



CUPE CELEBRATES

YEAR IN REVIEW 2010





TABLE OF CONTENTS

Introduction	1
Political Action	2
CUPE National Office	9
CUPE Nationwide	10
Strengthening Community Ties	12
Building Solidarity, Making Gains	16
Looking Forward	20
CUPE National Executive Board	21

CUPE Celebrates is published by the Canadian Union of Public Employees, 1375 St. Laurent Blvd., Ottawa, ON, K1G 0Z7.

©CUPE2011

This report is also available at CUPE.ca/cupecelebrates

Union printed on 25% post-consumer chlorine-free recycled paper, certified by the Forest Stewardship Council.



Photo credits: Wanita Bates p.13; Joshua Berson p.20; Mary-Ellen Bertram p.1; Normand Binette p.6; Murray Bush p.15, 16 and 20; Glenna Casavechia p.14; Michel Chartrand p.2, 3 and 6; CUPE 375 p.18; CUPE 389 p.12; Pierre Ducasse p.4; Hospital Employees' Union front cover, inside front cover, p.8; Trudy Janssens p.14, and 16; Don Jedic front cover, p.15 and 19; Jimmy Jeong back cover, p.6, 16, 20 and 21; Dennis Magee p.20; Harminder Magon p.4 and 5; Liam Martin p.18; Marilyn Mikkelsen p.14, 15, 16 and 21; PSI p.4; Keith Reynolds p.8; Ricky Romer p.12; Danielle Savoie inside front cover, p.5 and 15; Beth Smillie p.7; Dave Smiley p.13; John Swansburg p.14; Janet Szliske front cover and p.12; Roy Trim front cover, p.2 and 13.

ISSN 1916-503X



CUPE CELEBRATES

That buzzing you hear? It's the sound of more than 600,000 CUPE members, working together, pollinating their communities with ideas and activities that promote the flowering of better, more secure living standards, working conditions and retirements.

These are uncertain and challenging times. But in 2010, CUPE members everywhere rose to meet those challenges in defence of their own collective agreements and the services that are so important to our communities. CUPE members used their labour, like in Port Alberni where volunteers installed sewer and water pipes for the athletic hall. They used their voices, to debate the merits of public over private to save NB Power, Toronto Hydro and other valued public assets.

Members united to withstand efforts by governments in Prince Edward Island, Quebec and Ontario to make public sector workers pay the cost of the global recession. We are prepared for tough bargaining but we will never willingly accept legislation that restricts our right to negotiate freely. In 2010, that message got through.

At the national level, we were able to organize regional and local leaders to meet with legislators across the country to lobby for one of the biggest public policy improvements that we have had the potential to achieve in decades – strengthening the benefits that Canadians receive through the Canada and Québec Pension Plans.

2010 was also a year of innovation, where locals involved in municipal election campaigns tried some new tactics. In Winnipeg, CUPE 500 in coalition with community organizations fighting the city's plan to contract wastewater to multinational Veolia held a "virtual" town hall, where almost 25,000 people listened to a telephone debate on the issue. Meanwhile, Ottawa city workers decided to educate municipal candidates with a P3 breakfast forum attended by more than 30 people in the running for mayor and councillor.

In Quebec City, the fight against privatizing garbage collection followed the tried-and-true. Our outside workers buzzed through the streets to distribute 100,000 flyers warning about the dangers of privatization.

The CUPE buzz reverberated widely through social media in 2010 as our presence there continues to grow. You can follow "cupenat" on Twitter or become a friend of "Canadian Union of Public Employees" on Facebook.

Finally, in 2010, our union recognized some of the hardest-working bees in all of our hives – our shop stewards. In the "Year of the Steward", we not only developed a new steward training program but saw more than 200 steward courses or workshops offered to local activists. Overall, almost 12,000 CUPE members took a union education course or workshop.



If there's one thing we learned in 2010, it's that the CUPE buzz just gets stronger when the challenges we face continue to mount. The activity reflected in this annual report will continue to grow from coast to coast to coast, through our more than 600,000 members in over 2,400 local unions, through our almost 900 staff in 68 offices across the country. Our union is strong, united and working for our communities.

Paul Moist
Paul Moist
National President

Claude Gagnéux
Claude Gagnéux
National Secretary-Treasurer

POLITICAL ACTION



Economic uncertainty was the backdrop to 2010. The landscape for workers has changed as we endured one of the most persistent and difficult global recessions since the 1930s, one that has left workers vulnerable to higher unemployment, lower wages, and concession demands around pensions. Meanwhile, as families and communities face these challenges, governments are preparing to cut public services to pay for the cost of the economic downturn.

CUPE's goals for 2010 emphasized defending collective bargaining and protecting public services. When we stand up to defend our jobs and our collective agreements, we're standing up for the public services that Canadians need – especially during a recession.

In taking action, we focused on keeping the union strong from the local level up and declared 2010 as the “Year of the Steward” to recognize and support the critical role shop stewards play in building a strong union and healthy workplaces.

We continued to oppose privatization in all of its forms – from large-scale public-private partnerships (P3s) to contracting out. CUPE members made great progress over the past year fighting P3s.

Over the past year, CUPE hosted union and public events on residential long-term care across the country. Participants included union members, seniors, health coalition activists, elected officials and others concerned about the state of residential long-term care in Canada. We talked about the serious quality and access problems in this sector, their origins, and solutions.

CUPE has taken a leadership role in the Canadian Labour Congress campaign for adequate retirement incomes for all Canadians, meeting with politicians and government officials across Canada. More than 11 million Canadian workers – including some 30 per cent of CUPE members have no workplace pension. Doubling Canada Pension Plan (CPP) benefits and increasing pension benefits for our poorest seniors is the way to ensure a secure retirement future for all Canadians. It is an important fight that we will take into 2011.

Ensuring economic security is an important part of our work. Addressing equity issues and finding solutions is another important part of the work we do. In June 2010, CUPE's National Executive Board (NEB) unanimously approved the new Code of Conduct, a document aimed at ensuring CUPE events are welcoming and safe for all members. The code enhances the rights and obligations outlined in the CUPE National Constitution, the Equality Statement and applicable human rights legislation. It also provides a process for dealing with





complaints of inappropriate behaviour. It will be applied at all events organized by CUPE National.

“Back to Batoche Days” has been an annual event of the Métis since the mid to late 1880s. Following many successful meetings with the Saskatchewan Métis Nation, CUPE working alongside our Aboriginal committee, signed a partnership agreement with the Métis Nation. This agreement was signed at the “Back to Batoche Days” event in Saskatchewan. CUPE is committed to being the model of unions being inclusive of Aboriginal members.

Worker to worker, CUPE’s world knows no borders. When a devastating earthquake shook Haiti, CUPE immediately pledged \$100,000 in emergency relief aid and other provincial divisions also contributed. CUPE is also committed to providing real support for Haitian unions on the ground, including our sister union, the Confederation of Public

and Private Sector workers (CTSP). We have taken a leadership role in the international working group on Haiti set up by Public Services International (PSI) – the global umbrella organization for the world’s public sector workers. CUPE, with the support of other PSI affiliates in Canada, will work with CTSP to rebuild the union office in 2011.

Standing up for workers’ rights, coast to coast

Working with national staff and financially supported by the national executive board CUPE locals and regions had many successes. In 2010, CUPE NL became the first division to ensure equal gender representation on its executive board. Convention delegates passed a constitutional amendment to ensure that if a male is elected president then the vice-president shall be female.

It also stipulates that at least one of three executive officers shall be female.

CUPE NS continues to speak out against public-private partnerships – and its determination and efforts are paying off. In a February 2010 report, the province’s auditor general slammed the use of public money to fund P3 schools, stating there was no way of knowing whether services paid for by the province were received. He also said that the department of education was failing its duty to taxpayers and the very students it purported to serve.

CUPE NS and its coalition partner *Turn on the Tap and Ditch the Bottle* scored a major victory when the provincial government committed to banning the sale of bottled water at provincial facilities. Nova Scotia is the first province to take the lead on this important environmental issue.

“Back to Batoche Days” has been an annual event of the Métis since the 1880s.



In March, CUPE PEI organized its first wage summit to mobilize members to fight back collectively against a wave of wage freeze policies and for the right to free collective bargaining. The summit was, in part, an answer to PEI Premier Robert Ghiz’s announced two-year wage freeze for MLAs and senior civil servants. Members at the summit prepared for upcoming challenges at the negotiating table and discussed how to protect their right to freely and collectively bargain their contracts.

In New Brunswick, hospital workers from CUPE 1252 engaged in a provincewide campaign titled “The Time has Come” to encourage cooperation from the provincial government to help resolve pension issues. Well before the economic crisis, CUPE 1252 launched discussions with the provincial government to rebuild its pension fund. For more than two years the government has been dragging its heels on this issue. The local is continuing lobbying efforts with the newly elected provincial government.

From pensions to public power, New Brunswickers heard from CUPE. After months of public uproar, in March the provincial government succumbed to pressure and backed off the plan to sell the publicly owned NB Power, a move that would have cost New Brunswick dearly. CUPE NB’s campaign “Don’t Sell NB Power” was a success. Members participated in large numbers at events

organized to oppose the sale of their Crown corporation. CUPE helped create a coalition of labour and community groups to stop the sale of their public asset. The campaign strengthened our ties to community groups and promoted public ownership of our natural resources.

In Ontario, a similar fight was brewing at Toronto Hydro. CUPE 1, Toronto Hydro workers helped reenergize the Ontario Electricity Coalition, a broad-based organization of union, community, and environmental groups. The coalition successfully lobbied members of Toronto City Council, who passed a motion reaffirming their commitment to keep Toronto Hydro a publicly owned utility. CUPE 1 also trained many member activists, who became involved with the municipal election campaign in the fall by attending meetings and debates and canvassing neighbourhoods.

Meanwhile, municipal workers and city officials in Peterborough, worked together to keep the city’s solid waste collection public. The city had commissioned a consultant’s report on public works that recommended extensive restructuring and outsourcing. CUPE 504 worked with CUPE’s economist to review the report, analyze costing models, and provide evidence on comparative costs before meeting city officials. Together both sides worked hard to identify areas where real cost efficiencies could be achieved. The end result has



Three Montreal ads below make the point that a fragmented Montreal makes no sense and only hurts the city.

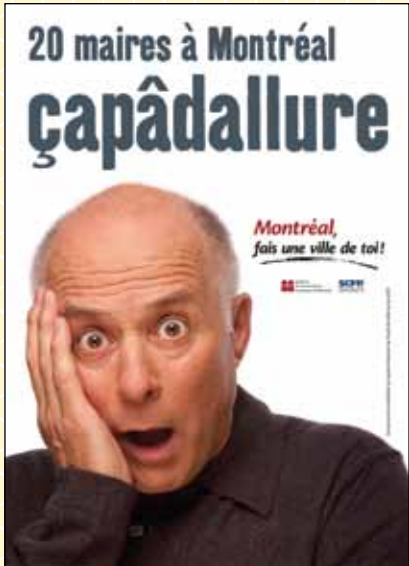
been excellent value for money, improved service quality and a positive relationship between the city and its workers.

Across the province, health care and community social service workers took action to protect services and oppose cuts and privatization. In Kingston, a food fight heated up as CUPE 1974 hospital workers launched a campaign to prevent Kingston General Hospital from contracting out their in-house food service to Compass Group, a British multinational that manufactures TV dinner-style meals in a Toronto-area factory. CUPE 1974 mobilized with other community groups, producing a television commercial, a website, and organizing

a rally to make the case that local food is better for patients.

In Quebec, the campaign to oppose the privatization of household garbage collection took to the airwaves with a biting radio ad campaign. Quebec City outside workers, CUPE 1638, also distributed 100,000 flyers to inform local residents about the dangers of awarding garbage collection to private businesses. This campaign was a media success.

Thousands of inside workers in Montreal had enough of the fragmentation of local governments in Quebec's largest city. In April, CUPE 429 launched a broad publicity campaign entitled "Montréal,





fais une ville de toi!” (“Montreal, pull yourself together!”). Two different radio ads were broadcast in the Montreal region over several weeks, while 500 Montreal city buses displayed three different posters. In the second phase of the campaign the posters appeared in the subway, on billboards and as newspaper ads. Hundreds of thousands of flyers were also distributed to city residents. The third phase of the campaign was a petition demanding changes to the city’s charter.

CUPE Manitoba supported over 1,500 social services and child care workers, many of whom are underpaid and receive meagre or no benefits, by launching the RESPECT campaign. By meeting with cabinet ministers, social agencies and through screenings of its new video, “So Much With So Little: Who Cares for the Caregivers?”, the effort helped increase public support and funding for social services and child care agencies throughout the province.

Winnipeg’s mayor and city council is negotiating behind closed doors a 30-year deal with the French multinational company Veolia to design, construct and partially operate public wastewater treatment facility upgrades. In response, CUPE hosted Manitoba’s first-ever virtual town hall meeting to raise awareness about this deal. Experts from across North America joined activists from Winnipeg on a call that went out to 100,000 Winnipeg households. Of those households, nearly 25,000 decided to stay on the call to learn more about the deal. The virtual town hall meeting was a first for CUPE as well, and proved to be an innovative and effective way to get our message out on an important issue.

Concerned citizens braved an arctic blast in Saskatoon on International Human Rights Day to speak out in support of Abousfian Abdelrazik. In 2003, Abdelrazik, a Canadian, was arrested in Sudan at the request of CSIS, and was subsequently beaten and tortured. Eventually released and cleared of all suspicion, his many attempts to return home to Montreal have been blocked by Canadian officials.

The Harper government is upholding the UN 1267 sanctions against Mr. Abdelrazik, even though he has never been charged with any crime. Both CSIS and the RCMP have publicly stated they have no evidence against him. The 1267 sanctions – which

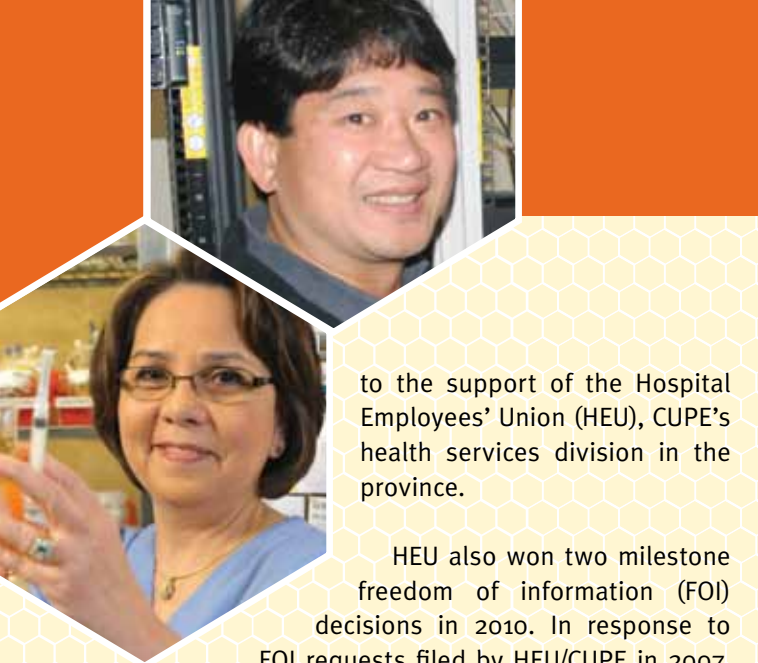
prevent Mr. Abdelrazik from working or having a bank account – are indefinite. Individuals on the 1267 list have no right to a hearing – a blatant violation of the Canadian Charter and international law.

In Regina, CUPE members make up more than two-thirds of 3,900 unionized workers looking to save their Regina Civic Pension Plan – a defined benefit plan fighting for survival because of a serious funding shortfall. Several CUPE locals have engaged in a member-to-member campaign, organizing meetings, writing letters, and holding question and answer sessions to rally support in this ongoing struggle.

Calgary-area long-term care workers collected over 2,600 signed postcards calling on Alberta Premier Ed Stelmach to honour his election promise to build capacity for 600 new long-term care beds. CUPE 8 members gathered signatures and presented them to Alberta’s NDP leader for tabling in the legislature. The local maintains that the lack of beds has led to inappropriate placements that put the health of seniors at risk.

CUPE is a key sponsor of the British Columbia “Living Wage Campaign” to raise awareness on poverty and the cost of living in the province. The campaign to set minimum living wage rates (about \$18 per hour in Vancouver, \$16 in Victoria) gained momentum in local communities thanks





to the support of the Hospital Employees' Union (HEU), CUPE's health services division in the province.

HEU also won two milestone freedom of information (FOI) decisions in 2010. In response to FOI requests filed by HEU/CUPE in 2007, the Office of the Information and Privacy Commissioner (OIPC) issued two separate orders to the province's health authorities forcing the release of full details of privatization contracts for housekeeping, dietary and laundry services. The decisions will shed new light on the cost of unprecedented privatization of health care and other public services in B.C.

Keeping water public was a major theme in British Columbia. CUPE members in B.C. engaged in three hard-won battles to protect their water.

In Metro Vancouver, nine years after community pressure blocked water privatization, the region's new drinking water treatment plant opened in 2010, proudly delivering the very best water in the world. The June 2001 decision to keep the new Seymour Capilano filtration plant public was a major victory in CUPE's nationwide fight against privatization. CUPE organized on the ground to raise awareness, with community allies including the Council of Canadians.



Whistler's upgraded wastewater treatment facility was ready in time for the 2010 Olympics, putting the lie to those who say that the public sector can't build on time and on budget. The publicly operated facility is among the most advanced in Canada. Following an intense local debate and petition process, the community rejected a proposed public-private partnership in 2006. The award-winning system with composting and thermal exchange capacity now provides heating and cooling for a neighbourhood of 2,200 residents.

CUPE's campaign for public sewage treatment in Greater Victoria scored a major victory in the spring. Despite intense pressure from the provincial government, which has a strong privatization agenda, local politicians adopted a plan that will

see most sewage treatment and resource recovery publicly delivered.

From keeping the best water in the world public to defending free collective bargaining, CUPE members in B.C. have been busy. Early in 2010, CUPE BC's Strong Communities campaign kicked into full gear, thanks to the Campbell Liberal government's introduction of Bill 21 (*Ambulance Services Collective Agreement Act*), which imposed new working conditions on B.C.'s 3,500 ambulance paramedics.

All of the campaigns and initiatives described above were supported, developed and funded in partnership with CUPE National.

CUPE NATIONAL OFFICE

DEPARTMENTS

ACTIVITIES

National President's Office

This year, CUPE National President Paul Moist traveled to 27 communities. He attended over 37 CUPE events and 23 other labour-related events as well as many other meetings. The National President's office assists him in carrying out his responsibilities as primary spokesperson for the union, raising CUPE's profile by strengthening relationships and taking the lead in developing policy.

National Secretary-Treasurer's Office

The National Secretary-Treasurer's office handles the planning and day-to-day operation of everything financial and administrative in CUPE. As National Secretary-Treasurer Claude Généreux has ensured that CUPE's finances remain strong despite the economic downturn.

National Services Department

This office coordinates and oversees the work of the communications, equality, legal and research, job evaluation and health and safety branches; and international solidarity, economic analysis and anti-privatization work.

Communications Branch

Provides consultative and strategic advice, as well as hands-on communication support for CUPE's national officers and other branches and, through regional departments, to CUPE Divisions, regions and locals. Advises on cost-share campaigns.

Equality Branch

Advises CUPE National and regional committees on issues related to women, workers of colour, Aboriginal workers, people with disabilities and lesbian, gay, bisexual, transgender and transsexual (LGBTT) members. Helps the committees advise their executive bodies on equality issues and takes action nationally, regionally and locally.

Legal Branch

Provides advice, assistance and legal representation to the national union, CUPE locals, members and staff. Represents local unions and members at arbitration, labour boards and court hearings.

Research, Job Evaluation, Health and Safety Branch

Has the largest research capacity of any union in Canada, providing expert analysis and advice on a wide range of issues facing our members. Provides members with resources to prevent and eliminate workplace hazards.

Organizing and Regional Services Department

Coordinates the organization of new members. Oversees the work of CUPE's national representatives who bargain contracts, and provides services to CUPE locals and members.

Union Development Department

Offers a wide variety of educational workshops to help CUPE members develop the knowledge, skills and confidence to improve our workplaces and our society.

Finance and Administration Department

Oversees CUPE's operating budget, which was \$158 million in 2010. The department also oversees the union's National Defence Fund, which contained \$7.7 million in 2010, and the \$43 million National Strike Fund. Human Resources handles all staff relations, including hiring and relations with staff unions, and the Technology Unit designs and maintains CUPE's national information technology systems.

CUPE NATIONWIDE

British Columbia

- There are almost 125,000 CUPE members in B.C.
- Main sectors: health care, municipalities, K-12 education, libraries, post-secondary, paramedics, social services, transportation and airlines.
- During 2010, 2,470 members participated in 149 courses offered by union development.

Alberta

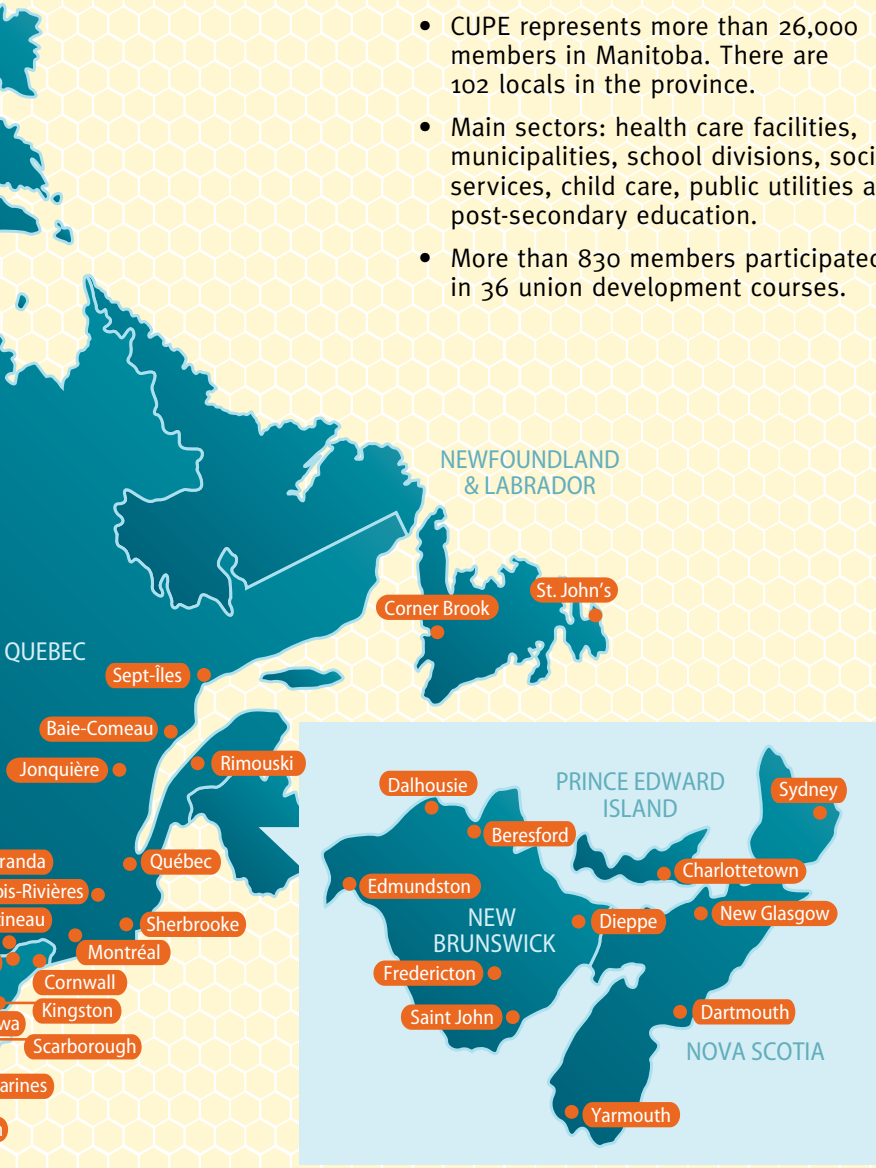
- There are more than 33,000 CUPE members in 106 locals across Alberta.
- Main sectors: municipalities, school divisions, long-term care and airlines.
- Union development delivered 36 courses in 2010 with 405 members participating.

Saskatchewan

- CUPE has 166 collective agreements and more than 28,000 members in Saskatchewan.
- Main sectors: health care, K-12 education, municipalities, universities, libraries and community-based organizations.
- Almost 600 members participated in 43 courses offered by union development in 2010.

• CUPE offices across Canada





Manitoba

- CUPE represents more than 26,000 members in Manitoba. There are 102 locals in the province.
- Main sectors: health care facilities, municipalities, school divisions, social services, child care, public utilities and post-secondary education.
- More than 830 members participated in 36 union development courses.

Ontario

- There are more than 240,000 members across almost 700 locals in Ontario.
- Main sectors: health care, municipalities, school boards, universities, social services and airlines.
- In 2010, union development taught 266 courses to more than 3,600 participants.

Nova Scotia

- Nova Scotia has close to 18,000 CUPE members. There are 122 locals in the province.
- Main sectors: school boards, health: long-term, community and acute care, highways, universities, municipalities, social services and child care.
- In 2010, union development taught 53 courses to 780 participants.

Quebec

- Quebec has over 109,000 CUPE members in 739 bargaining units.
- Main sectors: municipalities, health care and social services, energy, universities, education, communications, public transit, public corporations and agencies, mixed sectors and airlines.
- There were 204 courses delivered to 2,938 participants in 2010.

Prince Edward Island

- There are more than 2,400 members in 34 bargaining units on Prince Edward Island.
- Main sectors: health care, education, municipalities and universities.
- Almost 100 participants took part in eight different courses offered by union development in 2010.

New Brunswick

- CUPE has over 24,000 members across 178 locals in New Brunswick.
- Main sectors: health, education, nursing homes, social services, transportation and municipalities.
- There were 462 participants in 37 courses offered by union development in 2010.

Newfoundland

- CUPE has more than 6,000 members in Newfoundland. There are 44 locals.
- Main sectors: municipalities, health care, school boards, universities, libraries, housing, child care and social services.
- Union development provided 12 courses to more than 100 students in 2010.

STRENGTHENING COMMUNITY TIES



With over 600,000 members nationwide, CUPE is more than a union of public workers; we're active participants in our local communities. From starting up a non-profit group that harnesses the skills of rescue personnel around the globe to raising funds for a local woman's shelter, CUPE members and their locals work to make their communities stronger. Here is a sampling of what our members and locals have been up to in their communities during 2010.

Right across the country, CUPE locals donated money through bursaries and scholarships, to support high school students moving into post-secondary education. Locals in Blairmore, Alberta; Yorkton, Saskatchewan; Selkirk, Manitoba; Port Elgin, Ontario; and countless other places sponsored graduation awards. Many do it every single year. It's just one example of CUPE locals supporting their communities.

From roof top gardens to school zone signage CUPE members strengthen communities

In British Columbia, the workers at Delbrook Community Centre, CUPE 389, composted waste from their small staff kitchen and one public kitchen,

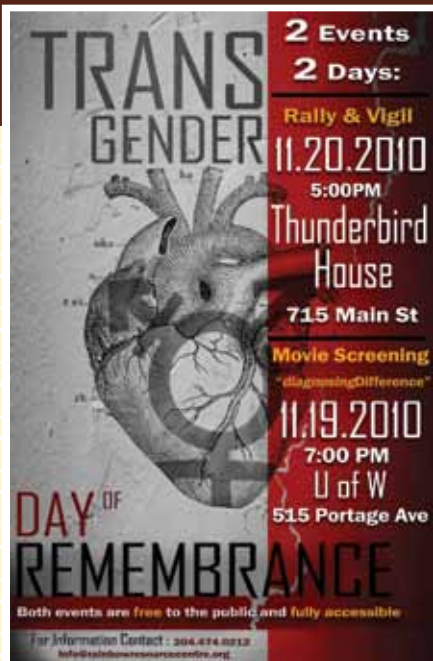
keeping over 450 kilos out of the landfill. They used the compost for a staff garden, which in turn donated over 40 kilos of garden produce to needy individuals in North Vancouver.

Members of CUPE 403 in the town of Langley, sponsored the Fraser Valley lifeguard competition, and presented the CUPE Cup to the winning team. Members agreed it was a great way to connect with the community and to give young people a positive union experience. Thirteen teams competed from across the province.

CUPE 118 municipal workers in Port Alberni, B.C., have a great record of community support. Last season, the local sponsored the Junior A Alberni Valley Bulldogs' first playoff hockey game. This year, members gave 72 hours of volunteer time to help with the infrastructure of sewer and water for the athletic hall. Recently, CUPE 118 donated \$1,000 to Port Alberni's auxiliary coast guard vessel.

For the eighth year in a row, CUPE 290 in Lethbridge, Alberta, has spearheaded an effort to collect warm socks for local charities. Gail Petrie, a retired CUPE member, started the drive, which collected almost 36,000 socks in previous years. The socks are collected by staff, students and parents in three local school districts.

Imagine the surprise of two CUPE 30 City of Edmonton outside workers, when they found themselves at the centre of media frenzy after discov-



ering some pre-historic dinosaur bones. Back in August, Aaron Krywiak and Ryley Paul were jackhammering a tunnel 30 metres below street level in West Edmonton, when Krywiak spotted something shiny. The object turned out to be the 70 million year old tooth of an Albertosaurus dinosaur.

From digging up bones to raising much needed funds, the students and facilitators at the 2010 CUPE Alberta weeklong school did more than learn about grievance handling and political action. Delegates raised over \$1,100 for the Central Alberta Women's Emergency Shelter.

In Winnipeg, CUPE Manitoba's RESPECT campaign helped members of CUPE 2343 at Sage House celebrate the International Transgender Day of Remembrance, November 20. The event raised awareness of the violence experienced by trans-

identified individuals and the obstacles they face. Every year, CUPE Manitoba raises money for pediatric oncology. In 2010, they presented a cheque for \$20,000 and over the past 13 years they have raised over \$100,000 for the child cancer unit.

Angela Connors, volunteer and special events coordinator at Central Neighbourhood House and CUPE 4308 member, received a City of Toronto Aboriginal Affairs Award for her tireless work as an event organizer and her leadership role in the Aboriginal community. Among other things, Connors worked to establish the Reva Jewell Aboriginal Supportive Housing complex that will open in 2011, and has been involved with water issues and the continued impact of mercury poisoning on the Grassy Narrows First Nation. An Ojibway from the Saugeen First Nation Beaver Clan, Connors is a member of the CUPE Ontario Aboriginal Council.

Toronto paramedic and CUPE 416 member Rahul Singh was named one of TIME magazine's 100 most influential people of 2010. Singh founded Global-Medic, a humanitarian relief organization made up of paramedics, police and firefighters who provide rescue and water purification services in disaster situations. Teams have travelled to countries like Iraq and Sri Lanka at the request of the United Nations to train medics, offer assistance, and to provide support for projects like landmine removal.

South of Toronto in Windsor, CUPE 82 and CUPE 543 members pulled together to give back to an



organization that supported them during difficult times. The two locals gave United Way of Windsor-Essex County a cheque for \$38,348 in January. In May, CUPE contributed \$10,000 to Windsor-area food banks.

In Atlantic Canada, CUPE 1860 members at the Newfoundland Housing Corporation partnered with community-based Choices for Youth in its "Train for Trades" program. The community group works with young people who are at risk and have barriers to employment. Local members unanimously endorsed the idea and worked with the youth to provide valuable hands-on work experience.

In Nova Scotia, CUPE's equity vice-president Liz Paris continues to work against racism, just as her distant cousin Viola Desmond did in 1946. Ms. Desmond, who was jailed for refusing to sit in a theatre balcony designated for blacks, was pardoned 64 years later by the Nova Scotia provincial government. It's with that same fighting spirit and



determination that Paris and her family organize the “Run Against Racism” in Pictou County.

Nova Scotia crossing guards from CUPE 4814 are determined to get drivers to slow down and pay attention in school zones. They met with their provincial minister of transportation, raising their concerns and making suggestions to improve safety in school zones. Thanks to their efforts, the province’s new signage program reminds motorists of the heavy fines for speeding in school zones.

Some of our strongest voices in the workplace as well as in our community are those of our shop stewards.

Eric David has been a member of CUPE 336 in Selkirk, Manitoba for nearly 40 years and has served as a shop steward for 15 of those years. Eric can cite numerous rewarding events that have stood out during his years as a steward, but the

one that sticks out most is when he effectively negotiated five contracted out custodial positions back into the bargaining unit. David enjoys sharing what he has learned over the years with younger CUPE members and he encourages them to take the same training he did so that eventually, they too can help their colleagues.

In British Columbia, Pat Taylor says the importance of being a steward is problem-solving to bring value and reason to the job. Taylor once helped a member get an additional week of vacation when the employer hadn’t properly accrued it. In addition to filing a grievance, Taylor researched and looked into payroll to make her case. Another member was coerced into signing an early retirement deal. She couldn’t afford to retire and asked for help. Taylor saw that the member had signed under stress and undue hardship, set up a meeting with human resources, and had the retirement rescinded. That’s why that member still calls Pat her “little angel.”

Wendy Kennedy has been an active shop steward for CUPE 4777 for three years. She works as a food service worker in Pineview Terrace Lodge in Prince Albert. Whether it’s support for a rally to save the 12-hour shifts for the nursing department in her long-term care home, or facing the employer with a grievance on behalf of a member, Wendy can be counted on. Outside of the workplace Wendy is active in her community whether

it be assisting with fundraising or volunteering at local events.

Veteran Serge Mathon, a telecommunications technician with Hydro-Québec (CUPE 957) in Trois-Rivières, has had a full career as a union activist. Hired on major James Bay construction sites in 1977, he sat on a regional health and safety committee and a provincial bargaining committee. On the eve of his retirement, he has served for three years as a union steward. His experience, dedication and skill have contributed greatly on a wide variety of portfolios.

Nikki Sheppard is the chief steward with CUPE 905, Unit 19 – Regional Municipality of York, Ontario. Nikki has worked for the region for 10 years and been a CUPE steward for nine years. In September of this year, she was elected chief steward of her unit. Union activism runs in her family, her mother was a steward and her husband is the chairperson of her unit. Nikki understands that stewarding provides a huge payoff in knowing you’re helping those who frequently think they have no voice. Nikki has also written a handbook – CUPE Union Steward Handbook – for the stewards of CUPE 905. The 20-page manual gives a short history of unions in Canada, a description of the Ontario Labour Relations Board and *Employment Standards Act*, and a guide to the role of stewards.





BUILDING SOLIDARITY, MAKING GAINS



The strength of CUPE rests with our members. Serving our members is at the heart of everything we do, from helping a small local bargain their first collective agreement to supporting striking workers on the picket line. We look at collective bargaining in many ways – we bargain contracts for our members to ensure quality of life, decent wages, dignity in retirement and a safe and healthy workplace. A total of 1,766 locals were at the bargaining table this year. That represents about half of our total agreements.

The National Executive Board (NEB) approved 92 cost-share campaigns in 2010 for a total of \$2,713,780.39, to support CUPE locals and divisions. The NEB also approved 18 strike-averting campaigns, providing \$756,642 in funding to help locals in difficult negotiations. Only six CUPE locals were on the picket line in 2010. The shortest strike lasted just two hours! The longest is a lockout of the Sainte-Anne-de-Madawaska, N.B. municipal employees who have been on the picket line for over six months.

The Organizing and Regional Services Department at CUPE coordinates the sign up of new members. It oversees the work of hundreds of CUPE's national servicing and specialist representatives who provide services to CUPE locals and members. In 2010, CUPE organized 5,941 new members in 82 new bargaining units. In addition CUPE succeeded in winning bargaining rights for 5,000 casual workers in New Brunswick.

CUPE is Canada's largest union with over 2,400 locals and 3,900 collective agreements. The national union understands that defending workers' rights happens during bargaining, raising awareness through campaigns in the workplace, taking to the streets to defend our hard earned gains, and going to court to defend rights that are of a great significance to the union. CUPE's National Executive Board approved 82 requests from locals and divisions for legal assistance in 2010 for a total of \$2,383,743 in financial



assistance from the national union. These represent cases that are of great significance to a local union or sector, including judicial reviews, class action suits, court challenges and human rights tribunals.

Here's a look at some bargaining highlights and organizing gains from across the country.

Workers at the Newfoundland provincial Information and Library Resources Board, CUPE 2329, made a significant advance when the provincial Labour Relations Board ruled that 135 substitute librarians would become members of the bargaining unit. The local now represents over 300 librarians who work in community public libraries throughout the province.

At the bargaining table CUPE NL locals made tremendous gains in 2010. Municipal locals 569 and 2099 both bargained four-year contracts with wage increases of 16 per cent and 17 per cent respectively. Local 569-01 also successfully bargained a new four-year deal with wage increases of 16 per cent.

In Nova Scotia, pensions were at the top of the bargaining list. CUPE 2618 in Kings County was successful bargaining a new contract with access to CUPE's Multi-Sector Pension Plan. These creative, multi-employer pension plans allow smaller groups of workers to better control and enhance their retirement.

Organizing efforts continue in Nova Scotia. CUPE has been successful organizing four nursing homes and one community workshop. Three of the four nursing homes and the community workshop signed their first collective agreement in November.

A key settlement won for 3,500 nursing home workers in the province ensures that they earn wage parity with their acute care colleagues. It took some tough bargaining, but negotiators were able to bring more money to the table to achieve the settlement.

On Prince Edward Island, CUPE is working to become recognized as the bargaining agent for all substitute workers in the education sector. Those substitute workers include educational assistants and youth service workers, teachers, bus drivers, custodians, cleaners and administrative assistants. CUPE is negotiating an agreement with the employer for eight of these groups so that the new members are included in existing locals.

Following three years of working together CUPE 1870 and CUPE 501 at the University of Prince Edward Island, along with IBEW 1432 and the UPEI Faculty Association, finally convinced the UPEI Board of Governors to agree to change the UPEI Pension Plan. The unions had to be doggedly persistent to convince the employer that they had the right to bargain pensions in the first place. This level of cooperation for all union groups on campus was unprecedented.





In New Brunswick, 2010 marked the end of a long fight to obtain the right of association for casual workers. In June, CUPE N.B. welcomed almost 5,000 casuals as new members to our ranks.

The New Brunswick Council of Nursing Home Unions (NBCNHU) scored a major victory when they signed a four-year collective agreement giving their members wage parity with hospital workers who provide similar services in the province. Several provincial locals also ratified new contracts and achieved gains for their members despite the N.B. government wage freeze policy. CUPE 1418 (rehabilitation and therapy), CUPE 1840 (court stenographers), CUPE 1190 (general labour and trades), and CUPE 1253 (the N.B. Council of School District Unions) have all renewed their collective agreements in 2010.

CUPE Quebec also welcomed new members. In September, bus drivers working for the Société de transport de Laval (STL) chose to join CUPE. The results of the vote were definitive, 89 per cent of them voted for CUPE.

Approximately 900 Port of Montreal longshoremen skillfully navigated a lockout imposed on them in July by the Maritime Employers Association. Without a contract since December 2008, the longshoremen—members of CUPE 375—were forced off the job for five days when employers shut down the port. At a meeting on July 23, approximately 700 of them voted unanimously in favour of a return to work protocol. Near the end of September, they voted 94 per cent in favour of the new collective agreement.

CUPE members in Quebec account for about 30,000 members of the Common Front, a group of workers from the public and para-public sectors. In March, more than 75,000 Common Front members held a massive demonstration in favour of a negotiated settlement, rather than a legislated deal. By July, the Common Front signed an agreement in principle with the Quebec government. The agreement was ratified by approximately 95 per cent of CUPE locals.

The blue-collar union of Montreal (Syndicat des cols bleus regroupés), signed a new collective agreement for the city's 5,000 manual workers. The agreement achieved most of what the local was looking for.

In 2010, the majority of our locals in the Quebec university sector put the finishing touches on the process triggered by the *Pay Equity Act*. As a result, thousands of support staff—the majority of whom are women—received hourly wage increases and salary adjustments retroactive to 2001 with legal interest. In addition, CUPE Local 429 finalized the largest pay equity settlement in Quebec's municipal sector, resulting in salary adjustments for close to 4,500 white-collar workers. The pay equity process has also awarded salary adjustments to hundreds of members from other union locals across Quebec. The entire process required an enormous amount of work but, in the end, it marks a major step towards equality.



After a long struggle, CUPE 1750 members at Ontario's Workers Safety Insurance Bureau (WSIB) succeeded in contracting vocational rehabilitation services called Labour Market Reentry (LMR), back into the workplace. The local showed that their members were able to provide more timely services than the private company doing the work.

In a ground-breaking agreement with the Windsor-Essex Catholic District School Board, CUPE 1358-2 ensured a rollout of the new Early Learning Program (ELP). It provides a framework for placement of Early Childhood Educators (ECEs) into the board's existing collective agreement. CUPE in Ontario is working hard to be the union of choice for thousands of ELP workers.

When you are a graduate teaching assistant and you need a union, who are you going to call? For 233 graduate teaching assistants at Laurentian University the answer was CUPE 895 to improve their working and earning conditions.

In Saskatchewan, CUPE met attempts by the Wall government to contract out surgeries to private, for profit companies with a campaign to raise awareness of the ill-effects of privatizing health care. The campaign, titled "Privatization: the wrong direction for patients" produced a TV commercial and a website to promote public solutions to surgical wait times. Combined with an arbitration decision supporting CUPE's position, the campaign was successful in countering many of the

government's claims about cost-savings and wait time improvements.

In June, 100 flight attendants at Canadian North Airline joined CUPE. With bases in Edmonton and Calgary, they had previously negotiated with their employer as an independent association. CUPE will work to ensure they can do their jobs safely and to improve working conditions.

CUPE members win significant contract improvements.

Seven CUPE locals from across Alberta, all representing long-term care employees at Extendicare locations, concluded a long round of collective bargaining, merging each of their collective agreements into one province-wide agreement. The new agreement includes increases in holidays and wage parity with provincial rates for various nursing home classifications. Monetary gains were achieved, with some classifications receiving 26 per cent wage increases over three years.

Members of CUPE 15 at the Vancouver School Board (VSB) reached an agreement that put \$55,000 into the pockets of more than 20 members denied maternity leave top-up. The union successfully argued that 10 month employees on maternity leave should receive wage top-up for the summer months.

CUPE B.C.'s K-12 Presidents' Council has been coordinating bargaining among 55 locals since its

formation in September 2009. The council has developed set of common proposals and launched a website to assist in sector coordination and raising awareness of the work the 26,000 K-12 members do.

Against the backdrop of a provincial wage freeze, privatization and restructuring, the Hospital Employees' Union/CUPE negotiated a two-year contract that delivered targeted wage increases, labour market adjustment provisions and protection of benefits to more than 40,000 B.C. hospital and long-term care workers. A similar agreement was reached covering workers in community health.

More than 2,500 new members have joined the HEU/CUPE over the last two years. Most of the new members work in long-term care. Workers are looking to HEU/CUPE to help them fight for better working and caring conditions in a sector where contracting out and privatization are rampant as a result of B.C. Liberal policies.

LOOKING FORWARD

There is no doubt that CUPE members face some big challenges for 2011. Almost two-thirds of our contracts covering hundreds of thousands of members will be renegotiated during the year. At the bargaining table we will continue to face pressures from employers and governments against the backdrop of a weak economic recovery. And we need to continue to push back against efforts to blame public sector workers for the global economic downturn and make us pay the price for economic conditions caused by the greed of international corporate leaders.

We will debate a range of important issues during upcoming regional and national conventions in 2011 and at the hundreds of local meetings that take place every week. It's in these forums that we will map out our strategies to hold steady or make

gains in negotiations, and work to protect important public services like health care and water.

We'll be building on the groundwork laid last year—and the years before that—in the workplace, at the bargaining table and in our communities.

In 2010, we fought privatization. We worked to dissect trade deals such as the Canadian-European union trade agreement and marshalled opinion against schemes that put our services and resources like public water at risk.

CUPE was at the forefront in the campaign to win improvements in the Canada Pension Plan to help all Canadians have a more secure retirement. And our members stood firm to advocate for health care reform to better meet the needs of Canadians.

From the federal arena to the local shop floor, CUPE will be present defending members in the workplace, bargaining new collective agreements, and offering a host of workshops and courses through our union education program.

Our union work knows no borders. We stand shoulder to shoulder with our sisters and brothers around the world. Our work in Haiti, Burma, South Africa, and Colombia continues and our participation in the important work of Public Services International strengthens our defence of public services here at home.



In 2011, we will continue to press for fair wages for working people. Together, more than 600,000—strong, we will share our struggles and celebrate our victories.



CUPE NATIONAL EXECUTIVE BOARD

National President

Paul Moist

National Secretary-Treasurer

Claude Généreux

General Vice-Presidents

Daniel Légère

Lucie Levasseur

Fred Hahn

Tom Graham

Barry O'Neill

Regional Vice-Presidents

NEWFOUNDLAND & LABRADOR

Wayne Lucas

NOVA SCOTIA

Danny Cavanagh

NEW BRUNSWICK

Sandy Harding

PRINCE EDWARD ISLAND

Milo Murray

QUEBEC

Charles Fleury

Nathalie Stringer

ONTARIO

Michael Hurley

Candace Rennick

NORTHERN ONTARIO

Henri Giroux

MANITOBA

Mike Davidson

SASKATCHEWAN

Judy Henley

ALBERTA

Dennis Mol

BRITISH COLUMBIA

Mark Hancock

Ken Robinson

Diversity Vice-Presidents

Yolanda McClean

Brian Barron



CUPE / *Canadian Union
of Public Employees*

1375, St. Laurent Boulevard
Ottawa, ON K1G 0Z7
613.237.1590
cupe.ca
cupenat

