

Creating a Representative Workforce

An Overview of Partnership Agreements and Equity Plans in CUPE Workplaces in Saskatchewan



Updated: April 2011
CUPE Research
/tlg.cope491

Table of Contents

Introduction.....	2
Changing Demographics in Saskatchewan.....	2
Employment of Aboriginal Working Age People in Saskatchewan.....	4
Income Levels and Poverty Rates of Aboriginal People in Saskatchewan	7
The Representative Workforce Strategy in Saskatchewan	9
Creating Representative Workplaces through Equity Plans	12
Summary	16
APPENDIX “A”	17
APPENDIX “B”	18

Introduction

Saskatchewan's population is changing. We have more people who live in cities than on farms, we have become more diverse, we have an aging non-Aboriginal population and an increasingly younger Aboriginal population.

The changing demographics will have an impact on our workplaces as the baby boomers have begun to retire. The labour market will increasingly depend on a younger Aboriginal population and new immigrants to fill jobs.

CUPE has been in the forefront of finding ways to bring more Aboriginal people into the workforce through the signing of Partnership Agreements, developing culturally specific collective agreement language, forming a CUPE Aboriginal Council to represent Aboriginal workers, and promoting the training and upgrading of Aboriginal workers.

This document provides an overview of the CUPE workplaces in Saskatchewan where Partnership Agreements have been signed and where Equity Plans with the Saskatchewan Human Rights Commission have been implemented.

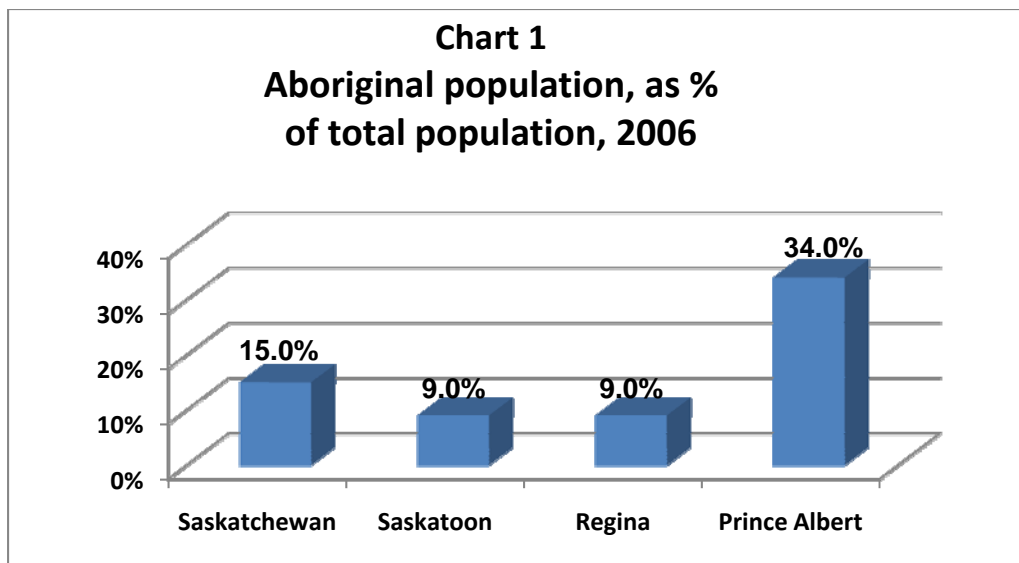
This document also discusses the demographic trends in the Saskatchewan population and labour market, particularly with respect to Aboriginal peoples.

CUPE has played a leadership role on increasing Aboriginal employment in our workplaces. This document provides an overview of our work in this area and challenges us to advance representative workforce strategies so that we can fill the labour gap and create social and economic justice for Aboriginal peoples.

Changing Demographics in Saskatchewan

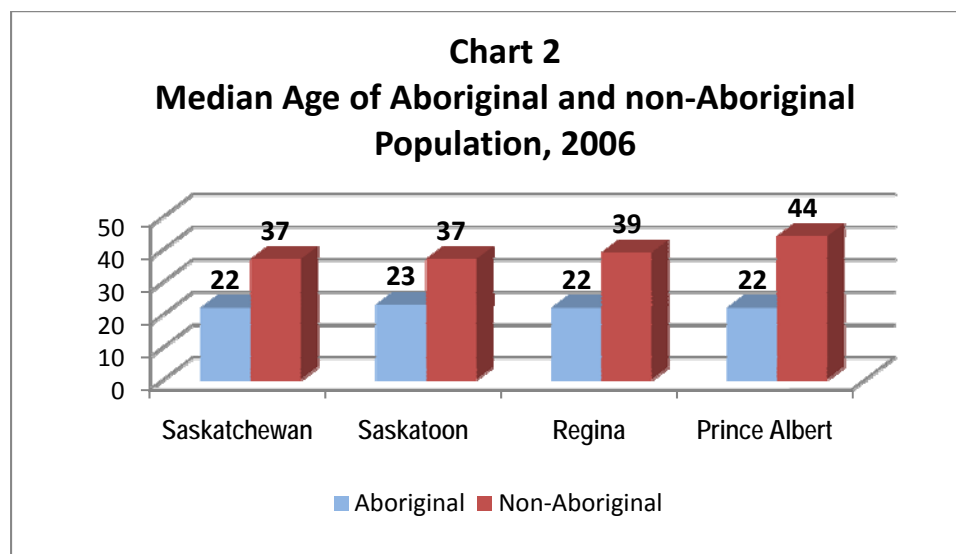
From the 2001 to 2006 Census, the Aboriginal population in Saskatchewan increased by 9 percent while the non-Aboriginal population decreased by 1.1 percent. The Aboriginal population includes all First Nations, Métis and Inuit people.

In 2001, 13 percent of Saskatchewan's population was Aboriginal. By 2006, the Aboriginal population made up 15 percent of the Saskatchewan population (see Chart 1).



Source: Statistics Canada, 2006 Aboriginal Profile

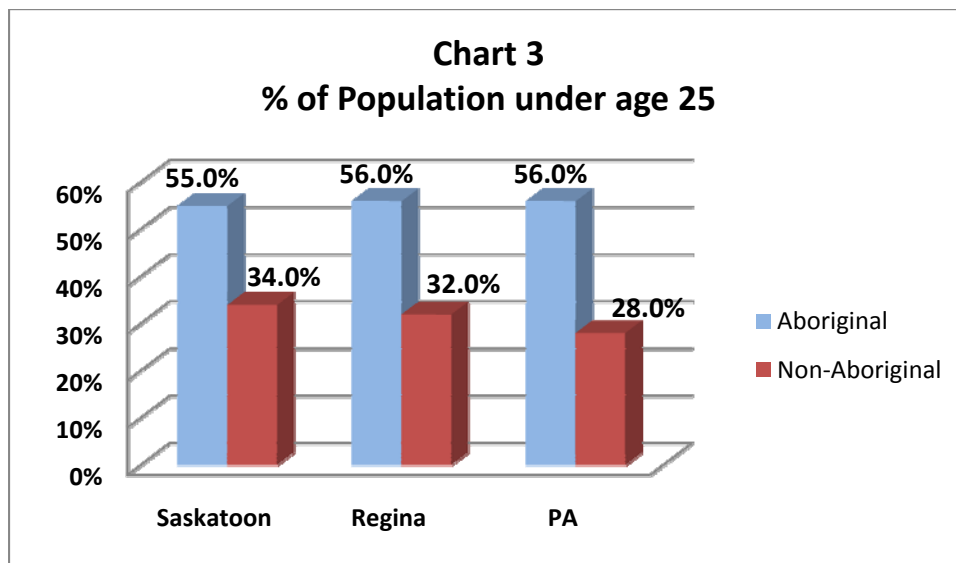
The proportion of Aboriginal people to the total population will continue to grow as the Aboriginal population is younger, on average, than the non-Aboriginal population. In 2006, the median age of Aboriginal people in Saskatchewan was 21.7 years compared to 36.7 years for the rest of the provincial population (see Chart 2 below and Table 1 in Appendix A). The “median age” means that 50 percent of Aboriginal are younger than 21.7 years and 50 percent are older. For non-Aboriginal people, the median age of 36.7 years means that 50 percent are younger and 50 percent older than this.



Source: Statistics Canada, 2006 Aboriginal Profile

The percentage of Aboriginal people in the two largest cities of Saskatoon and Regina are the same: both cities had 9 percent of their residents self-identifying as Aboriginal in 2006. The city of Prince Albert, however, had a much higher rate of Aboriginal people at 34 percent - more than one-third. The Aboriginal population grew the fastest in Prince Albert, increasing by 17 percent from 2001 to 2006 compared to 6 percent and 9 percent growth in Saskatoon and Regina, respectively.

Prince Albert is also the city with the largest gap in median age between Aboriginal and non-Aboriginal people. In 2006, the median age of Aboriginal people was 22 years compared to 44 years for non-Aboriginal people. In other words, the city has a very young Aboriginal population and a much older non-Aboriginal population. As Chart 3 shows, more than one-half of the Aboriginal population in our three largest cities is younger than 25 years of age.



Source: Statistics Canada, 2006 Aboriginal Profile

Employment of Aboriginal Working Age People in Saskatchewan

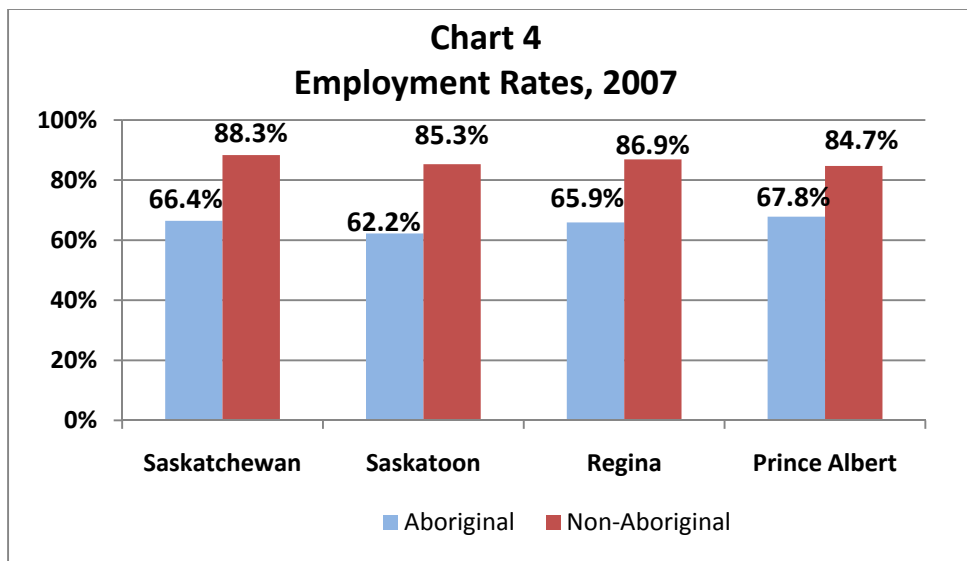
Lower Employment rates

The employment rates of Aboriginal people of working age in Saskatchewan have historically been much lower than employment rates for the rest of the population. The “working age population” is used to describe those aged 25 to 54 years, even though there are people outside that age group who may be in the labour force.¹

In 2007, the Labour Force Survey showed that 66.4 percent of Aboriginal people of working age were actively employed compared to 88.3 percent of non-Aboriginal people in Saskatchewan.

¹ The working age population (25-54 years) is the group studied in the report, *Aboriginal People Living Off-reserve and the Labour Market: Estimates from the Labour Force Survey (2007)*.

The employment rates for First Nations working age people was even lower: only 56.2 percent of First Nations people were employed.



Source: *Aboriginal People Living off-Reserve and the Labour Market*, Statistics Canada, 2008.

Among the provinces, Saskatchewan has the largest gap in the employment rates between Aboriginal and non-Aboriginal working age people – a gap of almost 22 points. The gap between First Nations and non-Aboriginal employment rates is 32 percentage points.

Alberta had the highest employment rate for Aboriginal people of working age at 77.7 percent or 11.3 percentage points higher than Saskatchewan.

The employment rates for Aboriginal youth are even more stark. Only 36.8 percent of First Nations youth in Saskatchewan were employed in 2007. By contrast, the employment rate for non-Aboriginal youth in the same year was 69 percent, almost double the rate for First Nations youth.

The level of formal education achieved has a huge impact on employment rates of Aboriginal people. The employment rate of Aboriginals with some high school or less was only 51.2 percent in 2007. With the completion of high school, Aboriginal employment rates increased to 70.4 percent. Those Aboriginals of working age with a trade certificate or diploma had employment rate of 77.4 percent, and this increased to 80.2 percent for those with a University degree.²

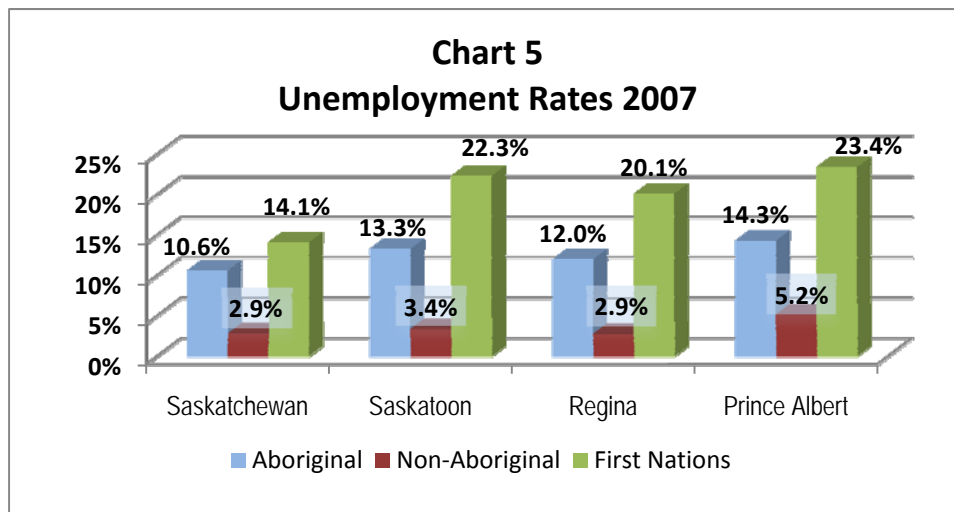
For non-Aboriginal people with some high school or less the employment rate was 65.5 percent, increasing to 80 percent for those with a high school diploma. Those with a trade certificate had

² Dominique Pérusse. *Aboriginal People Living off-Reserve and the Labour Market: Estimates from the Labour Force Survey, 2007*. Statistics Canada. December 2008, p. 16.

an employment rate of 85.7 percent and those with a university degree had an employment rate of 86.5 percent³

High unemployment rates for Aboriginal People

For the last number of years Saskatchewan has had a booming economy and, as a result, a low unemployment rate. Despite the hot labour market, the unemployment rates for Aboriginal people of working age have remained in the double digits. In 2007, non-Aboriginal people aged 25-54 years had an unemployment rate of 2.9 percent. Aboriginal people in the same age group had an unemployment rate of 10.6 percent (see Chart 5). In 2009, this increased to 11 percent.



Source: *Aboriginal People Living off-Reserve and the Labour Market*, Statistics Canada, 2008.

The highest unemployment rate in the province for both groups was in Prince Albert, where non-Aboriginal people had an unemployment rate of 5.2 percent compared to 14.3 percent for Aboriginal people.

When we break down the information for Aboriginal people, we can see that the unemployment rate for First Nations people is even higher than that of all Aboriginal people. Across the province their unemployment rate was 14.1 percent in 2006, and reached a high of 23.4 percent in Prince Albert.

Saskatchewan's Labour Force Needs

A labour force report prepared for the government of Saskatchewan indicates that 171,500 Saskatchewan workers will be retiring in the next two decades. Because there are not enough workers coming behind the retiring baby boomers, Saskatchewan's labour force will need an

³ Ibid.

additional 120,000 workers by the year 2020.⁴ In 2010 Saskatchewan's labour force was 555,800.⁵

Because the Aboriginal population is young and Aboriginal women have a higher fertility rate than non-Aboriginal women, the Aboriginal population is growing more rapidly than the non-Aboriginal population. The report estimates that the Aboriginal population will grow by 1.4% annually, from 140,000 people in 2006, to 170,000 by 2018 and 200,000 by the year 2030.⁶

The Aboriginal population, especially because it is young, will become an important source for the labour force. The report points out that in the last census, the Aboriginal population made up 9.8% of the provincial labour force. With increases in the working age population, and improved participation in the labour force, the report estimates that the Aboriginal labour force could rise to 13.0% by 2025.⁷

The key factor in the projections is that there must be a higher participation rate of Aboriginal people in the labour force. In other words, the percentage of working age Aboriginal people in the labour force must increase above the current 66 percent.

By the year 2030, the report estimates that almost one in four new labour force entrants will be Aboriginal.⁸ The report also projects that the potential immigrant labour force will reach 106,500 workers, or 14.5% of the potential labour force by 2030.⁹

Income Levels and Poverty Rates of Aboriginal People in Saskatchewan

If employment rates of Aboriginal people are low and few are working full-time, full-year, it is not surprising that income levels for Aboriginal people would also be low.

In 2006, the median annual income for Aboriginal people in Saskatchewan was \$13,843. For non-Aboriginal people, it was \$25,234 – almost double the median income of Aboriginal people (see Chart 6 below and Table 3 in Appendix A).

⁴ *The Saskatchewan Labour Force Supply 2008*. A Report prepared for the Saskatchewan Ministry of Advanced Education, Employment and Labour. Sask Trends Monitor. March 2009.

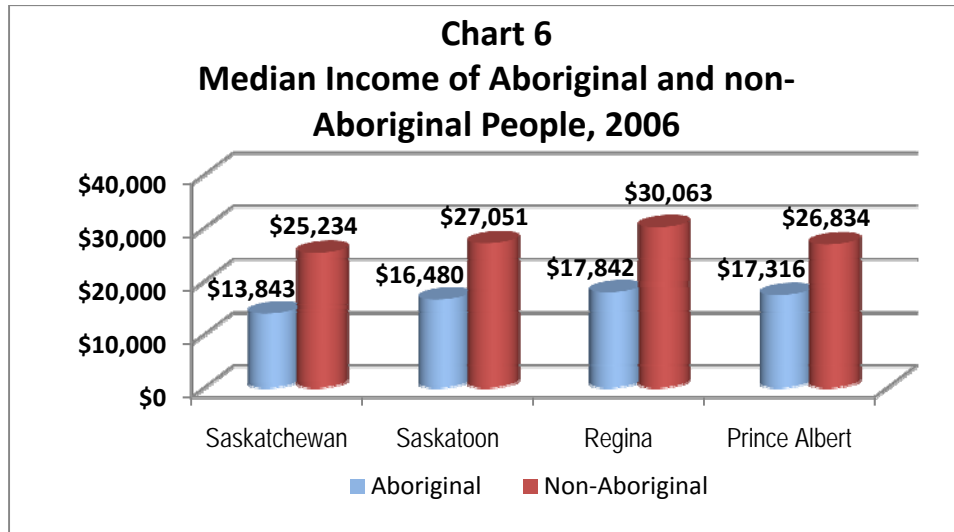
⁵ SaskTrends Monitor, December 2010.

⁶ *Ibid.*, page ix.

⁷ *Ibid.*, page 55

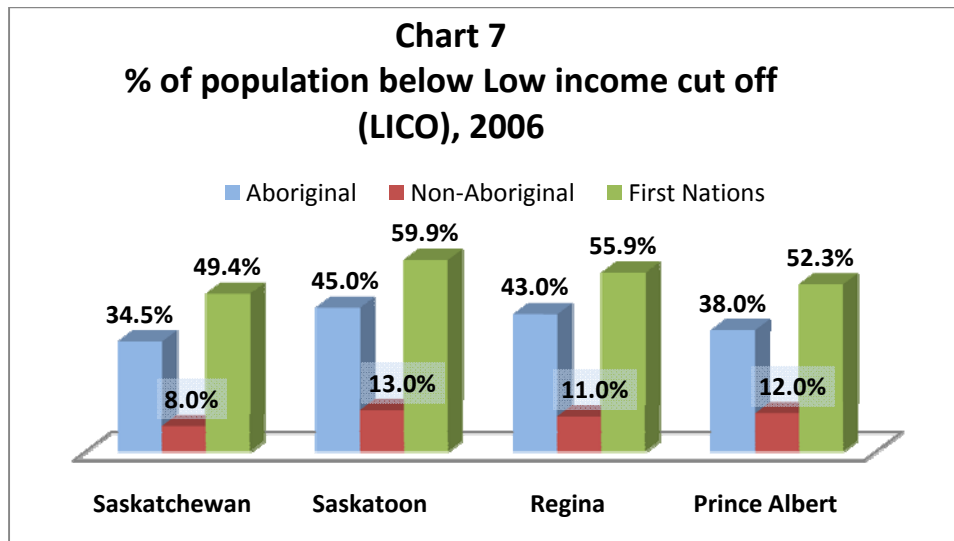
⁸ *Ibid.*

⁹ *The Saskatchewan Labour Force Supply 2008*. p. 57



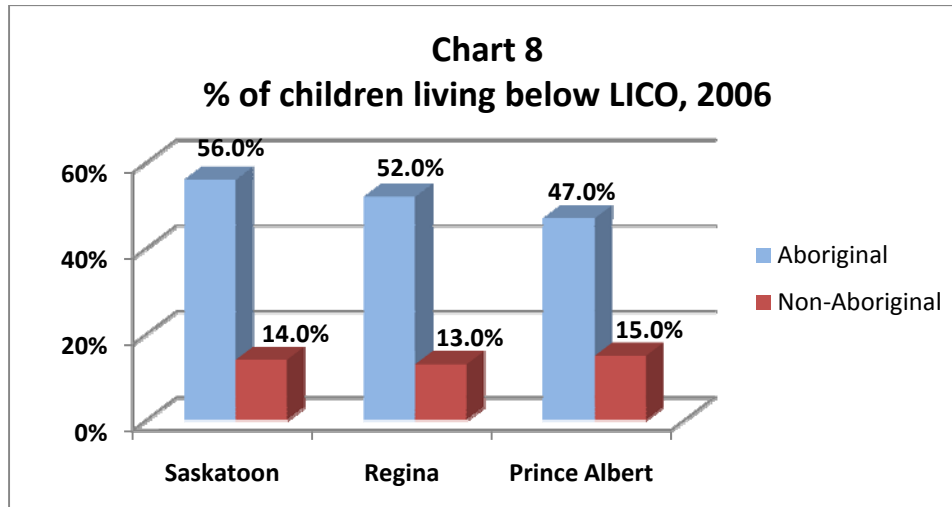
Source: Statistics Canada, 2006 Aboriginal Profile

More than one-third of Aboriginal people (34.5 percent) in Saskatchewan were considered below the Low Income Cut-off (LICO) in 2006 compared to only 8 percent of the non-Aboriginal population in this province. For First Nations people, an astonishing 49.4 percent of people (one-half) were below the LICO.



Source: Statistics Canada, 2006 Aboriginal Profile

The poverty statistics are even more dismal in the cities. In Saskatoon, for example, 45 percent of Aboriginal people and 60 percent of First Nations people had incomes below the LICO compared to only 13 percent of non-Aboriginal people. Chart 8 shows that 56 percent of Aboriginal children in Saskatchewan live below the poverty line, compared to only 8 percent of non-Aboriginal children in that city.



Source: Statistics Canada, 2006 Aboriginal Profile

The poverty levels of Aboriginal people is clearly a social justice issue about which we all need to be concerned. Workers deserve decent work and a living wage to be able to raise their families and participate fully in society. The above statistics are more than numbers – they show the unacceptable reality of Aboriginal poverty people in this province.

In the next two decades, 171,500 working baby boomers in Saskatchewan will retire. The Saskatchewan Labour Market Commission estimated that our labour force will need an additional 120,000 workers by 2020.¹⁰ An increase in the employment of First Nations and Métis people is important to address future labour shortages.

This is why it is critical that CUPE continue to work on representative workforce strategies that improves the employment of Aboriginal people and raises wages and living standards.

The Representative Workforce Strategy in Saskatchewan

CUPE signing Partnership Agreements

The Representative Workforce Strategy has been an important aspect of CUPE’s work in Saskatchewan for just over a decade. The goal of the strategy has been to increase the number of Aboriginal workers hired in CUPE workplaces, provide training or upgrading for these workers, and to prepare the rest of the workplace through Aboriginal Awareness training.

Since November 2000, CUPE Locals and CUPE as an organization have signed 13 Aboriginal Employment Partnership Agreements with employers, the provincial government, and in many cases, other unions (see Table 1). These agreements cover close to 15,000 CUPE members. The

¹⁰ Right People, Right Place, Right Time: Saskatchewan’s Labour Market Strategy. Saskatchewan Labour Market Commission. May 2009.

most recent Partnership Agreement was signed on February 25, 2010. Shortly after, unfortunately, the provincial government announced in its March 2010-11 budget that it was eliminating the Aboriginal Employment Development (AED) program and cancelling all Partnership Agreements. The AED program had facilitated over 98 partnership agreements in the province, which led to 4,465 Aboriginal hires and almost 2,000 Aboriginal employees who received work-based skills training.

Table 1
Aboriginal Employment Partnership Agreements signed by CUPE

Date	CUPE Local	Employer	Other Signatories	Language in CA
November 15, 2000	CUPE Saskatchewan	SAHO		N/A
November 15, 2000	CUPE Health Care Council	SAHO		Yes
January 30, 2002	Local 2629	Northwest Health District		Yes
June 20, 2003	Local 4777	PA Parkland Health Region, Affiliates, SAHO	Other Unions	Yes
September 24, 2004	Local 5999	Sun Country Health Region	Other Unions	Yes
February 25, 2005	Local 3730 Local 2268	St. Paul's RCSSD #20	Catholic Section STA	No
June 20, 2005	Local 5111	Prairie North Regional Health Authority, Affiliates, SAHO	Other Unions	Yes
June 22, 2005	Local 4980	Sunrise Health Region, Affiliates, SAHO	Other Unions	Yes
June 21, 2006	Local 3967	Regina Qu'Appelle Health Region, SAHO	Other Unions	Yes
July 27, 2007	Local 287	City of North Battleford	North Battleford Fire Fighters' Assoc.	No
March 25, 2008	Local 7; Local 21	City of Regina	ATU Local 588, IFF Local 181, CMM	No
October 31, 2008	Local 183	City of Swift Current	IAFF Local 1318 IBEW Local 2067	No
February 25, 2010	Local 5506	Prairie South SD		No

Health care is the sector where the most comprehensive work on a representative workforce has taken place and where this strategy was initiated. On November 15, 2000 the CUPE Health Care Council Saskatchewan signed a Partnership Agreement with the provincial government and the Saskatchewan Association of Health Organizations (SAHO). Between 2002 and 2006 CUPE health care Locals signed similar Partnership Agreements with the five Health Regions in which CUPE members work.

The CUPE provincial health care agreement was also historic by including the first collective agreement language on a representative workforce, which included an employer commitment to Aboriginal awareness training and access to an Elder for Aboriginal workers (see Appendix B). Aboriginal awareness training is a key aspect of the Representative Workforce Strategy. Between 2003/04 and 2008, 21,000 health care workers participated in this training which dispels myths and misconceptions about Aboriginal people and helps create a welcoming work environment for new Aboriginal hires.

Prior to 1995, the health care sector employed less than 1 percent of Aboriginal employees. Since 1998, after the implementation of the Representative Workforce Strategy, more than 2,400 Aboriginal workers were hired by healthcare regions in Saskatchewan. Aboriginal workers made up 6 percent of the province health workforce in 2008, according to SAHO's annual report. SAHO's Aboriginal employment target is ten percent.

The health region that has had the greatest success in increasing its Aboriginal work force is the Prince Albert Parkland Health Region. The number of Aboriginal employees in that region increased from 9% of all workers in 2000/01 to 20% in 2008/09.

The Regina Qu'Appelle Health Region, in contrast, increased the number of Aboriginal employees from one percent of its workforce to only 3.3 percent in 2008-09, according to its annual report. The health region reported that over 91 percent of its employees have taken the Aboriginal Awareness training and that this training is part of orientation for all new employees.¹¹

The Prairie North Health Region, which has an Aboriginal population of 29%¹², has only made modest gains in hiring Aboriginal workers. According to its most recent annual report, only 4.5% of the Region's employees have identified themselves as Aboriginal.¹³

The positive news is that the region's Board approved a strategy to build a Representative Workforce with a target to have 8 percent of its workforce Aboriginal by 2012.

Other Partnership Agreements that CUPE has signed include two in the PreK-12 education sector (Locals 3730 and 2268/St. Paul's Roman Catholic Separate School Division; and Local 5506/Prairie South School Division) and three in the municipal sector (Local 287/North Battleford; Locals 7 and 21/Regina, and Local 183/Swift Current).

¹¹ RQHR Annual Report 2008-09, p. 50.

¹² PNHR Annual Report 2009-2010, p. 26.

¹³ Ibid., p. 50

Other CUPE workplaces with Partnership Agreements

There are an additional eight workplaces with CUPE members where a Partnership Agreement has been signed between the employer and the government, but from which CUPE was excluded. The employers that signed these Partnership Agreements include the two universities, the City of Prince Albert, and five public and separate school divisions (see Table 2).

Table 2
Aboriginal Employment Partnership Agreements in CUPE workplaces
without CUPE as a signatory

Date	Employer
May 12, 1999	University of Regina
December 20, 1999	University of Saskatchewan
February 20, 2004	Saskatoon Public School Division and Saskatoon Tribal Council
June 11, 2008	Living Sky School Division
June 18, 2008	Prairie Spirit School Division
October 15, 2008	City of Prince Albert
January 23, 2009	Holy Trinity RCSSD
March 12, 2009	Regina RCSSD

Creating Representative Workplaces through Equity Plans

Another strategy for creating representative workplaces is an Employment Equity plan, or an *Equity Plan*, as recently renamed by the Saskatchewan Human Rights Commission.

Employment equity has been a strategy in existence for several decades and equity plans are approved by the Saskatchewan Human Rights Commission (SHRC). The Commission has designated four equity groups that have been historically discriminated against and therefore underrepresented in our workplaces: Aboriginal people, visible minorities, women in non-traditional jobs, and people with disabilities. Previously, all four designated groups had to be covered by an equity plan, but the Commission has changed the equity program so an employer can focus on any combination of or a single equity group.¹⁴

There is no employment equity legislation in Saskatchewan so all employment equity plans are voluntary for employers: it is the employer's decision to develop a plan, set goals and it is their responsibility to comply with their goals. Their plans receive approval under section 47 of *The Human Rights Code*. Employers submit annual reports to the SHRC showing what progress they have made toward a representative workplace. The SHRC also requires that, if the workplace is

¹⁴ Expanding Saskatchewan's Workforce. Saskatchewan Human Rights Commission Employment Equity Report 2008, p. 4.

unionized, the employer must involve the union in the Equity Plan. When an employer decides to develop an employment equity plan, it signs an “Equity Partnership Agreement” with the SHRC and becomes an “equity partner”.

In Saskatchewan, there are 19 CUPE workplaces with an Equity Plan (see Table 3). The staff of the Saskatchewan Human Rights Commission, who are members of CUPE, has had an employment equity plan in place since January 1980.

Table 3
CUPE Workplaces with an Equity Plan
(approved by Saskatchewan Human Rights Commission) *

Employer	Date Plan Approved
City of Prince Albert	May 1997
City of Regina	February 1987
City of Saskatoon	February 1987
Community (Saskatoon) Health Services Association	June 1996
Government of Saskatchewan/CUPE	July 1989
Prince Albert Co-operative Health Care	October 1991
Regina Public School Division	March 1994
Saskatchewan Human Rights Commission	January 1980
Saskatchewan Legal Aid Commission	March 1994
University of Regina	October 1997
University of Saskatchewan	September 1992
Regina RCSSD	
Saskatchewan Rivers SD	
Saskatoon Public Board of Education	
St. Paul’s RCSSD	
Holy Trinity RCSSD	
Living Sky School Division	
Prairie Valley School Division	
Prince Albert RCSSD	

**source: Saskatchewan Human Rights Commission, 2008-2009 Annual Report*

Goals for a Representative Workforce, 2010

On a regular basis, the Saskatchewan Human Rights Commission uses demographic information to establish employment goals for the four equity groups. The goals are established by looking at the population aged 15 to 64, using Statistics Canada 2006 Census data and updated for 2010 using projections from Sask Trends Monitor. The goals for 2010 are:

Table 4
Saskatchewan Human Rights Commission Goals
for a Representative Workforce, 2010

Equity Group	2010 Goal
Aboriginal People	
▪ Provincial	13.1 %
▪ Prince Albert & Northern Administration District	30.1 %
Members of a Visible Minority Group	
▪ Provincial	3.8 %
▪ Regina or Saskatoon	6.6 %
Persons with Disabilities	9.7 %
Women in Underrepresented Occupations	47.0 %

Source: Saskatchewan Human Rights Commission, May 2010

The Representation of Equity Groups in CUPE Workplaces, 2008

The most recent data available from the Saskatchewan Human Rights Commission showing the representation of the four equity groups in workplaces with an Equity Plan is from 2008. In the table below, we have pulled the information on just CUPE workplaces with an Equity Plan. Information on the representation of equity groups in School Divisions is not available.

Table 5
Representation of Equity Groups in CUPE Workplaces with an Equity Plan, 2007-2008

Employer	% of Women	% of Aboriginal People	% of Persons with Disabilities	% of Visible Minorities (racialized workers)
City of Prince Albert	36.1	16.6	1.4	1.3
City of Regina	30.5	7.1	4.7	2.1
City of Saskatoon	38.5	5.9	2.9	4.0
Regina Public SD	70.6	7.9	2.2	2.7
P.A. Cooperative Health Centre	86.9	27.4	4.8	1.2
Saskatoon Community Clinic	92.4	24.4	6.1	6.9
Saskatchewan Human Rights Commission	81.8	12.1	15.2	12.1
Saskatchewan Legal Aid Commission	70.6	13.5	7.4	1.2
University of Regina	43.7	1.6	1.2	5.0
University of Saskatchewan	51.7	2.3	2.0	7.8

Source: "Expanding Saskatchewan's Workforce," Employment Equity Report 2008. Saskatchewan Human Rights Commission, Appendix A1.

A comparison of the two tables above shows that some CUPE workplaces have surpassed the 2010 goals but that the majority still have to increase the representation of equity groups. Because the most recent data we have is from 2008, we do not know if the representation of equity groups has improved since 2008.

It is notable that the representation of women is high in most of the CUPE workplaces with an Equity Plan, with the exception of the three municipalities. In Prince Albert, the proportion of women in the workplace since 2000 decreased from 44.3 percent to 36.1 percent.

The percentage of persons with disabilities in CUPE workplaces with an Equity Plan is well below the 2010 goal of 9.7 percent. The Saskatchewan Human Rights Commission is the only workplace that surpasses this goal (15.2 percent).

The representation of racialized Canadians (or Visible Minorities, the term used by the SHRC) is also well below the 2010 goals in most CUPE workplaces. The Saskatchewan Human Rights Commission surpassed the goal of 6.6 percent with a workforce in 2008 that comprised 12.1 percent visible minorities. The University of Saskatchewan and the Saskatoon Community Clinic also surpassed the 2010 goal with 7.8 percent and 6.6 percent of their respective workforces from visible minority groups in 2008.

The Representation of Aboriginal Workers, 2008

In 2008, the Prince Albert Cooperative Health Centre had the highest representation of Aboriginal people among all CUPE workplaces (27.4 percent), just below the 2010 goal of 30.1 percent Aboriginal people for Prince Albert and the north. In 2008, 24.4 percent of the employees at the Saskatoon Community Clinic were Aboriginal – well above the 2010 provincial goal of 13.1 percent.

At the City of Prince Albert, the representation of Aboriginal people in its workforce decreased from 2000 to 2007, but increased significantly in 2008. As Table 6 shows, 16.6 percent of the City workforce was Aboriginal in 2008, double the rate in 2007. The SHRC goal for 2010 for the employment of Aboriginal people in Prince Albert is 30.1 percent.

The University of Regina had the lowest employment of Aboriginal people in 2007, with only 1.6 percent of the workforce self-identifying as Aboriginal.

Table 6
Changes in the Representation of Aboriginal People in CUPE Workplaces
with an Equity Plan, 2000-2008

Employer	2000	2001	2002	2003	2007	2008
City of Prince Albert	13.9%	13.5%	6.8%	10.6%	8.1%	16.6%
City of Regina	7.5%	8.1%	8.3%	7.9%	7.0%	7.1%
City of Saskatoon	6.2%	7.0%	8.1%	8.6%	7.6%	5.9%
P.A. Cooperative Health Centre	22.2%	17.2%	18.8%	19.6%	25.8%	27.4%
Regina Public School Division	5.2%	5.5%	5.9%	6.6%	7.6%	7.9%
Saskatoon Community Clinic	10.2%	7.8%	9.0%	9.8%	22.7%	24.4%
Saskatchewan Human Rights Commission	14.3%	9.1%	15.4%	11.8%	9.7%	12.1%
Saskatchewan Legal Aid Commission	7.4%	9.2%	9.6%	9.8%	12.1%	13.5%
University of Regina	2.5%	2.9%	2.9%	3.1%	NA	1.6%
University of Saskatchewan	1.4%	1.6%	1.7%	1.8%	1.6%	NA

Source: "Expanding Saskatchewan's Workforce," Employment Equity Report 2008. Saskatchewan Human Rights Commission, Appendix A3.

Summary

As the Saskatchewan population changes to become increasingly diverse and Aboriginal, our workplaces need to change to reflect this diversity.

CUPE initiated Partnership Agreements to increase Aboriginal employment because, at the time, our union felt an urgency to dramatically increase the number of Aboriginals in our workplaces. The perception was that employment equity had not done enough to address Aboriginal employment.

Since that time, CUPE has had experience with both employment equity plans and Representative Workforce Strategies and we are in a position to evaluate both and move forward.

This review of Partnership Agreements and Equity Plans in CUPE workplaces in Saskatchewan tells us that there is much more work to do to create representative workplaces. CUPE has signed 13 Partnership Agreements to increase Aboriginal employment and CUPE represents the workers in 19 workplaces that have an Equity Plan. Because there are some workplaces that have both a Partnership Agreement and an Equity Plan, there are a total of 26 CUPE workplaces where some kind of plan or strategy is in place to create a representative workforce.

Our analysis shows that there have been successes in both approaches, and that improvements can be made to both.

APPENDIX “A”

Table 1
Aboriginal Population in Saskatchewan 2006

	% of Total Population	Increase 2001-2006	Median Age		Population under 25 years	
			Aboriginal	Non-Aboriginal	Aboriginal	Non-Aboriginal
Saskatchewan	15%	9%	22 years	37 years		
Saskatoon	9%	6%	23 years	37 years	55%	34%
Regina	9%	9%	22 years	39 years	56%	32%
Prince Albert	34%	17%	22 years	44 years	56%	28%

Source: 2006 Aboriginal Profile, Statistics Canada.

Table 2
Employment of Working Age Aboriginal and Non-Aboriginal People in Saskatchewan, 2007

	Employment Rate		Work Full Time – Full Year		Unemployment Rate		
	Aboriginal	Non-Aboriginal	Aboriginal	Non-Aboriginal	Aboriginal	Non-Aboriginal	First Nations
Saskatchewan	66.4%	88.3%	22.9%	39.4%	10.6%	2.9%	14.1%
Saskatoon	62.2%	85.3%	29%	41%	13.3%	3.4%	22.3%
Regina	65.9%	86.9%	31%	44%	12.0%	2.9%	20.1%
Prince Albert	67.8%	84.7%	32%	40%	14.3%	5.2%	23.4%

Source: Dominique Perusse. Aboriginal People Living off-reserve and the Labour Market: Estimates from the Labour Force Survey, 2007. Statistics Canada. 2008.

Table 3
Income of Aboriginal and Non-Aboriginal People in Saskatchewan, 2006

	Median Income		Population under LICO (Poverty Line)				
	Aboriginal	Non-Aboriginal	Aboriginal	Non-Aboriginal	First Nations	Aboriginal Children	Non-Aboriginal Children
Saskatchewan	\$13,843	\$25,234	34.5%	8.0%	49.4%		
Saskatoon	\$16,480	\$27,051	45%	13%	59.9%	56%	14%
Regina	\$17,842	\$30,063	43%	11%	55.9%	52%	13%
Prince Albert	\$17,316	\$26,834	38%	12%	52.3%	47%	15%

Source: 2006 Aboriginal Profile, Statistics Canada.

APPENDIX “B”

CUPE Collective Agreements with Representative Workforce or Employment Equity Language

**CUPE Local 4372 – Qu’Appelle Valley Friendship Centre
(January 1, 2006 – December 31, 2008)**

ARTICLE 24 – REPRESENTATIVE WORKFORCE

24.01 The Qu’Appelle Valley Friendship Centre and CUPE Local 4372 are committed to the concept of a representative workforce strategy to overcome under-representation in the workforce.

Both parties agree to enhance employment opportunities and equality of treatment for persons of Aboriginal ancestry.

**CUPE Local 3990 – Core Community Association
(May 1, 2004 – April 30, 2005)**

ARTICLE 23 – REPRESENTATIVE WORKFORCE

23.01 The Core Community Association and CUPE Local 3990 are committed to the concept of a representative workforce strategy to overcome under-representation in the workforce.

We agree to enhance employment opportunities and equality of treatment for persons of Aboriginal ancestry, persons with mental or physical disabilities, members of visible minority groups, transgender, or sexual orientation or women.

The representative workforce strategy and initiative therein will be consistent with the administration of the collective agreement.

**CUPE Local 3967 – Saskatchewan Association of Health Organizations
(April 1, 2005 – March 31, 2008) Provincial Health Care Agreement**

23.04 Representative Workforce

a) Principle

The principle of a representative workforce for Aboriginal workers is where Aboriginal people are employed in all classifications and at all levels in proportion to their representation in the working age population within the community or the provincial population.

The parties will address proactive processes that support a representational workforce which shall include but not be limited to identifying employment opportunities, education and training, and preparing workplaces.

b) Workforce Representation

The parties agree to the principle of a representative workforce for Aboriginal workers. The parties agree to charge the Employment Strategy Committee with the responsibility to develop, implement, monitor and evaluate proactive initiatives designed to ensure Aboriginal People are present in all occupations in their proportion to the provincial working population.

Therefore, when hiring new employees, the Aboriginal representative principle shall be applied, providing there are qualified Aboriginal applicants for the vacancy.

c) Workplace Preparation

The parties agree to implement educational opportunities for all Employees to deal with misconceptions and dispel myths about Aboriginal People. This will include enhanced orientation sessions for new employees to ensure a better understanding of respectful work practices to achieve a harassment free environment.

d) In-Service Training

The parties agree to facilitate educational opportunities which may include literacy training and career path counseling/planning.

e) Elders

At the request of the employee, an Elder will be present when dealing with issues affecting Aboriginal employees.

f) Accommodation of Spiritual or Cultural Observances

The parties agree to make every reasonable effort to accommodate an Employee in order for them to attend or participate in spiritual or cultural observances required by faith or culture.

**CUPE Local 4174 – Eatonia Personal Care Home
(April 1, 2007 – December 31, 2010)**

ARTICLE 20 – EMPLOYMENT STRATEGY COMMITTEE

20.04 Representative Workforce

a) Principle

The principle of a representative workforce for Aboriginal workers is where Aboriginal people are employed in all classifications and at all levels in proportion to their representation in the working age population within the community or the provincial population.

b) Workforce Representation

The parties agree to the principle of a representative workforce for Aboriginal workers. Therefore, when hiring new employees, the Aboriginal representative principle shall be applied, providing there are qualified Aboriginal applicants for the vacancy.

c) Workplace Preparation

The parties agree to implement educational opportunities for all Employees to deal with misconceptions and dispel myths about Aboriginal People. This will include enhanced orientation sessions for new employees to ensure a better understanding of respectful work practices to achieve a harassment free environment.

d) In-Service Training

The parties agree to facilitate educational opportunities which may include literacy training and career path counseling/planning.

e) Elders

At the request of the employee, an Elder will be present when dealing with issues affecting Aboriginal employees.

f) **Accommodation of Spiritual or Cultural Observances**

The parties agree to make every reasonable effort to accommodate an Employee in order for them to attend or participate in spiritual or cultural observances required by faith or culture.

**CUPE Local 1975 – University of Saskatchewan
(January 1, 2007 – December 31, 2009)**

ARTICLE 8 – VACANCIES AND PROMOTION

The parties to this agreement are committed to the principles of diversity and agree to advocate for employment opportunities consistent with the representative workforce strategies of the parties.

**CUPE Local 21 – The City of Regina
(January 1, 2007 – December 31, 2009)**

LETTER OF UNDERSTANDING

Re: Employment Equity

The parties are committed to Employment Equity and the joint development, implementation, monitoring, evaluation and updating of the Employment Equity plan as approved by the Saskatchewan Human Rights Commission.

**CUPE Local 7 – The City of Regina
(January 1, 2007 – December 31, 2009)**

ARTICLE 25 – WORKFORCE DIVERSITY

The parties are committed to Employment Equity and the joint development, education, promotion, implementation, monitoring, evaluation and updating of the Employment Equity plan as negotiated between the parties, and approved by the Saskatchewan Human Rights Commission.

**CUPE Local 8443 – Saskatoon Public Board of Education
(January 1, 2008 – December 31, 2010)**

ARTICLE 34 – REPRESENTATIVE WORKFORCE

34.01 a) Preamble

The parties will address proactive processes that support a representative workforce which shall include but not be limited to identifying employment opportunities, education and training, and preparing workplaces.

b) Workforce Representation

The parties agree to the principle of a representative workforce for Aboriginal workers. The parties agree to develop, implement, monitor and evaluate proactive initiatives designed to ensure Aboriginal people are present in all occupations in their proportion to the provincial working population.

Therefore, when hiring new employees, the Aboriginal representative workforce principle shall be applied. Selection panels will include a qualified Aboriginal panel member where there are Aboriginal candidates, wherever possible.

The parties agree there will not be any positions designated for Aboriginal candidates only.

c) Workplace Preparation

The parties agree to implement cultural awareness education for all employees to deal with misconceptions and dispel myths about Aboriginal people and ensure a better understanding of respectful work practices.

d) Elders

At the request of the employee, an Elder may be present when dealing with issues affecting Aboriginal employees. The employee is responsible for contacting the Elder and any other necessary arrangements.

e) Accommodation for Spiritual or Cultural Observances

The parties agree to make every reasonable effort to accommodate an employee in order for them to attend or participate in spiritual or cultural observances required by faith or culture (at the discretion of their supervisor).

**CUPE Local 4869 – Southeast Cornerstone School Division #209
(September 1, 2008 – August 31, 2010)**

ARTICLE 24 – REPRESENTATIVE WORKFORCE

24.1 Preamble

The parties will address proactive processes that support a representative workforce which shall include but not be limited to identifying employment opportunities, education and training, and preparing workplaces.

24.2 Workforce Representation

The parties agree to the principle of a representative workforce for Aboriginal workers.

CUPE Local 3287 – University of Saskatchewan Sessional Lecturers

MEMORANDUM OF AGREEMENT

Re: Employment Equity

The University of Saskatchewan is committed to achieving and maintaining a fair and representative work force through the design and implementation of an Employment Equity Plan which meets the requirements of the Federal Government's Contractors' Program and is consistent with provisions of the *Saskatchewan Human Rights Act*.

Employment equity is a process designed to improve the representation of aboriginal peoples, persons with disabilities, visible minorities and women at the University of Saskatchewan. The University and CUPE Local #3287 recognize the importance of providing opportunities in this bargaining unit for these target groups.