

## **NATIONAL PRESIDENT'S REPORT MARCH 2016 – JUNE 2016**

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Dear Sisters and Brothers:

Since our March meeting, I have had the pleasure to attend another seven provincial division conventions and a number of sectoral and local meetings from coast to coast.

I knew, before I took on the role of National President, that each of our regions and sectors were somewhat unique. But it wasn't until I had the opportunity to participate in these provincial conventions that I came to appreciate those differences.

And yet, despite those differences, there are strong similarities. At each convention, I saw our members showing respect for each other and our staff. I heard discussions and debates on some of the key issues facing our union: on pensions and benefits; on the growth of precarious jobs and working conditions; on the fight against austerity measures imposed or threatened by all levels of government; on the need to address inequality and inequities in our workplaces and our communities; on the desire to organize.

I want to thank our provincial and local leaders, and all of our members for the warm reception I received at each stop, and for the passion and commitment they showed at each of these meetings, to CUPE and to our common goals.

### **NDP Convention**

At the beginning of April, a strong CUPE contingent participated in the NDP Convention held in Edmonton. Our delegates did us proud with their interventions on topics such as CPP expansion, the importance of safe injection sites, opposition to the practice of carding, and fair taxation. Sister Tania Jarzebiak was re-elected as party Treasurer, Sister Annick Desjardins will serve on the executive on behalf of labour, and Sister Archana Rampure continues to represent CUPE on the party's Federal Council.

Of course, the most significant result from the convention is that party leader Thomas Mulcair failed to secure the support of delegates to continue as leader. Rules for a leadership contest, which will begin on July 2, 2016 with a new leader to be chosen by the end of October 2017, are being finalized.

## **Federation of Canadian Municipalities**

Once again this year, CUPE participated in the annual Federation of Canadian Municipalities conference. In addition to participating in the trade show, where we were able to have conversations with local government officials from across the country, we hosted a workshop and a reception for conference delegates.

Our workshop, where we launched a new report from the Columbia Institute titled *Back in House: Why Local Governments are Bringing Services Back Home*, was well-received and well-attended.

As always, this was a great opportunity to highlight the importance of the work our members do in cities, towns, villages, and regional districts, and to discuss the concerns we have in the sector with the infrastructure funding gap, the risks associated with privatization, public-private partnerships, and trade deals that undercut the interests and control of local governments.

## **National Sector Council Conference**

National Sector Council co-chairs and staff advisors met in Ottawa in early June to plan their sector sessions for October's conference. Brother Charles and I had an opportunity to spend some time with them to discuss conference themes and goals. Each sector will structure their time somewhat differently but will include a conversation on organizing opportunities and challenges within the sector.

Registration for the conference, being held in Winnipeg from October 17-20, is now available online. There is an "early bird" registration fee available until August 26. We expect significant interest in the conference.

## **Electoral Reform**

The federal government has finally struck a parliamentary committee to examine the question of electoral reform – and recently agreed to an NDP proposal to restructure its membership to ensure that the committee is representative of the results of the last election, rather than providing the Liberals with a majority on the committee.

As part of the review of our electoral system, each Member of Parliament has been asked to hold a public meeting in their riding and report back from those meetings by October 1, 2016. Following that, the special committee will hold public hearings before drafting a report to be tabled by December 1.

We will be working with our allies to ensure that our position, in support of a mixed-member system of proportional representation, is widely understood and is reflected in the final report of the parliamentary committee.

We are asking for your assistance in finding CUPE members to present our position at their MP's public meeting on the subject. We will be targeting our efforts in communities where we have the existing capacity to do this and where our efforts are most likely to be effective.

### **Labour College of Canada**

I have now joined the Board of the Labour College of Canada. At a recent meeting, the Board voted in favour of a plan to restructure the Labour College program to address a variety of concerns with the relevance and accessibility of the program as currently structured.

The restructuring includes an 18-month pilot period in which affiliates will work together to review and revise course content and delivery, examine options for accreditation, and review the financial structure to ensure sustainability. In the meantime, we do not expect a Labour College session to be held until 2017 at the earliest.

### **Parliamentary Consultations**

CUPE has been active on the federal scene with its participation in a number of parliamentary consultations.

We appeared before the House of Commons Special Committee on Pay Equity to make the case in favour of adopting a proactive law to eliminate salary discrimination in workplaces under federal jurisdiction, like the airlines and communications sector.

Sister Lori MacKay, the CUPE Regional Vice-President who represents Prince Edward Island, appeared before the Standing Committee on Finance on behalf of the *PEI Coalition for Fair EI*, to remind the government about the importance of nullifying the modifications that were imposed upon the Employment Insurance plan by the Conservatives with regard to seasonal industries and that are causing great harm to regions such as PEI.

Also, CUPE, represented by Brother Denis Bolduc, Regional Vice-President for Quebec and Brother Mathieu Vick, Research Officer, presented to the Standing Committee on International Trade urging the Federal Government not to implement the Trans-Pacific Partnership (TPP), secretly bargained by the Harper Government.

## **1. Collective Bargaining / Strikes / Lockouts**

There was only one dispute involving job action in this reporting period.

## **CUPE Local 4325 – Family and Children’s Services of Guelph and Wellington County (Ontario)**

Members of Local 4325 took strike action after rejecting the employer’s offer. Two issues were in dispute – wages and classification/bumping. The employer steadfastly refused to come to the bargaining table days before the strike and after the commencement of the strike. Once the employer did come to the table, with thanks to an effective strike, the local was able to negotiate a three-year deal with a lump sum in year two and 1.255% increases in each of the last two years. As well, they were able to resolve the contentious issue of classifications and bumping.

<b>PROVINCE</b>	<b>LOCAL</b>	<b>EMPLOYER</b>	<b># OF MEMBERS</b>	<b>STRIKE BEGAN</b>	<b>DURATION (days)</b>
Ontario	4325	Family and Children’s Services of Guelph and Wellington County	131	April 9, 2016	23 days

From coast to coast, locals are being met with the austerity agenda at bargaining tables, however, members are standing firm, negotiating smarter, and pushing back on employers seeking concessions.

In Nova Scotia, Bill 148 has cast a dim shadow over our ability to negotiate any meaningful wage provisions. The Bill provides for a “net zero” mandate. Our Newfoundland and Labrador members, for the first time ever, will face outside legal counsel to provide services during bargaining and an outside negotiator as well. These are signs that the government will push concessions hard.

Members in the Maritimes in the municipal sector seem to be doing well at the bargaining table. This is in stark contrast to our education workers in New Brunswick, where the employer refuses to renew no contracting out language, and also proposes to increase members’ workload by 25% which will lead to a reduction of 200 members.

Quebec members are facing a variety of legislative schemes that will impact on bargaining. From the soon to be tabled fiscal pact legislation which will affect our municipalities, to Bill 15 affecting pension plans, and the soon to be tabled legislation affecting pensions in the university sector, Quebec locals are facing major challenges at the bargaining table.

In Ontario, the government demands net zero increases. We are averaging increases of only 0.6%. The two large sectors – hospitals and education – have collective agreements, however, challenges still exist through underfunding leading to many cuts. Bargaining in the university sector can be described as acrimonious, at best, as the employers seek major concessions at the table. Nearly all municipalities who have bargained this year have had to take their negotiations to the wire to fight back concessions. Government underfunding in this sector, which has been long standing, continues to provide barriers to negotiating progressive collective agreements.

Manitoba has a new Conservative government which did not waste any time in moving their agenda forward. Less government will be the order of the day. Negotiations to date this year have been a mixed bag with some locals forced to take the employer to the wire to achieve a concession-free agreement and other locals able to quickly negotiate agreements.

Locals in Saskatchewan will be heading into bargaining with a Saskatchewan Party government that has received an even stronger mandate. Our members can expect tough bargaining at the same time the government restructures and streamlines the services our members provide.

In Alberta, as the price of oil dropped, affecting government revenues, we have seen a downward trend in bargaining settlements. Increases have ranged from 2% in private nursing homes to 0% in the social services sector.

Provincial bargaining under the British Columbia Liberal government's economic stability mandate is complete in all sectors. Bargaining in the municipal sector has been difficult, however, some locals are reporting four-year settlements with 7% increases with language and benefit improvements.

### **CUPE Local 1418 – Rehab and Therapy and Recreation and Culture Program Officers (New Brunswick)**

This local resisted concessions, delivered a wage increase of 1%, and negotiated the implementation of their job evaluation study result. They were also able to negotiate a new wage grid that reduced steps.

### **CUPE Local 4948 – Toronto Public Library (Ontario)**

Members of Local 4948 at Toronto Public Library have ratified a new collective agreement that addressed the local union's core issues. Precarious work in the library sector, including at Toronto Public Library, has increased significantly over recent years. Local 4948 members asked their bargaining team to address this issue and they did. No full-time jobs will be converted to part-time during the life of the four-year agreement and the employer will create 23 permanent full-time jobs in the next year. Part-time public services employees will be guaranteed a minimum of 17.5 hours of work per week and discriminatory entitlement criteria for part-time members to receive income protection will be removed.

In addition, the local rejected employer concessions, increased benefits, achieved a 5% wage increase over the four-year term, plus some wage adjustments and other improvements.

### **CUPE Local 2348 – Midwives (Manitoba)**

Members delivered a strong mandate to their bargaining team in support of their contract demands. The result was an 18% wage increase, small steps towards equity, and pre-retirement leave bonus.

### **CUPE Local 2262 – Castlegar Public Library (British Columbia)**

Local 2262 achieved a four-year deal with a wage increase of 7.5% over the life of the agreement. Also negotiated was a signing bonus for librarians, improved vacation, and higher in lieu payments.

## **2. Regional Services Division Updates**

### **Atlantic**

#### **Nova Scotia**

The Nova Scotia Division held its annual convention in Yarmouth from April 24-27, 2016. The delegates paid a moving tribute to Brother Mike McNeil who had become the president of the Division after 35 years of union activism at CUPE, but who left us suddenly this past March.

The delegates also welcomed the new leader of the Nova Scotia NDP, Gary Burill, who, in the course of a short speech, drew attention to the injustices associated with growing income inequality.

Elections likewise took place: congratulations to Sister Nan McFadgen who was elected as the new President. Thank you Sister Diane Frittenburg, who served as interim President after the sudden passing of Brother Mike.

Nova Scotia must deal with the closure of 17 schools in Cape Breton, which represents one-third of the schools in the region. This announcement was devastating news for Local 5050 members, who will now have to endure uncertainty over the next few months.

Finally, on a more positive note, CUPE was successful in organizing the employees of early childhood intervention services. About 80 educators will be joining Local 5054. Welcome aboard!

### **Newfoundland and Labrador**

The Newfoundland and Labrador Division held its convention in Gander from May 2-4, 2016, with austerity looming in the background. Indeed, the Newfoundland and Labrador government adopted a budget that will have damaging consequences upon public services in the province. A few days before the convention, we learned that half of the province's libraries would be closed down. Not only are our members, a majority of whom are women in jobs that are already precarious, going to lose their jobs, but the citizens of Newfoundland and Labrador will be deprived of a service that is extremely important in their communities, particularly for those living in isolated regions.

The mobilization of Newfoundlanders and Labradorians was rapid and remarkable. A Common Front meeting under the theme "We are NL" was organized during the course of the convention. Common Front NL is a coalition of groups opposed to austerity and that seeks to promote investment in public services, the arts, and the social safety net.

A demonstration was held the following week in St. John's, where 2,000 people marched together to denounce the government's austerity budget.

CUPE also launched an advertising campaign against the service cutbacks and drew attention to the work being done by our members with the theme "You've got to be kidding me".

Meanwhile, CUPE denounced the fact that the government had privatized labour relations in the public sector by retaining the services of private sector lawyers renowned for their anti-unionism.

Congratulations to Brother Wayne Lucas who was re-elected as President of the Division.

## **Maritimes**

### **New Brunswick**

The New Brunswick Division held its convention in Fredericton from April 20-23, 2016. Brother Daniel Légère was re-elected as President. Congratulations Brother Danny!

The delegates provided lots of enthusiastic support to Covered Bridge Potato Chips employees who were out on strike, at a demonstration in front of the company's plant. The plant was closed as a result. Since then, thanks to a cross-Canada solidarity movement, the parties have reached an agreement after a five month-long labour dispute.

The government of New Brunswick announced that it would withdraw from an omnibus bill certain provisions that would have imposed mandatory arbitration, and we congratulate the members who participated in the mobilization against this and other attacks on workers' rights to negotiate. The battle has been won, but the war will continue because the government appears intent on submitting this bill and its subject matter for consultations.

The members of Local 5243, employed by the Miramichi Emergency Centre for Women, have sought the public's support in their struggle to obtain a first collective agreement, vis-à-vis a clearly hostile employer. They have launched a campaign to put pressure on the MLAs in the region.

Our New Brunswick members continue to be the subject of government attacks on their pension plan. This time around, our bus drivers and school janitors are the ones who are being threatened with a conversion of their pension plan. Moreover, CUPE has initiated legal proceedings to contest the law that put the Public Service Shared Risk Plan (PSSRP) into effect. This law infringes upon the collective bargaining rights of local unions who have not accepted the modifications to their pension plans.

### **Prince Edward Island**

The Prince Edward Island Division held its convention on May 19 and 20 in Mill River with a record number of delegates. Union vitality and energy on the Island is flourishing.

The delegates discussed electoral reform and proportional representation, an issue that is making headlines both provincially and federally. They are also mobilizing themselves to address expected changes to Employment Insurance, and are summoning Minister Mihychuk to have some heart and not abandon Prince Edward Island.



The delegates reiterated their support to Canadian Blood Services workers who are on strike to push back against contingent employment.

Sister Lori McKay was re-elected as President. Congratulations Sister Lori!

CUPE PEI also condemned the cutbacks to Charlottetown's firefighting services. The budget was cut by \$200,000. In addition, the Division produced an ad geared towards promoting public services and the work being performed by our CUPE members. You can see the ad on YouTube, "Public Services Matter", CUPE PEI.

## **Quebec**

CUPE Quebec held a special convention following the announcement of the departure of Sister Lucie Levasseur, President since March 2008. Congratulations to Brother Denis Bolduc who was elected as President and Brother Benoît Bouchard who was elected as the General Secretary. We thank Sister Lucie for her 32 years of union activism and her eight years as President of CUPE Quebec.

In the province of Quebec, the mobilization against the fiscal agreement that infringes upon our right to bargain collectively in the municipal sector, is continuing with a postcard campaign and large billboards have been put up in several municipalities across the province. On May 12, a demonstration of some 5,000 CUPE members took place in Québec City, while the Quebec Premier was speaking to the Union of Quebec Municipalities Convention. The National Officers were present to support this major struggle.

Local unions in the municipal sector continue to negotiate and to reach collective agreements that are satisfactory to both parties: after Montréal (Local 429), CUPE reached agreements in Roberval (Local 2678), Rouyn-Noranda (Local 348), Gatineau (school crossing guards, Local 2319), Kirkland (Local 429), Côte-St-Luc (Local 301), Sutton (Local 3246), Sept-Îles (Local 1930 and Local 2589), Saint-Donat (Local 4235), Sainte-Béatrix, Drummondville (Local 5223), to name only a few.

This clearly demonstrates that collective bargaining works and that the government is not justified in intervening to undermine our ability to negotiate.

In the communications sector, CUPE is continuing to make the case in favour of television production outside of metropolitan areas. It is crucial that the concentration of information in large urban centres be avoided.

In the health care sector, 110 family resource workers decided to unionize and join CUPE's ranks. Also, the 500 workers at St-Anne Hospital have chosen CUPE to represent them. We wish both groups a warm welcome!

## **Airline Division**

The Air Transat Component concluded negotiations with the employer. On June 1, management's offer was submitted to a membership vote and were rejected by nearly 99%. The members also gave their bargaining committee a strong strike mandate, adopted at 98.5%. Negotiations continued and a tentative agreement was reached on June 6.

## **Ontario**

On April 19, Brother Charles and myself joined our 131 striking members from Local 4325 on their picket line. These members were attempting to resolve wage and classification issues. When they received 0% increases in the previous collective agreement, management gave themselves a 9% increase. The members resolve was strong and they had benefited from the solidarity of other CUPE locals and the broader labour movement.

I also had the opportunity to meet with the bargaining committees of two of our locals, both of whom have now achieved collective agreements. I met with Sister Maureen O'Reilly and her bargaining committee at Local 4948, Toronto Public Library. Their commitment to providing a better quality of work life for their precarious workers was strong and they were successful. Congratulations for all their hard work.

Local 1750 at the Workplace Safety and Insurance Board had been in a long and difficult round of bargaining when I met with Brother Harry Goslin and his team. They have since reached an agreement which had not been ratified at time of writing. The local was able to achieve its main goal and we await the outcome of ratification.

I was pleased to join Brother Michael Hurley and address the Ontario Council of Hospital Unions (OCHU) annual convention. Acute care hospitals in Ontario are at the bottom end of funding on a per capita basis and mired in a crisis where services are continually cut, beds closed, and entire programs shuttered. OCHU is leading the fight in Ontario to hold the government to account for the deplorable conditions that exist where hospital services are no longer easily accessible.

I attended the historic Ontario Division Convention. Historic in that, for the first time, six diversity representatives were elected to the Board. Youth, women, Aboriginal, persons with disabilities, racialized workers, and LGBTTI members are now represented on the Board by a member that they have elected in their respective caucuses. A first anywhere in the labour movement.

The convention was the largest gathering in their history with 1,044 voting delegates, not to mention alternates and guests. Over four days, delegates debated and approved 35 resolutions as well as an ambitious action plan that will drive the Division's work over the next 12 months. Congratulations to Brother Fred Hahn and Sister Candace Rennick who were acclaimed to their positions of President and Secretary-Treasurer respectively. I would also like to extend congratulations to all others who were either acclaimed or elected and wish them all well and success over their term of office.

Finally, I want to offer congratulations to the CUPE Ambulance Committee of Ontario for their efforts and never-ending work to ensure recognition of post-traumatic stress disorder (PTSD) as a work-related diagnosis for Ontario paramedics and other emergency responders.

## **Manitoba**

As expected, Manitobans elected a new government on April 19. The Conservatives were given a majority mandate with 40 seats; the NDP was reduced to 14 seats and form the official opposition. Leader Greg Selinger has resigned, and the Manitoba NDP will be entering a leadership race.

This marks a significant change for CUPE and the labour movement in the province, which has enjoyed a working relationship with an NDP government since 1999.

It is heartening to hear that the first budget did not contain significant attacks on or cuts to public services, although the spectre of social impact bonds to fund social services is concerning and will be monitored closely.

## **Saskatchewan**

On April 4, the Saskatchewan Party was returned to government for a third mandate, with a stronger majority than before. The make-up of the legislature is now 51 Saskatchewan Party representatives and 10 from the NDP.

The NDP gained only one seat, and leader Cam Broten lost his own seat. He subsequently resigned as leader, throwing the Saskatchewan NDP into yet another leadership race.

The return of Brad Wall as Premier, with such a strong mandate, does not bode well for public services or public employees in the province. We expect continued privatization and restructuring in sectors such as health care and education, and the possibility of representation votes as a result.

## **Alberta**

The Notley government continues to deal with a struggling economy, made worse by the shut down of oil sands production due to the wildfires in and around Fort McMurray.

The evacuation of Fort McMurray resulted in our members scattering across the country. CUPE has been working with our local leaders to secure continued wages and benefits for our members until work can resume, and to ensure that our members are safe when they do return to work. While we are assured that most public infrastructure has survived intact, we know some of our workplaces sustained damage.

Our staff and leaders in Alberta have done a remarkable job in supporting our five locals and 2,000 members from Fort McMurray, and I thank them for their incredible efforts. I also thank the many divisions and local unions who have so generously shown support for our members and their community.

## **British Columbia**

It was a pleasure to attend and address delegates at the British Columbia Division Convention. It was the first gathering of BC members that I had addressed since becoming National President. It was great meeting with activists with whom I worked for many years and meeting new activists as well. Delegates adopted a constitutional resolution creating two additional diversity seats – one for persons with disabilities and the other for LGBTQ members. The two new seats will join the existing two diversity seats on the CUPE BC executive board.

Delegates heard from a number of speakers including Mohamed Famy and, for the first time ever, the President of the British Columbia Government Employees' Union. Resolutions were debated and approved and an updated action plan form the basis of the Division's work for the next year. Equally important to this work is a renewed interest in provincial politics as the province moves towards a 2017 election. We are all looking forward to defeating the Clark Liberals and electing a John Horgan-led NDP government.

The government will provide 73 rural and remote BC communities with provincial community paramedicine programs. Paramedics will provide basic health care services, within their scope of practice, in partnership with local health care providers. At least 80 new full-time equivalent positions will support the implementation of community paramedicine as well as augment emergency response capabilities. Local 873, representing BC paramedics, was instrumental in moving this project forward.

Members have been hard at work fighting contracting out by successfully lobbying for contracting in work. Local 403, Township of Langley, lobbied hard to contract in recreation services. Their efforts proved successful and resulted in adding 12 regular full-time positions. Efforts by Local 608 resulted in the creation of three full-time positions when their employer decided on the public option for janitorial work. There are a number of contracting in battles going on in BC at the municipal level.

### **Hospital Employees' Union (HEU)**

On May 24 and 25, bargaining officially got underway for the first of 13 collective agreements between HEU members and four multinational contractors who provide support service across three health authorities. HEU members who work for Compass Group at Vancouver Coastal Health Authority and Providence Health Care facilities are the first group of workers from the sector to enter into negotiations for a first collective agreement. Discussions with the employer led to some progress on several issues. Bargaining is set to resume in mid-August. In addition, opening rounds of bargaining for other support service units are now set for August and September.

HEU held a weeklong, in-residence summer school program from May 29 to June 3 at the University of British Columbia in Vancouver. This year's theme was "Expanding Our Base of Power", in which members explored grassroots leadership. Four courses were offered that each support leadership training, including an analysis of the economic policies and societal values that impact workers.

### **3. Organizing Report**

During the period of March 1, 2016 to May 31, 2016, CUPE organized 1,331 new members in 17 bargaining units. The largest unit organized was a Quebec unit of social affairs/health care workers at Saint-Anne Hospital covering 500 workers. We welcome all of our new members into the CUPE family.

Across the country, we organized 837 members in health care, 367 members in social services, 56 members in municipalities, 45 members in the post-secondary sector, and 25 members employed by the Quebec government.

We are currently involved in 58 active campaigns that, if successful, would bring 4,733 new members into CUPE. At labour boards across the country, we have 12 projects representing 878 new members waiting for certification votes to be conducted. There are four restructuring projects on-going that will result in representation votes affecting 1,513 CUPE members.

In keeping with Strategic Directions adopted by National Convention in Vancouver, the National Executive Board received an update on the 2016 organizing plan.

#### **4. In Memoriam/Personal**

##### **Messages of Condolences**

I offer my sincere condolences to the families of the following CUPE members, staff, and retirees who have lost a loved one in this reporting period.

- Brother Larry Harrison                      Member of Local 402 (BC)
- Brother Dallas Tomniak                      Member of Local 917 (BC)
- Sister Mary Catherine Roddy              Member of Local 1230 (ON)
- Sister Anneliese Skoropad              Member of Local 1858 (BC)
- Sister Maxine Zurbrigg                      Member of Local 1858 (BC)
- Brother Brian Watson                      Member of Local 3550 (BC)
- Brother Robert Lafontaine              Member of Local 4250 (QC)
- Brother Murray Francis Newman      Retiree – National Office
- Brother Serge Perreault                  Retiree – Quebec Regional Office
- Brother William Whalen                  Retiree – Moncton Area Office
- Cecil Dewar                                  Spouse of retiree – Sister  
Clarice Dewar – National Office
  
- Roy Litherland                              Surviving spouse of late retiree –  
Sister Arlene Litherland – Ontario  
Regional Office
  
- Eva Cole                                      Surviving spouse of late retiree –  
Brother George Cole – British  
Columbia Regional Office
  
- Rose Elkins                                  Mother of NEB Member, Brother  
Victor Elkins

## Retirements

My sincere thanks to each of the following CUPE staff for their many years of dedicated service to our union.

- Sister Mariette Danis National Office
- Sister Dominique Delorme Quebec Regional Office
- Brother Edward Hanson Calgary Area Office
- Sister Conni Kilfoil British Columbia Regional Office
- Sister Joanne Lavigne National Office
- Sister Carole Lefebvre National Office
- Brother Daniel Legault Quebec Regional Office
- Brother Gerry McDonnell Hamilton Area Office
- Sister Beverley Norman Calgary Area Office
- Brother Alain Paré Quebec Regional Office
- Sister Diane Prévost National Office
- Sister Frances Robertson Kitchener Area Office
- Sister Betty Sommers Oshawa Area Office
- Sister Solange Tessier National Office
- Sister Linda Thurston-Neeley Ontario Regional Office

Thank you to the members from all regions for your warm welcome and hospitality at Division Conventions. I enjoyed each convention and now understand the enormity of our country, having travelled to Gander, Newfoundland and back to Victoria, British Columbia. While regions may be diverse, there is one thing CUPE members from coast to coast have in common – their profound dedication to the citizens they serve and their strong belief that CUPE is the only union that can protect those services.

I wish each and every one of you a safe and enjoyable summer.

In solidarity,



MARK HANCOCK  
National President

:jt ceu | 2016-06-28 (5:00 p.m.)