff and leaders of CUPE will build on the energy and successes of 2007 as we move ahead.

We will keep up the fight against public private partnerships and privatization in every sector, certain that this campaign will mean better services in communities, better jobs as CUPE members, and financial savings that can be used to provide other needed public services across the country. By continuing to engage and lead coalitions with community members, environmental and social justice activists and other unions, we will be campaigning to ensure universal access to public services is maintained, fighting harmful trade deals,

and protecting the environment.

Key issues important to particular sectors will continue to get the attention they deserve from CUPE locals, Divisions and CUPE National. We will contest international "open skies" agreements that threaten the safety of passengers and members, support negotiations for pension plans in the many small social services bargaining units without such coverage, and conduct research to develop an energy policy that integrates environmental concerns.

CUPE National will expand coordinated bargaining efforts, providing education, research and other supports as needed in the various sectors and sub-jurisdictions. The experiences of health care workers in Nova Scotia, school board workers in Ontario,

municipal workers in B.C.'s Lower Mainland and others have shown us the promise of coordinated bargaining, and we intend to help more members achieve more gains.

The Strategic Directions Program for 2007–2009, passed at our biennial convention in Toronto in October 2007, gave CUPE National a clear mandate. We are focused on a fightback campaign against privatization, contracting out and bad trade deals, increasing bargaining power and equality, meeting global green targets and building global solidarity.

At CUPE, our solidarity truly is our strength, and our future beckons. We thank each and every one of you for your membership and support; you truly are the heart and soul of CUPE.

CUPE'S 2007-2009  
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Cranbrook, B.C.

**DID YOU KNOW?**

In addition to CUPE's new environmentally friendly national office in Ottawa, CUPE has been developing greener office spaces in other parts of Canada. The Cranbrook, B.C., and Moncton, N.B. offices were architecturally designed to promote sustainability, and the Cornwall, Ontario, office is being upgraded using sustainable materials, practices and operating principles.



Moncton, N.B.



The green Stan Little Building,  
CUPE's new national headquarters in Ottawa.