

# CHARLES FLEURY



Charles Fleury is serving his third term as national secretary-treasurer of the Canadian Union of Public Employees, after being re-elected at the 2015 national convention in Vancouver.

In light of the austerity policies adopted by Canadian governments at all levels and their negative impact on the public sector, Charles Fleury strives to use the money from members to protect their interests, improve their working conditions, ensure that they can benefit from guaranteed retirement income, and oppose cuts and privatization.

In line with the strategic directions adopted at last convention, Charles is ensuring that CUPE's budget reflects the mandate to strengthen our union, to take political action, by building social movements and working to elect NDP governments that support workers' interests, to protect our planet, and to fight for global justice. Campaign resources have also been allocated to defend against governments' attacks on unions.

Charles continues in his national role, as he did as a union activist in Quebec, to work towards employment equity and diversity, ensuring these values are reflected in CUPE's hiring practices.

Charles was first elected to the CUPE National Executive Board in 2003 as regional vice-president for Quebec following a long history of activism in the union movement. His contributions to CUPE go back to 1982 when he first started working for Hydro-Québec.

From day one, Charles was an active member of CUPE Local 1500, which represents 6,000 Hydro-Québec trades workers across the province. Graduated in diesel mechanics, Charles spent nine

years in James Bay as a millwright at the LG-2 Generating Station before becoming a high-tension tower lineman. He juggled work with a long list of union duties, from delegate to division director to secretary archivist and health and safety representative.

In 1999, Charles was elected general secretary of CUPE Local 1500. In that role, he helped negotiate one of the best pension plans in the country. He was also president of the board of directors at the Desjardins Hydro-Québec Credit Union.

In 1998, he became director of the energy sector in the CUPE Quebec general council. He also represented that sector at the Fédération des travailleurs et travailleuses du Québec (FTQ).

Charles has always understood the link between energy and climate. He was a member of the Canadian Labour Congress task force on power generation in 2007, a delegate for CUPE national at the Climate Conferences in Copenhagen in 2009 and in Paris in 2015, and represented CUPE National at the Tri-National Energy Workers Conference in Los Angeles in 2011. In 2012, he also participated in the Energy Emergency, Energy Transition round table in New York, organised by the Global Labor Institute of Cornell University.

CUPE Local 1500 was one of the first in Quebec to establish a policy on equality in the 1990s. Charles' local also contributed to the creation of the Quebec Council for Aboriginal Peoples, where he served as the representative for CUPE Quebec.

For three decades, Charles has proven to be a strong team player and a true leader in CUPE, locally, nationally, and internationally.

Charles lives with his partner in Montreal, Quebec.