

NATIONAL PRESIDENT'S REPORT

March 2014 – June 2014

Dear Sisters and Brothers:

This reporting period has been a very busy one, both for our union and on the Canadian political scene.

Nine CUPE provincial divisions met in convention, all contained important debates and key long term planning. In total over 3,000 delegates, staff and guests attended these important events, each of which are summarized in this report.

Citizens in our two largest provinces went to the polls this spring.

In Quebec, the PQ government was defeated by the Liberals. In Ontario the Liberal Party led by Kathleen Wynne won a majority victory in what had been viewed as a very tight race. The Ontario NDP increased their overall vote and added one seat, finishing in third place. Our Union was well represented in both of their elections, later in the report see details on eight CUPE members, staff and retirees who stood up for public services and ran for office.

Sticking with politics, I am proud to report that a young worker, Sister Kelli Saemann, a member of CUPE Local 5111 (Prairie North Regional Health Authority) won a by-election victory and is now a councillor in North Battleford City Council (Saskatchewan).

Globally, April marked the one year anniversary of the Rana Plaza garment factory tragedy in Bangladesh. In Soma, Turkey 300 miners died in a mine explosion, igniting mass protests throughout the country over lax health and safety laws in Turkey.

Bargaining remained both busy and challenging in the midst of a period of sluggish economic growth and various austerity agendas being imposed by public sector employers. Pensions continued to be a very busy file, especially in Alberta and Quebec, to name only two jurisdictions.

In British Columbia, as detailed in this report thousands of school board members have walked the picket lines in support of BC teachers and their series of one-day strikes held in May and June. As we go to print, our 27,000 K-12 members in BC have achieved a new five-year tentative agreement.

In early June our brave Local 4616 members in Bonfield, on strike since August 1, 2013, achieved a new three-year deal with wage hikes, the removal of a raft of concessions and the reinstatement of five dismissed members. My sincere thanks to the over 150 locals from all over Canada who sent donations to Local 4616.

My sincere thanks to all activists and staff for your efforts day in and day out defending public services and the interests of the 627,000 CUPE members we are privileged to represent.

1. Federal Scene

Bill C-525, an *Act to Amend the Canada Labour Code*, passed third reading in the House of Commons on April 9th. C-525 is designed to make it harder for unions to certify and easier for unions to be de-certified. The Bill is now before the Senate. Bill C-525 is the second attack on the labour movement by the Conservative Government through the back-door by using private members bills. It also opens the door for provinces to follow suit. On June 2nd, the Government of Newfoundland introduced Bill 22, an *Act to Amend the Labour Relations Act*, ending card-based certification and re-instating mandatory voted certification.

In Parliament, the Harper government was forced to retreat on major features of their legislated changes to Canada's Election Act. This is the first time in decades that a government has sought changes to the Elections Act, without seeking all party consensus.

The temporary foreign workers program (TFWP) was again in the news with tremendous controversy associated with the use of the program for low-skilled service sector work. A moratorium was placed on further TFWP expansion in the restaurant sector due to mounting evidence that the misuse of the program has increased unemployment rates in some regions in addition to exerting obvious downward pressure on wages.

In late March the Broadbent Institute held their first "Progress Summit" in Ottawa. I was pleased to attend along with 600 other participants for a weekend of debate and learning on the key challenges facing social democratic political parties.

The Institute named after former Federal NDP leader, Ed Broadbent, fills an important role as a progressive counter-balance to groups like the Manning and Fraser Institute(s).

Our National Union continued our National Health Accord Campaign with important events in Winnipeg, Nova Scotia's South Shore, Moncton and Southern Ontario.

In brief, the campaign sees us knocking on doors and doing community outreach in 10 federal ridings that the Conservatives narrowly won in 2011. In addition to 2 weeks of door-knocking, we held community town hall meetings featuring Maude Barlow of the Council of Canadians, myself from CUPE and a third person from the community itself.

CUPE once again sponsored a breakfast at the annual Congress of the Canadian Housing and Renewal Association (CHRA). CUPE General Vice-President, Sister Marle Roberts brought greetings to the 500 delegates who gathered in Edmonton to focus on pan-Canadian housing and homelessness issues.

Lastly, our union has recently condemned federal cuts to literacy programs. Up until now, the federal government's goals have been to provide funding for literacy and essential skills projects. The objectives of these projects are to support at least one of the following:

- address employability issues
- address workplace issues
- fill knowledge gaps

The Office of Literacy and Essential Skills (OLES) previously the National Literacy Secretariat, has provided Core funding to over 20 organizations. These organizations are at national levels and based in every provinces and territories.

These decisions are clearly meant to dismantle nearly 3 decades of leadership by the federal government in supporting the important literacy work and literacy network from coast to coast.

The Harper government has slowly been chipping away at literacy initiatives. This is the final nail in the coffin.

It is clear the federal government is aiming to reduce spending to achieve a zero deficit in time for the 2015 federal elections at the cost of literacy organizations and vulnerable Canadians in need of good jobs.

2. Canadian Labour Congress (CLC)

The triennial CLC Convention was held in Montréal from May 5 to 9, 2014.

In the months prior to Convention under Ken Georgetti's leadership, a broad consensus was achieved on key CLC priorities, including the following which were adopted in Montréal:

- Two \$1.50/member special assessments (June 1, 2014 and January 1, 2015) to fund the CLC's Fairness Works initiative which included our labour image campaign and the one-on-one membership conversations that each CLC affiliate is conducting.

- Continuation of the CPP Campaign, Municipalities Matter election work and advocacy for a National Child Care Campaign.
- A \$0.05/member general per capita increase for the CLC, the first general per capita increase in 12 years.

I reported on the above key issues at our mid-March 2014 meeting of CUPE's National Executive Board. I also reported on plans for the four incumbent CLC officers to seek re-election, and our NEB adopted a motion to endorse the incumbent officers.

On April 12th, 2014, three weeks prior to the convention, CLC Secretary-Treasurer, Hassan Yussuff (Unifor) announced his plans to run for the office of the CLC President. Shortly thereafter, CLC Executive Vice-President Barb Byers (NUPGE) and Marie Clarke-Walker (CUPE) announced their plans to run as "independent candidates".

The above events were not anticipated and were unprecedented in the 57 year history of the CLC. Our NEB held a number of emergency conference calls and a series of town halls calls with local leaders. As has been well-documented, including in our April 30, 2014 letter to all chartered organizations, our NEB voted to endorse Brother Ken Georgetti and a new team running with him.

Brother Georgetti was defeated in a very close vote and the team that ran alongside Brother Yussuff, Sisters Byers and Clarke-Walker, were elected. In the end there weren't any independent candidates.

CUPE will of course remain committed to the CLC. The recent convention adopted a very well thought out program, one we support, and as the CLC's largest affiliate, it is important for CUPE to be at the forefront of these initiatives.

Consensus amongst affiliate unions is in my view the only way the CLC can work effectively. The events described herein will certainly test relations between and amongst some CLC affiliates. The personal ambitions of some notwithstanding, the challenges facing all workers necessitate that we all work towards the creation of a united labour movement, which is where my efforts will be directed.

On your behalf, I have conveyed our sincere thanks to the team that ran with Brother Ken Georgetti and Brother Ken himself for his 15 years of service to the labour movement leading the Canadian Labour Congress.

3. CUPE Conferences

- **CUPE National All Committees Meeting (Ottawa, April 1-4, 2014)**

About 250 activist and staff, members of our 17 National Committees met in Ottawa as they began their two year term (2014-2015).

Committee members heard from a range of guest speakers including, NDP MP and labour critic, Alexandre Boulerice, U.S. labour activist, Jane MacAlvery and community organizer, Kevin Millsip.

- **CUPE EMS Locals (Ajax, June 4-7, 2014)**

About 75 paramedics/emergency response workers met in Ajax, Ontario from June 4 to 7, 2014. Delegates focused on bargaining issues within their sector and other key issues EMS workers face.

- **CUPE National Sector Council Conference (Toronto, October 6-9, 2014)**

Our 2013 National Convention adopted a resolution creating a National Sector Council to provide more focus on key bargaining and other issues facing locals who make up CUPE's key sectors, which include:

- Health Care
- Municipalities
- Social Services
- Post-Secondary
- Airlines
- Child Care
- Libraries
- Emergency service workers
- Energy
- Provincial Government and Crown Corps
- Education

The 22 co-chairs representing the 11 sectors will meet July 7-8 in Ottawa to plan their outreach to all locals in their respective sectors and planning for the conference in October.

- **Federation of Canadian Municipalities (FCM) / Canadian Library Association (CLA)**

Our union was present at the two important gatherings mentioned above.

Almost 2,000 mayors and councillors met in Niagara Falls, Ontario in late May for the Annual FCM Convention. A CUPE sponsored workshop released our new research on revenue options for Canadian municipalities.

The Annual Canadian Library Association Conference was held in Victoria, BC between May 28-31, 2014. CUPE leaders from the library sector, Sisters Maureen O'Reilly (CUPE Local 4948) and Dawn Lahey (CUPE Local 2329) spoke on a conference panel on the increase in precarious work in the library sector.

- **CUPE National Human Rights Conference (Winnipeg, February 5-8, 2015)**

Details on our 2nd National Human Rights Conference will be sent to all locals in the fall.

4. Collective Bargaining/Strikes/Lockouts

There have been three disputes involving job action in this 3rd quarter of 2014.

- **CUPE 4616 – Township of Bonfield (ON)**

As mentioned in early June, we achieved a new three-year deal, which Local 4616 members overwhelmingly ratified.

The solidarity of their members and the support they received from across Canada was truly inspiring.

My sincere thanks to Brother Steve Boyle (National Representative) for his steadfast leadership throughout this long dispute.

- **CUPE 608 – Naramata Centre (BC)**

The Centre is a retreat facility operating under a Board of Directors that is tied very closely to the United Church of Canada. While the focus of the Centre is spiritual in nature it does derive most of its income from hospitality operations. CUPE and many other labour organizations have used the centre for education programming over 40 years. Our members at the Centre provide a variety of services including food, housekeeping, grounds and maintenance services.

The employer citing financial difficulties has issued two RFPs that would see the work of at least half the members contracted out. Contracting out will not save the Centre in the long run rather what is needed is a business plan that would market the facility. The employer came to the bargaining table with far too many concessions and a position that should the Local agree to concessions the work would still be contracted out and members lose their jobs.

This does have the potential to be a very lengthy strike and no new bargaining dates are on the horizon.

PROVINCE	LOCAL	EMPLOYER	# OF MEMBERS	STRIKE BEGAN	DURATION (days)
Ontario	4616	Township of Bonfield	16	Aug. 1, 2013	313
British Columbia	608	Naramata Centre	30	May 15, 2014	ongoing
British Columbia	402	City of White Rock	100	May 2, 2014 (rotating) May 12, 2014 (all out)	21

- **CUPE 402 – City of White Rock (BC)**

City of White Rock workers in British Columbia members of Local 402 took strike action to back their demands for a fair collective agreement. The 100 inside and outside workers had been without contract since December 2011. The new four year agreement retroactive to January 1, 2012 mirrors the Metro Vancouver Regional settlements providing yearly wage increases of 1.25%; 1.75%; 1.75% and 2%.

In addition premium in lieu of benefits for part-time and casual employees increases to 11%; the city will facilitate the implementation and in-going maintenance of a union-administered and employee paid LTD plan and vacation pay will be adjusted to reflect annual earning.

CUPE members in the British Columbia K-12 sector are walking the line in support of BC Teachers who have commenced job action through series of rotating strikes. The rotating strikes are aimed at moving the government and the Public Schools Employers' Association towards offering a reasonable collective agreement. Talks have not produced any meaningful agreement to date.

Also in British Columbia the Facilities Bargaining Association lead by the Hospital Employees' Union recently reached a tentative agreement with the Health Employers Association of BC. The new five year deal that is recommended for ratification covers 47,000 health care workers of which 85% are CUPE members including members of Local 873 representing BC paramedics.

The deal provides for a 5.5 per cent in general wage increases over the five years plus modest improvements to evening, night, weekend and on-call differentials and the transportation allowance. Restores two vacation days over the term of the

agreement (casual pay-in-lieu adjusted accordingly). Caps contracting out at 100 FTEs a year. New funding of \$3.75 million for the FBA Education Fund. Places limits on six-day rotations in new or revised schedules. Casuals can register for work in two departments instead of one department. Greater input and responsibility for benefit plan administration through Joint Facilities Benefits Trust. New provisions for ambulance paramedics that support a community paramedic program and address outstanding issues in the pay scale.

In Ontario Community Care Access Centre employees reached a central agreement for the second time. The general wage increase achieved matches that recently negotiated by the Ontario Council of Hospital of Unions. The four year sees wage increases of 2.8% over the term plus lump sum payments equaling 2.8% over the term. The deal affects CCAC workers in seven CUPE locals.

5. Regional / Service Division Updates

Newfoundland and Labrador

As mentioned previously, on June 2nd the government of Newfoundland and Labrador introduced Bill 22. The move was a reversal of the government's direction. Just 18 months ago, card-check certification was introduced in the province after months of consultation. With no evidence to suggest there were any problems with card based certification, the government made an abrupt reversal with no consultation. CUPE is working with the Newfoundland and Labrador Federation of Labour and other affiliates to demand an immediate meeting and consultation before any changes to the labour code and certification take place.

About 100 delegates, staff and guests gathered in Corner Brook for the 40th annual convention of CUPE Newfoundland and Labrador.

Provincial NDP Leader, Lorraine Michael addressed delegates and reminded them that the election of a new PC leader will force a provincial election sometime within the next 12 months.

Convention delegates also received special presentations on employment insurance (by CUPE Researcher, Graham Cox) and the temporary foreign worker program (by CLC Research, Chris Roberts).

Brother Wayne Lucas was re-elected as Division President, a position he has held since 1992.

Nova Scotia

Just over 200 delegates, staff and guests gathered in the beautiful Atlantica Resort in Oak Island, Nova Scotia for the 51st CUPE Nova Scotia Convention, between April 27-30th, 2014.

A very moving April 28th Day of Mourning Ceremony was held on the Atlantic Ocean, with a special remembrance of the five fisherman who lost their lives in a Maritimes disaster in February 2013.

Convention debate focussed on the legislative attack on collective bargaining rights through the introductions of Bills 30 and 37, directed at home, community and health care workers.

Convention delegates also heard messages of solidarity from the Nova Scotia Federation of Labour, the Postal Workers and the Public Service Alliance of Canada. Interim NDP Leader, Maureen MacDonald also addressed convention.

Prince Edward Island

Just over 100 delegates and guests gathered in Mill River, PEI for the 37th Annual CUPE PEI Convention.

Delegates debated a range of resolutions and re-affirmed support for the “Re-Think Child Care” Campaign and the National Health Accord Campaign. Delegates also adopted an emergency resolution on the kidnapped Nigerian school children.

In August, Canada’s provincial and territorial premiers will gather in PEI, CUPE PEI will be present along with other unions and the Council of Canadians. Plans are afoot for another Health Care Accord town hall meeting during the period the premiers are meeting.

New Brunswick

Almost 250 delegates, staff and guests gathered in Fredericton between April 24-26 for the 51st Annual CUPE New Brunswick Convention.

The night before Convention, a Town Hall meeting on the Health Accord was held in Moncton featuring myself and Maude Barlow and social justice activist, Jean Claude Basque. The focus of the work in New Brunswick was in the Moncton-Riverview-Dieppe riding which the Conservatives are vulnerable in, in the 2015 federal election.

CUPE New Brunswick delegates debated resolutions on health care, pensions and Local 1251 bargaining where our provincial corrections officers have been without a contract for 34 months. A very spirited demonstration was held in support of Local 1251 bargaining at the New Brunswick legislature.

Quebec

CUPE is leading a massive municipal coalition representing over 65,000 workers, presenting a unified response to a provincial review of municipal pension plans. As is the case in Alberta, our message in Quebec is clear, “negotiate, don’t legislate”. In mid-May some 12,000 municipal workers held a successful demonstration as the Quebec legislature re-convened for its spring session.

In mid-March Quebec's unions representing some 500,000 public employees announced they have joined forces to create a Common Front to negotiate new agreements in 2015. For the duration of bargaining, the participating unions have agreed to a "no raiding pact".

Ontario

About 1000 delegates, staff and guest, gathered in Windsor, Ontario between May 28-31, 2014 for the annual CUPE Ontario Convention.

Over the course of two days delegates debated a 2014 Action Plan focused on building our solidarity and strength. Delegates held a rally to draw attention to poverty issues in Ontario.

Held in the midst of the Ontario provincial election, delegates focused on defeating Conservative Tim Hudak, and on ensuring key issues such as wage increases for care workers are increased. NDP communications expert and strategist, Kathleen Monk also addressed candidates. In addition, delegates toasted members of Local 4616, the town of Bonfield who have been on strike since August 1, 2013.

Manitoba

About 200 delegates, staff and guests met in Brandon between March 17-19, 2014, for the annual CUPE Manitoba Convention.

Delegates heard from a couple of special guest speakers, NDP Mayor of Brandon, Shari Dector-Hirst and NDP Premier Greg Selinger.

A Convention Strategic Directions policy paper focussed on key issues in CUPE Sectors including chronic underfunding of the nursing home sector. The Health Accord was another key focus. A very successful two-week campaign and a town hall meeting was held in the federal riding of Elmwood-Transcona in mid-April.

The CUPE Manitoba Convention's annual silent auction raised almost \$7,000 for the Divisions adopted charity, pediatric oncology.

Saskatchewan

The annual CUPE Saskatchewan Convention was held in Saskatoon between March 5-7, 2014. The day prior to Convention about 100 delegates attended a special one day P-3 Conference which featured a number of guest speakers including NDP MLA, Trent Weatherspoon.

The Convention saw debate on a range of issues with privatization a key theme, given the provincial governments focus on P3s for a range of services including new school construction.

Delegates heard solidarity greetings from the Saskatchewan Federation of Labour, the Public Service Alliance of Canada and Dr. Ryan Meili of Physicians for Public Medicare.

Alberta

CUPE Alberta's Annual Convention was held in Medicine Hat between March 26-28, 2014.

About 200 delegates and guests debated a policy paper and resolutions. There was a focus on the key issue of provincial plans to legislate changes to the Local Authorities Pension Plan (LAPP) which affects 27,000 of our 32,000 members in Alberta.

Alberta Federation of Labour President Gil McGowan, and NDP MLA David Eggen addressed the Convention. A very well attended "Economics Breakfast" was held for delegates.

British Columbia

About 500 CUPE British Columbia delegates met in convention between April 9-12, 2014.

Guest speakers included Vancouver Mayor, Gregor Robertson, John Horgan, Candidate for NDP Provincial Leader and NDP MP, Nathan Cullen. Mexican mine union leader and Napoleon Gomez also addressed delegates. Significant convention time was devoted to debate around the austerity bargaining climate being faced by all sectors of our union in British Columbia.

Delegates committed to support one another in demonstrations, on picket lines and through an increase in CUPE British Columbia's strike pay support.

Airline Division

In late May, CUPE Flight Attendants appeared in front of Parliament's transport committee to speak against government consideration of authorizing a move from a 1:40 passenger ratio, to a 1:50 ratio.

Our delegation, led by Air Canada Component President, Brother Michel Cournoyer, cited numerous studies citing the health and safety issues associated with the ratio of Flight attendants to passengers.

In late March the Federal Transportation Safety Board (TSB) released its report from the 2014 First Air crash which saw 8 passengers perish, two CUPE First Air flight attendants, and two pilots, leaving only three survivors.

Hospital Employees Union (HEU)

Bargaining has been the primary focus in HEU for the past number of months. On May 10th, the Facilities Bargaining Association, which HEU leads, achieved a tentative five year deal which members are currently voting on.

This bargaining table also includes British Columbia paramedics, members of CUPE Local 873.

HEU's Biennial Convention will be held between November 2 to 7, 2014 in Vancouver.

6. Global Justice / International Solidarity

As always, our National Union has been involved in a range of global justice issues, including:

- **Uganda**

In March we wrote Prime Minister Harper calling on Canada to denounce an anti-homosexuality Bill signed into law by the Ugandan Government.

- **Philippines**

On April 4th, Brother Charles and I were pleased to join members of our Global Justice Committee as we presented signed postcards to representatives of the Philippines' Ambassador to Canada, calling for the release of Randy Vegas and Raul Camposano, political prisoners from our sister union in the Philippines, COURAGE.

On May 26, 2014 we hosted a luncheon for Marie Hilao-Enriquez, Chairperson of Karapatan, a leading human rights alliance in the Philippines.

- **Bangladesh**

April 24th saw the one year anniversary of the Rana Plaza Building collapse in Bangladesh which saw almost 1,200 garment workers killed and some 2,500 injured.

Our National Global Justice Co-ordinator, Sister Kelti Cameron, joined a Canadian delegation led by NDP MP, Matthew Kellway which travelled to Bangladesh to meet garment workers and to commemorate the one year anniversary of the Rana Plaza tragedy. We also of course, will continue our efforts for just compensation for all the victims of the Rana Plaza disaster and their families.

- **Ukraine**

In March, our NEB made a donation to the Federation of Trade Unions of Ukraine to assist them in rebuilding “Trade Union House” which was destroyed in the midst of hostilities in Kiev in early winter.

- **Columbia**

In late April we wrote Canada’s Minister of Foreign Affairs regarding the bombing of our sister union Sintraemcali’s office in Cali, Columbia.

In late May, NDP MP, Wayne Marston, federal human rights critic issued a media release citing the ongoing human rights violations in Columbia, violations ignored by the 3rd Parliament Report arising out the Canada-Columbia Free Trade Agreement.

- **Cuba**

On April 8th, we hosted a lunch for Anibal Melo Infante, the Secretary-General of the CTC of the province of Santiago de Cuba.

We were updated on key issues including the Cuban 5, three of whom remain incarcerated in the United States.

7. Organizing Report

During the period of March 1, 2014 to May 31, 2014 CUPE organized 2,410 members in 19 bargaining units. These members were organized as a result of new organizing initiatives and in some cases representation votes which would include both existing and new members. The largest unit organized was at Guard World in Quebec covering 1,150 employees. We welcome all of these members into the CUPE family.

Across the country we organized 280 members in health care, 272 members in municipalities, 228 members in social services and 100 members in post-secondary education. The remaining 350 member organized came from a variety of mixed industries.

We are currently involved in 75 active campaigns that if successful would bring 14,133 new members into CUPE. At Labour Boards across the country we have 13 projects representing 1,460 waiting for certification votes to be conducted. There are 12 restructuring projects on-going that will result in representation votes affecting 2,360 CUPE members. Over half of the members involved on representation votes work in health care in Ontario.

8. Personal / In-memoriam

I offer my sincere condolences to the families of the following CUPE members and retirees:

- Brother Roger Neeley, retired Regional Director (Ontario). I extend my sincere condolences to Sister Linda Thurston-Neeley (Ontario Regional Director) on the passing of her partner, Brother Roger Neeley.
- Sister Bev Lapointe, past President of CUPE Local 339 (City of Nelson)
- Brother Peter Matthews, past Executive member of CUPE Local 50 (City of Victoria)
- Sister Linda McCourt, activist and 50 year member of CUPE Local 606 (School District 68, Nanaimo-Lady Smith)
- Sister Margaret Barclay, retired clerical employee CUPE's Kingston Area Office

Retirements

I offer my sincere congratulations and best wishes to the following CUPE staff who have announced plans to retire:

- Sister Marian Wiwchar, Victoria Area Office – March 1, 2014
- Sister Heather Inglis, B.C. Regional Office – March 1, 2014
- Sister Cora-Lee Skanes, Sudbury Area Office – July 1, 2014
- Brother Sylvain Blanchette, National Office – July 1, 2014
- Brother Alain J. Anglehart, Rouyn-Noranda Area Office – August 1, 2014
- Sister Bonnie Ferguson, Alberta Regional Office – October 1, 2014

I offer a special thank you to Brother Sylvain Blanchette, who has worked for over three years as an Executive Assistant in my office, he is both a friend and a tremendous trade unionist, and I wish him all the best for a long, healthy and happy retirement.

Elections

My sincere thanks to the following individuals who put their names on the ballot and ran in the recent Quebec and Ontario elections.

Quebec (running for Quebec Solidaire)

- Sister Annick Desjardins - Equality Representative (Notre-Dame-de-Grâce)
- Brother Mathieu Dumont – National Representative (Beauce-Nord)
- Sister Édith Laperle – National Representative (Outremont)
- Brother Claude Généreux – National Secretary-Treasurer Emeritus (Bourassa-Sauvé)

Ontario (running for NDP)

- Brother Henri Giroux – Regional Vice-President Northern Ontario (Nipissing)
- Brother Ric Dagenais – National Office Staff (Nepean-Carleton)
- Brother Brian McCormack – Retired National Representative (Niagara West-Glanbrook)
- Sister Bobbi Stewart – CUPE Local 4325 (Cambridge)

Conclusion

As always activists and staff throughout our Union remain very busy at bargaining tables and in the day to day work of our union. To each and every one of you, I offer my sincere thanks. I hope each of you is able to enjoy some time off this summer with family and friends.

On Labour Day I urge all locals, retirees and staff to attend Labour Day activities in your communities.

Have a great summer!

In solidarity,



PAUL MOIST
National President

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