

## NATIONAL PRESIDENT'S REPORT

September 2012 – December 2012

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Dear Sisters and Brothers:

This reporting period has been an incredibly busy one for our union with collective bargaining throughout Canada. In Ontario, our very right to engage in free collective bargaining is in question as detailed within this report.

Hundreds of our members in British Columbia have been on picket lines in a very harsh “net zero” bargaining mandate in the dying days of the Liberal government of Premier Christy Clark.

In Ontario, on the heels of Bill 115 which destroyed bargaining rights for education workers, including 55,000 CUPE members, Premier Dalton McGuinty resigned in mid-October and prorogued the Ontario legislature. Draft legislation affecting the broader public sector, which will remove bargaining rights, while not yet law, hangs over all bargaining tables. Among others, the draft legislation will affect the arbitration system for thousands of Ontario health care workers who do not have the right to strike.

Budgetary restraint and austerity are the orders of the day throughout Canada as governments pay down the deficits incurred through stimulus programs that emerged in response to the 2008 global recession. Throughout the globe, we see a variety of governments scaling back public services and attacking public employees. Austerity is proving to be the wrong medicine and is compromising an already sluggish global economy. On November 14, millions of workers participated in a general strike in a number of European Union countries.

At the federal level, the Harper government continues to pursue free trade agreements throughout the globe. The latest example is the Foreign Investment Promotion and Protection Agreement (FIPA) with China. The Harper government has refused to bring this agreement to Parliament. It apparently gives Chapter 11 type powers to the Chinese for a period of 31 years. At last count, over 75,000 had registered their opposition to this deal online.

Free trade talks continue with the European Union and are set to begin with India.

These issues make our global justice work all the more important. During this reporting period, and detailed within this report, I was privileged to be part of the Canadian Labour Congress' (CLC) mission to China as guests of the All China Federation of Trade Unions (ACFTU). I also led CUPE's delegation to the World Congress of our global union, Public Services International (PSI), in Durban, South Africa.

Day in and day out, I see CUPE activists and staff standing up for public services and CUPE members. On behalf of our entire union, I thank each of you for your efforts – which make a difference.

## 1. Collective Bargaining/Strikes

Bargaining continues to be tough right across the country. Members in every province face austerity of varying degrees as governments attempt to curb deficits on the backs of public sector workers. Despite this tough bargaining climate our level of full strike activity has not been high as evidenced by the chart below, yet collectively there has been an inordinate amount of job action, particularly in British Columbia.

PROVINCE	LOCAL	EMPLOYER	# OF MEMBERS	STRIKE BEGAN	DURATION
Ontario	3902	University of St. Michael's College	40	Nov. 15	8 days

After 13 months of trying to secure a fair first contract with their employer, 40 contract course instructors, teaching assistants, and continuing education instructors at the University of St. Michael's College, members of Local 3902, are on strike. Mediation provided some breakthrough however talks broke down over the university's failure to provide job security for the members. A further mediated round of talks resulted in an agreement that resulted in the bargaining unit achieving a strong memorandum of settlement.

In British Columbia, CUPE members in the university sector, colleges sector, and the community and social services sector have been forced to take a variety of job actions in support of their collective bargaining efforts which have been on-going for over two years. Job action has ranged from overtime bans to work to rule to providing essential services only to rotating walkouts.

In the university sector, at the time of writing, only Local 3338 at Simon Fraser University continue job action as our members face an employer intent on having a two-tier pension plan. CUPE members at University of British Columbia (Locals 116, 2278, and 2950), University of Victoria (Locals 917, 951 and 4163), Local 3799 at University of Northern British Columbia in Prince George, Local 3886 Royal Roads University in Victoria, and Local 4879 at Thompson Rivers University all have ratified collective agreements in hand. They are to be congratulated for taking the necessary actions standing up to a right-wing government.

In the colleges sector, members of Local 4627 at Vancouver Community College began rotating job actions that have included full withdrawal of services in some departments on October 29 in support of their efforts to secure a collective agreement. All other community colleges have provided 72 hours' notice of action and have taken various job actions starting the week of November 19.

Targeted job action started the week of October 16 in the community social services sector where 2,500 are CUPE members. The B.C. government continues to put the squeeze on social services agencies across the province resulting in an unfair impact on some of the provinces lowest paid workers. Members of Local 1936 – Greater Vancouver Community Social Services Workers, Local 4601 – Powell River Association for Community Living, and Local 4775 – Creston and District Society for Community Living have all participated in actions at their workplace and MLA offices.

## **2. Federal Scene/Canadian Labour Congress (CLC)**

### **Common Front to Build a Better Canada**

In mid-September I attended a meeting of over 45 separate unions and NGOs held in Ottawa, hosted by the Council of Canadians.

The purpose of the meeting was to discuss the formation of a broad-based coalition to respond to the Harper agenda and to present a positive agenda for Canada. Work is continuing towards a fall 2013 Civil Society Summit and a broad-based coalition that will be visible throughout Canada.

## **Bill C-377**

The Board reviewed the political work done by CUPE and many CUPE members and indeed all Canadian Labour Congress affiliates in fighting to stop Bill C-377. Bill C-377 is a private members bill forcing unions to disclose publicly all financial transactions over \$5,000 as well as the salaries of officers and staff over \$100,000. CUPE does share all of this information with its members as a matter of internal transparency, a crucial principle of our internal democracy. However, this bill requires all of our internal financial matters be made public. While this was a private members bill, this legislation was clearly a priority for the Prime Minister's office. Given the Conservative government majority, the bill was passed on December 14, although with only a slight majority. This is a testament to two things, the political work of the labour movement on this issue and the severe flaws within the legislation itself. The bill unfairly targets unions; it will cost the government upwards of \$20 million to implement and conflicts with the Charter of Rights, the constitutional division of powers, and commercial and individual privacy legislation. The Board agreed to continue to fight this as it makes its way through the Senate as well as support the various legal challenges to be mounted if it does receive Royal Assent. At the same time, we must prepare all chartered organizations for these new reporting requirements expected which may be in place in 2014. For more information, go to <http://cupe.ca/political-action/C-377-conservative-mps-anti-union-bias>.

## **CPP/QPP – Retirement Security for Everyone Campaign**

The election of the PQ government represents a potential shift in Quebec policy as the PQ expressed support for QPP expansion prior to the election. This would be an important addition to the list of provincial governments in favour of CPP/QPP expansion.

CUPE will continue our three-year campaign lobbying all levels of government and working with the CLC. We will be lobbying all provincial/territorial finance ministers at their year-end meeting.

## **Supreme Court Decisions**

This fall has seen two important decisions from the Supreme Court of Canada. In a unanimous 9-0 decision, the court ruled that a British Columbia school board discriminated against a special needs student by not providing him with sufficient access to services required to adequately deal with his special needs.

The ruling will have positive consequences for families of special needs students. It underscores the critical role played by CUPE educational assistants in the public school system.

In another unanimous ruling, the court struck down the patent held by drug company Pfizer for their failure to publically disclose the details of the drug they held a patent for. Pfizer, in a rather stunning display of hubris, is attempting to convince the Supreme Court to reconsider their unanimous ruling.

Patent protection is based on a quid-pro-quo, a time-limited monopoly in exchange for public disclosure. The case points out the lengths some drug firms will go to protect their patents. Remember, one of the key issues in ongoing Canada-EU CETA talks is an extension of patent protection being sought by the EU on behalf of multi-national pharmaceutical companies, a move that could cost over \$2 billion in increased drug costs.

### **“Solidarity of Abilities: Disabilities in the Workplace” Campaign**

On December 3, the International Day for Persons with Disabilities, we launched the “*Solidarity of Abilities: Disabilities in the Workplace*” campaign. This campaign is the result of the hard work of the Persons with Disabilities National Working Group and is aimed at promoting a better understanding for CUPE members of disability rights in the workplace. The campaign will roll out over the next several months with fact sheets, a brochure, and posters for your workplace. I am happy to report that many provincial divisions are stepping up to the campaign and planning their own events. For more information, go to <http://cupe.ca/disability-rights/solidarity-abilities-disability-rights>.

## **3. Regional/Service Division Updates**

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

The biennial HEU convention was held in Vancouver November 5-9, 2012, with a record delegation of over 600 members.

Delegates welcomed BC NDP leader Adrian Dix and special guest speaker Stephen Lewis. Brother Victor Elkins was elected as president and Sister Donisa Bernardo was re-elected as secretary-treasurer. My sincere thanks to Brother Ken Robinson who served as HEU president for the past four years and as a BC regional vice-president on our National Executive Board.

Delegates honoured Sister Judy Darcy with a special honorary membership for her outstanding service as HEU’s Secretary-Business Manager. Sister Judy is the NDP’s nominated candidate in New Westminster for the 2013 provincial election.

In what can only be described as the worst affront to solidarity and organized labour, the British Columbia Nurses Union initiated a raid of 7,000 HEU Licensed Practical Nurses. Despite running a strong campaign, including meeting nearly all LPNs face-to-face, LPNs voted in favour of BCNU. HEU, and CUPE as a result, lose a large number of activists in the raid. We wish them well and sincerely hope they find their way back to CUPE in the future.

### ***Airline Service Division***

CUPE has achieved a first agreement for Porter Airlines ground crew in Toronto.

Air Canada flight attendants held a telephone town hall meeting in early November to discuss current issues including Air Canada's announced plans for a new low cost carrier (LCC). Air Canada and all unions at the airline continue to lobby for an extension of pension solvency relief from the federal government.

After over a decade of litigation, CUPE, along with the Teamsters and the IAM, received a successful ruling on our claims against the former Inter-Canadian Airline. As was the case with the former Canada 3000 and Inter-Canadian Airline (as outlined in my September report), we have been able to secure some financial redress for our former members.

### ***Newfoundland and Labrador***

CUPE Newfoundland and Labrador continues to garner public attention regarding labour's concerns with the proposed Comprehensive Economic Trade Agreement (CETA). President Brother Wayne Lucas had an op-ed published in late October.

CUPE Newfoundland and Labrador activists have been visible in their support for PSAC/UCTE Local 90916 workers on strike at St. John's airport since mid-September. Our union was also visible at the Municipalities of Newfoundland and Labrador Annual Convention, held in Gander in early October.

### ***Nova Scotia***

CUPE Nova Scotia was very active in the municipal/school board elections held in October throughout the province. Twelve members/retired members were elected and another nine ran but were not elected. All 21 did our union proud in running to preserve and enhance public services. (See list appended to this report.)

Between October 25 and 28, 2012, CUPE Nova Scotia held its annual all-committees meeting in Truro with 135 members and staff in attendance. The group broke on Saturday, October 27 to participate in region-wide EI protests.

Local 759, representing just over 300 members in the Cape Breton Regional Municipality, has applied for conciliation after contract talks stalled.

## ***Prince Edward Island***

I was delighted to attend CUPE PEI's annual All Presidents' meeting held in Summerside, Prince Edward Island on December 5.

CUPE Prince Edward Island was very visible in an EI rally held on October 27 at the office of Regional Federal Minister, Gail Shea, as well as at a recent media conference with the Council of Canadians and the CLC.

## ***New Brunswick***

CUPE New Brunswick has spent this fall holding Regional Action Committee (RAC) meetings to garner union-wide support to defend public employees' free collective bargaining rights in New Brunswick.

On Saturday, October 27, CUPE New Brunswick activists joined hundreds of protestors against EI cuts. They met up with Quebec protestors on the J.C. Van Horne Bridge in Campbellton, New Brunswick.

## ***Quebec***

The Charbonneau Commission on corruption in Quebec's construction industry has seen both the mayors of Montreal and Laval resign from office. CUPE Quebec was the first union to call for a Commission of Inquiry in November 2009, citing our concerns with privatization and corrupt tendering practices.

Local 301, representing outside workers in Montreal, achieved a new five-year deal prior to the expiry of their current agreement. The new agreement contains wage hikes in each year and fixes a longstanding pension funding challenge.

Outside workers in Quebec City, members of Local 1638, have won a major arbitration decision regarding work CUPE members lost to contracting out.

A major representation campaign continues for Quebec area hospitals between our union and the CSN.

## ***Ontario***

As mentioned elsewhere in this report, our entire membership in Ontario is focused on resisting Bill 115 (affecting 55,000 CUPE education workers) and proposed broader public sector workers legislation which, if adopted, would similarly destroy bargaining rights for tens of thousands of public employees in all sectors (except municipalities and the education sector, which is caught by Bill 115).

Well over 1,000 members attended a special leadership meeting held in Toronto on November 18, 2012. Just days prior to this special meeting, Ontario Premier Dalton McGuinty announced his decision to step down; he prorogued the provincial legislature and while the Liberals elect a new leader (in late January), the province is in a period of great uncertainty.

With the full support of CUPE National, our locals in Ontario are attending special meetings organized by CUPE Ontario to prepare for the battles that lie ahead. On each occasion that I speak to our members in Ontario, I pledge the full support of our membership from coast to coast. (See the CUPE Ontario website at [www.cupe.on.ca](http://www.cupe.on.ca) for more details.)

### ***Manitoba***

On September 28, CUPE Manitoba, as part of its ongoing Respect Campaign, participated in the “Steve Braun Walk for Shelters” to draw attention to the lack of commitment for services for victims of domestic violence.

Representation votes brought about by government health care restructuring continue in rural Manitoba. I was pleased to participate in a virtual town hall meeting for members in the Interlake Region.

Local 500’s public campaign against City of Winnipeg contracting out and privatization is continuing with a television ad that the Mayor of Winnipeg has launched a lawsuit in response to, which we believe is an attempt to silence public debate.

### ***Saskatchewan***

CUPE Saskatchewan delegates joined hundreds of other delegates to the annual Saskatchewan Federation of Labour convention in a rally at the Saskatchewan legislature to question the Wall government’s management of the economy and planned changes to the province’s labour legislation.

Rumoured changes include plans to introduce individual fines for workers found to be in violation of the province’s Health and Safety Act and plans to remove the rand formula provisions for automatic dues deduction from the Saskatchewan Trade Union Act.

Local 2669 is continuing its very difficult and protracted negotiations with the Saskatoon Library Board. Fully one-third of our members earn minimum wage at the library board. (See Appendix 2 for a list of CUPE candidates in the recent Saskatchewan municipal elections.)

## ***Alberta***

Local 37, representing Calgary outside workers, won a major victory at the Alberta Labour Board, retaining representation rights for Calgary Zoo staff whom the city had transferred to the Calgary Zoological Society.

Local 70, representing City of Lethbridge workers, has been protesting city council's wage restraint measures with the city's unionized staff, while voting themselves raises up to 20%.

CUPE Alberta president, Sister Marle Roberts, in support of Local 30 members, has called upon the City of Edmonton to oppose the Harper government's attempt to force privatization of Edmonton's Light Rail Transit (LRT) system.

## ***British Columbia***

As detailed in the collective bargaining section of this report, I was proud to visit picket lines throughout the greater Vancouver area with CUPE British Columbia president, Brother Barry O'Neill. Members of Local 15 (City of Vancouver) have ratified a new four year deal, with wage hikes in each year and no concessions.

CUPE British Columbia is continuing its very successful Ten-Percent Shift campaign which will lead to a major Local Communities Economic Summit in February 2013.

Over 100 delegates gathered in Richmond, British Columbia between November 7 and 9, 2012 for CUPE British Columbia's Anti-Privatization Conference. Keynote speaker, Councillor Shelley Carroll (City of Toronto), spoke out strongly in favour of public services and urged delegates to connect with the public in mounting campaigns in opposition to privatization.

On November 19, 2012, I was pleased to join Brother Barry O'Neill (CUPE British Columbia President) in a Parliament Hill ceremony in which nine members of Local 873 (Ambulance Paramedics of British Columbia) received the Queen's Jubilee medal for their distinguished service as emergency response professionals.

## **4. Organizing Report**

CUPE activists, servicing, and organizing staff continue to be busy across the country responding to requests from workers asking to be organized and to be represented by CUPE in their workplaces. In the last quarter ending November 30, CUPE welcomed 1,007 new members in 16 bargaining units across the country.

In addition to the new members, we have 15 applications for certifications in front of various labour boards. If successful in these applications, CUPE membership would grow by up to 6,780 members. CUPE also has 42 active organizing campaigns at various stages across the country which has the potential to result in an additional 7,422 members.

Organizing work not only involves certifications for new members, it also requires our staff to deal with representation and restructuring campaigns where representation votes are required due to a sale of business or government restructuring of different workplaces. CUPE staff and activists are currently involved in five representation votes covering off 6,463 members. The largest of which is health care restructuring in Manitoba.

We anticipate that activists and staff will be as busy in 2013 as they have been in 2012. We will continue to pursue new members where the opportunities exist and defend our representation rights where CUPE members are forced into votes as a result of government restructuring, sale of business applications or raids by predatory unions.

## **5. CUPE Strategic Meetings/Conferences**

### **National Health and Safety Conference – October 12-14, 2012 (Ottawa)**

Over 500 delegates gathered in Ottawa for CUPE's National Health and Safety Conference, over one-half of the delegates were attending their first ever National Health and Safety Conference.

The conference, for the first time, included environmental stewardship issues in addition to workplace safety and health issues. Keynote speaker, Dr. Linda Rae Murray from Chicago, gave a spirited address on the importance of health and safety struggles to workers power.

Former Local 5167 activist (City of Hamilton), Brother Ed Thomas, spoke of his ongoing efforts to have the United Nations recognize April 28 as the Day of Mourning throughout the globe.

### **Canadian Blood Services Sector Meeting – November 1-2, 2012 (Toronto)**

CUPE and NUPGE delegates gathered in Toronto for a meeting of Canadian Blood Services workers. CUPE delegates from Alberta, New Brunswick, British Columbia (HEU), and National Office staff attended.

These gatherings provide the only opportunity for CBS workers to meet to compare notes and set strategies for dealing with their single national employer. In addition to internal union discussion, the delegates met with CBS CEO and Vice-President.

## **HIV-AIDS Strategic Meeting**

Arising out of a strategic direction adopted at our 2011 National Convention, CUPE National hosted our second National HIV/AIDS Meeting in Ottawa between October 29-30, 2012.

The gathering included about 50 activists and staff from HIV/AIDS clinics, our National Pink Triangle and Global Justice Committees. The result of the two-day meeting was detailed strategic advice on how CUPE can continue our local, national, and global HIV/AIDS work.

## **National Bargaining Conference**

CUPE's first ever National Bargaining Conference will be held in Ottawa from February 5-8, 2013.

As I discussed on a series of virtual town hall conference calls with CUPE local presidents in early December, the National Bargaining Conference occurs at a critical time for our union in terms of the austerity budgeting we face and legislative assaults on our bargaining rights.

## **Federation of Canadian Municipalities (FCM) Municipal Infrastructure Forum**

Since early 2012, I have been serving on the FCM's Municipal Infrastructure Forum, planning on how to approach the federal government to address the almost \$200 billion municipal infrastructure deficit.

On November 8, I joined FCM stakeholders in Toronto as we released our report calling for long term and stable infrastructure funding from the federal government. There is growing suspicion that the Harper government wants to tie federal funds to P3s, but there is a large consensus within the FCM that P3s, while one option, are not appropriate in all instances.

## **6. Global Justice/International Affairs**

### **Public Services International (PSI) 29<sup>th</sup> World Congress November 27 to 30, 2012 – Durban, South Africa**

I was pleased to lead CUPE's seven person delegation to the PSI World Congress. PSI represents 20 million public employees and meets once every five years. This year's congress focused on the attacks being waged on the public sector throughout the globe, all under the banner of austerity in the aftermath of the 2008 global recession.

Sister Rosa Pavanelli from the Italian affiliate FP-CGIC, was elected General Secretary of PSI for the next five year term. Brother Dave Prentis (UNISON-UK) was re-elected PSI president.

CUPE was saluted for our work in Haiti assisting in the construction of a new office for PSI affiliate CTSP. The PSI program of action, debated over three days, sets out an ambitious agenda over the next five years to defend trade union rights and public services.

## **Cuban Five**

I was pleased to host a delegation from Cuba in Canada to continue their campaign against the unjust incarceration of five Cubans in the United States. Our September NEB meeting passed a solidarity resolution and we have again written the United States government.

## **CLC Mission to China – All China Federation of Trade Unions (ACFTU)**

In October, I participated in a CLC senior leaders' mission to China as guests of the ACFTU. We met with senior union officials, government officials, and the Canadian Ambassador to China.

My full report to our National Executive Board is available at [http://cupe.ca/updir/CLC\\_Mission\\_to\\_China\\_\\_NEB\\_Report.pdf](http://cupe.ca/updir/CLC_Mission_to_China__NEB_Report.pdf). Suffice it to say that collective bargaining rights and grievance/arbitration rights as we know them do not exist in China. The ACFTU is very much a creature of the Chinese government, but China's rapid economic growth has led to significant labour unrest and the ACFTU are taking their first tentative steps to aligning with global unions, including membership at the International Labour Organization (ILO) and participation with global unions at G-20 meetings.

## **7. Personal/In Memoriam**

### ***In Memoriam***

I offer my sincere condolences to the families of Sister Angela Bromley, a retiree from National Office, who passed away on September 29, 2012; Brother Christopher Shield, a retiree from the Kingston Area Office, who passed away on October 27, 2012; Sister Elisabeth Plettenberg, retiree, whose husband passed away on November 6, 2012; and Mrs. Maxine Kramer, spouse of the late retiree Mike Kramer, who passed away on November 21, 2012.

I note the passing of Marvin Miller, the former executive of the Baseball Players Association.

While sport unions are viewed by some as clubs for millionaires, the truth is there are far more impoverished ex-athletes than millionaires. Marvin Miller, a former Machinists Union and Steelworkers Researcher, almost single handedly organized Major League Baseball players who, up until this imitative, had no rights, even their own images (on player cards) were owned by team owners.

### ***Retirements***

I offer my sincere thanks, congratulations, and best wishes to the following CUPE staff who have announced their plans to retire.

Sister Rachel Felteau – National Office – November 1, 2012  
Brother Serge Boivin – Saguenay Area Office – January 1, 2013  
Brother Raymond Leclerc – Quebec Regional Office – January 1, 2013  
Sister Ida Lépine – Ottawa Area Office – January 1, 2013  
Sister Lynn MacAskill – Alberta Regional Office – January 1, 2013  
Brother Stan Marshall – National Office – January 1, 2013  
Sister Jeannine McDonald – Kelowna Area Office – January 1, 2013  
Sister Lillian Dykau – Alberta Regional Office – March 1, 2013  
Sister Elizabeth (Beth) Smillie – Saskatoon Area Office – March 1, 2013  
Brother Robert Toop – National Office – March 1, 2013  
Sister Donna Wright – Oshawa Area Office – March 1, 2013  
Sister Lee-Anne Halifax – Trail Area Office – May 1, 2013  
Sister Lise Giroux – National Office – July 1, 2013

## **8. Conclusion**

In closing, I have a few points to leave with you.

- CUPE's Senior Economist, Brother Toby Sanger, has revamped his quarterly economic report, now entitled "Economy at Work". Written in plain language, it views the economy from a workers perspective and is available at [cupe.ca/subscribe](http://cupe.ca/subscribe).
- Local union newsletters are one of the ways that CUPE locals inform and educate our membership. I receive many of these newsletters and read them all. If you haven't been sharing your local's newsletter, please do!
- 2013 is the 50<sup>th</sup> anniversary of CUPE and we'll be celebrating this milestone throughout the year at our spring 2013 division conventions and, of course, at our National Convention in Québec City in October 2013.

Two requests regarding our 50<sup>th</sup> anniversary:

Do you have a special memory of our union from your local's history or from your time on CUPE staff? If so, please jot it down and send it to me. I can't promise to use every submission, but I promise to read them all and pass them on to our 50<sup>th</sup> anniversary team.

Please share your story, it's part of our union's history, a history we want to retain and share.

Secondly, do you have CUPE pins gathering dust in a cupboard? If so, please consider sending them to me. One of our 50<sup>th</sup> anniversary projects is to display the history of CUPE as told by the thousands of CUPE pins developed over the years.

In closing, I want to say a special thank you and best wishes to our Managing Director of National Services, Brother Stan Marshall, who retires at the end of this year. Stan is both a talented and dedicated trade unionist and a friend, and on behalf of our entire union, I thank him for his hard work and wish him the very best for a long, healthy and happy retirement.

Thank you to each of you as CUPE activists and staff for your hard work on behalf of CUPE members; it makes a difference.

I wish each of you a peaceful Christmas and all the best for a happy new year.

In solidarity,

PAUL MOIST  
National President

:jvp/ceu

Encl.

## **Appendix 1**

### **Nova Scotia Municipal/School Board Elections – October 2012**

Sincere congratulations to the following CUPE members/retirees who were elected:

- Local 281 – Steven Cotter – Councillor At Large, Town of Trenton
- Local 835 – Joan Brewer (acclaimed to Yarmouth School Board)
- Local 835 – Linda Gregory – District 3, Municipality of Digby
- Local 955 – Shirley McNamara – District 5, Richmond (acclaimed)
- Local 964 – Murray Goodwin – District 2, Municipality of Yarmouth (acclaimed)
- Local 964 – (former member) Gerard LeBlanc – District 3, Municipality of Yarmouth (acclaimed)
- Local 1867 – Donnie MacDonald – District 2, County of Antigonish
- Local 2272 – Roderick Murphy – District 2, Municipality of Argyle
- Local 2525 – Karen MacKenzie – District 6, Colchester County
- Local 2858 – Gail Smith – Town of Middleton (acclaimed)
- Local 3890 – (retiree) Terry Rhindress – Councillor At Large, Town of Amherst
- Local 4623 – Daniel Rector – District 7, Cumberland County

Our sincere thanks as well to the following staff/members who ran but were not elected:

- Local 835 – Gillian Rowley – Councillor At Large, Town of Yarmouth
- Local 2272 – Malcolm Madden – District 5, Municipality of Argyle
- Local 2525 – Dawn McCully – Councillor At Large, Town of Parrsboro
- Local 2525 – Kelly Milner – District 7, Cumberland County
- Local 3131 – Suzanne MacNeil – Cape Breton Victoria Regional School Board
- Local 5047 – Jackie Barkhouse – HRM, District 3, Dartmouth South-Eastern Passage
- Local 5047 – Ian Wilson – District 15, Lower Sackville HRM
- Local 5050 – Dave LeBlanc – District 11 CBRM
- CUPE Staff – Larry Power – District 5, Lunenburg County

## **Appendix 2**

### **Saskatchewan Municipal/School Board Elections – October 24, 2012**

Our sincere congratulations to the following CUPE members/staff who stood for office in Saskatchewan:

- Charlene Miller – Local 4777 – Prince Albert City Council – re-elected
- Tim Scharkowski – Local 160 – Prince Albert City Council – elected
- Ann Iwanchuk – CUPE Staff – Saskatoon City Council – re-elected
- Jackie Christianson – Local 3766 – Regina Separate School Board
- Candice McLean – Local 8443 – Saskatoon Public School Board
- Penny Wallace – former member of Local 5512 – Moose Jaw Public School Board