

*Twenty-sixth  
Biennial Convention  
Proceedings*



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**CUPE 2013** CUPE NATIONAL CONVENTION – QUÉBEC CITY

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## **MONDAY, OCTOBER 21, 2013**

### **MORNING SESSION**

#### **CONVENTION OPENING**

*The 2013 CUPE National Convention was called to order at 10:00 a.m. with Sister Lucie Levasseur, President of CUPE-Québec, in the chair.*

LUCIE LEVASSEUR (President, CUPE-Québec): This morning, I have the great honour of opening the 26<sup>th</sup> National Convention and to welcome you to magnificent Québec City. On behalf of all the members of CUPE-Québec, on behalf of Regional Vice-President, Denis Bolduc and myself, welcome to all delegates, observers, guests and staff, welcome to Québec City.

This 2013 national convention will surely be one of the biggest in our history as we celebrate our 50<sup>th</sup> anniversary and we have planned many activities to highlight this milestone. Each day of this week will be themed to represent one of the five decades of our history and each morning, we will present a slideshow featuring highlights from that decade. Therefore, Sisters and Brothers, today, Monday, welcome to the 1960's.

Throughout the week, you'll be able to observe to what extent Québec City is hospitable, safe, clean and a very, very nice place to live. And thanks to whom? Thanks to our Québec City blue-collar workers. The only cloud that hovers over this magnificent city: Régis Labeaume, its Mayor. He wants to slash the working conditions of our workers, he wants to undermine their pension plans, but our blue-collar workers and their union staff rep, Eddy Jomphe, are strategic thinkers. They're patient and they're very, very tenacious. They boast exceptional know-how in these matters.

Let's all wish them good luck in the next stage of their negotiations, and let me declare out loud on behalf of everyone, to Local Union 1638 - and please allow me to name the members of their executive: Marc-André, Daniel, Gérard, Jean, Aline, Marcel, Carl, Bruno, Léo, Matthieu, Mario and Daniel and, obviously, Eddy, the staff rep - please rest assured that the 2,500 delegates and the 627,000 members of CUPE are behind you.

It's off to a great start!

Listen, you're also certainly aware of the attacks that are continuing unabated from the Conservatives at several levels, and as workers, and as citizens, we're all being subjected to this full frontal attack. However, at Radio-Canada, these attacks are becoming ever more devastating. After having cut its budget by \$115 million for 2012-2015, the Government then adopted legislation last summer that affects the public broadcaster's independence. Next week, it will be the Conservative Party Convention's turn to assail Radio-Canada. The Conservative convention delegates will be considering resolutions that once again seek to reduce the funding provided to Radio-Canada and to eliminate the public broadcaster from any region in the country where it could be competing with private broadcasters. These resolutions not only threaten Radio-Canada, but also our democracy and our cultural sovereignty.

You are certainly aware that the Conservative attacks are happening at many levels, on many fronts and that as workers and citizens, we are confronted full force. However, at Radio-Canada, these attacks are relentless. After slashing their budget by 115 million dollars for 2012-2015, the Harper government has adopted legislation affecting the independence of the public broadcaster. Next week, the congress of the conservative party will once again target Radio-Canada. Conservative delegates will vote on resolutions aimed at further reducing Radio-Canada's funding with the hopes of eliminating the public broadcaster from the national scene where they could be competition for private broadcasters. These resolutions not only threaten Radio-Canada, but the democracy of our sovereign culture.

And why precisely am I talking to you about all this today? Because the "J'aime Radio-Canada" coalition in which CUPE participates is launching today a letter campaign over the Internet to defeat these resolutions. I invite you; I ask you, I urge you to participate in this campaign in great numbers this week by visiting the addresses that are currently being shown on the screens.

In conclusion, I wish you all a most wonderful convention, stimulating and vigorous discussions and a most memorable 50<sup>th</sup> anniversary convention.

I now have the pleasure to introduce to you Grand Chief Konrad Sioui. The Grand Chief will open the convention with us today by pointing out to us that our deliberations are taking place on Huron-Wendat

territory. Sisters, Brothers, please welcome with me the Grand Chief of the Huron-Wendat Nation, Konrad Sioui.

### **INTRODUCTION OF GUEST SPEAKER**

LUCIE LEVASSEUR (President, CUPE-Québec): Mr. Konrad Sioui, Grand Chief, Huron-Wendat Nation.

Konrad Sioui was born in Wendake, Quebec. He is the father of four children and the grandfather of two grandchildren. He has been the Grand Chief of the Huron-Wendat Nation since 2008. He has also served as the Grand Chief of the Quebec and Labrador Assembly of First Nations. Between 1984 and 1994, he was the official and national spokesperson on constitutional reform and in 1991 won a landmark, unanimous decision at the Supreme Court of Canada against Quebec and Canada known as the Sioui Decision. During this same period (1985 to 1992), Mr. Sioui represented the Assembly of First Nations in Geneva. He is a dedicated humanitarian and has addressed the United Nations Working Group on Indigenous Peoples on issues such as human rights, children and elderly rights, land and treaty rights.

*Following Chief Konrad Sioui's address, Sister Lucie Levasseur thanked him and presented him with a gift.*

*"Bread and Roses"  
"Solidarity Forever"*

*Sister Lucie Levasseur presented the gavel to Brother Paul Moist, National President*

CHAIRPERSON PAUL MOIST (National President): It is a tremendous privilege for me to chair my fifth CUPE National Convention. I promise to be fair and I know that you will never let me go astray and I thank you for this.

My job as chair is to create a space where healthy, honest and open debate can take place and also to ensure that our convention remains a forum where all members have a chance to be heard and I pledge to do my very best.

### **INTRODUCTION OF SPECIAL AND INTERNATIONAL GUESTS**

I have the great honour of introducing to you former National President from 1983 to 1991, President Emeritus Jeff Rose; former National Secretary-

Treasurer from 1975 to 1985, Kealey Cummings; former National Secretary-Treasurer from 1985 to 1989, Jean-Claude Laniel; and former National Secretary-Treasurer from 2001 to 2011, my good friend, Claude Gagnéux.

I am very honoured once again to welcome to our convention, Bob White, President Emeritus of the Canadian Labour Congress and former President of the Canadian Auto Workers; Barb Byers, Executive Vice-President of the Canadian Labour Congress and our Chief Electoral Officer; Marie-Clarke Walker, Executive Vice-President from the Canadian Labour Congress; Ken Neumann, National Director for the United Steelworkers; Robyn Benson, National President of the Public Service Alliance of Canada; Patrick Colford, President of the New Brunswick Federation of Labour; Patrick (Sid) Ryan, President of the Ontario Federation of Labour; Kevin Rebeck, President of the Manitoba Federation of Labour; and Alexandre Boulerice, MP for Rosemont-La Petite-Patrie, NDP Caucus Critic for Labour.

Ferdinand Gaité, National President of COURAGE; Loraine Baitsiwe, Deputy President and Moses Miya, Deputy General Secretary from SAMWU, our sister union in South Africa; Maureen Le Marinel, UNISON, our sister union in the UK; Maria Luisa Regalado, leader of CODEMUH; Rosa Pavanelli, General Secretary, Public Services International; Régine Laurent, President of the Fédération interprofessionnelle de la santé du Québec.

### **INTRODUCTION OF NATIONAL EXECUTIVE BOARD**

The members of the National Executive Board are: Charles Fleury, National Secretary-Treasurer; and the five general vice-presidents are: Daniel Légère, Atlantic and Maritimes; Lucie Levasseur, Québec; Fred Hahn, Ontario; Tom Graham, Manitoba and Saskatchewan; and Barry O'Neill, Alberta and British Columbia.

The two diversity vice-presidents are: Yolanda McClean and Brian Barron; and the regional vice-presidents are: Wayne Lucas, Newfoundland and Labrador; Danny Cavanagh, Nova Scotia; Lori McKay, Prince Edward Island; Sandy Harding, New Brunswick; Denis Bolduc and Marco Lutfy, Québec; Candace Rennick, Michael Hurley and Giroux, Ontario; Kelly Moist, Manitoba; Judy Henley, Saskatchewan; Marle Roberts, Alberta; Mark Hancock and Victor Elkins, British Columbia.

## **EQUALITY STATEMENT**

“Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.

As unionists, mutual respect, cooperation and understanding are our goal. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.

Discriminatory speech or conduct which is racist, sexist, transphobic or homophobic hurts and thereby divides us. So, too, discrimination on the basis of ability, age, class, religion, language and ethnic origin.

Sometimes, discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.

Discrimination and harassment focus on characteristics that make us different; and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions and justice in the workplace, society and in our union. CUPE's policies and practices must reflect our commitment to equality. Members, staff and elected officers must be mindful that all sisters and brothers deserve dignity, quality and respect.”

## **CODE OF CONDUCT**

CHAIRPERSON PAUL MOIST: At CUPE events, we all want to feel respected and included. This makes our union stronger. As well as the Equality Statement, CUPE has established a Code of Conduct which defines expectations for behaviour from members and staff at events organized by CUPE National, including this Convention. The Code arises from the work of the National Women's Task Force and resolutions that were adopted by our convention in 2007.

In June 2010, the National Executive Board approved a code of conduct for CUPE National Events. It represents our commitment to conducting our union's important business in a safe and respectful environment. As CUPE members, staff and elected

officers, we commit to one another and to the union to be governed by the principles in the code. But where inappropriate behaviour undermines our solidarity, the code is there to handle complaints and impose consequences, if required.

The Code lays out a clear process for complaints. The first step is to ask for that behaviour to stop. If that doesn't work, a complaint can be made to the ombudspersons who will try to resolve the problem.

If the offender refuses to work toward or implement a resolution, the ombudspersons can report to the person in charge of the event who can expel the person from the event – in this case our Convention.

We are confident that everyone attending this Convention will be guided by the Equality Statement and by our Code of Conduct.

As we have done at each of our 25 previous Conventions, I ask everybody to stand and pay tribute with a moment of silence for all our sisters and brothers from the CUPE family who have died or been killed on the job since we last met two years ago.

*“moment of silence”*

## **INTRODUCTION OF GUEST SPEAKERS**

THE CHAIRPERSON PAUL MOIST: On September 24, 1963, two unions, the National Union of Public Employees, NUPE, and the National Union of Public Service Employees, NUPSE, came together in a Convention in Winnipeg to form the Canadian Union of Public Employees. I want to recognize two brothers, who were there from day one of CUPE in 1963. Brother Kealey Cummings, former National Secretary-Treasurer and Brother Léopold Arseneault, former staff representative.

This year, as we gather here in Québec City, we will celebrate our 50 years of struggle and accomplishment and we stand on the shoulders of some great women and men who worked hard to build our union. I am thrilled that two of them, one a founding member and one an original staff person, are with us today. Brother Léopold Arseneault was a staff representative in New Brunswick in 1963 and Brother Kealey was a member of the founding Convention, a delegate, in Winnipeg in 1963.

I would ask the brothers to join me here. They are



right beside me. Sisters and brothers, please show these brothers how grateful we are for all the work they and others did in founding our great union.

*Following Brother Kealey Cummings' address, Brother Paul Moist thanked him and presented him with a gift.*

*"video presentation – the first decade"*

### **RULES OF ORDER**

THE CHAIRPERSON PAUL MOIST: We must begin convention as always by drawing your attention to the rules of order for convention. These are CUPE's continuing Rules of Order and set out and form part of the National Constitution of CUPE.

If we run into any constitutional issues or problems with parliamentary matters, I am very fortunate to be able to call on the immediate expertise of six very wise and learned constitutional advisors; Bill Sumerlus, Susan Cohen, Dawn Learning, Chantale Grenon-Nyenhuis, Gavin Leeb and Justin Schmidt.

Although we must follow the Rules of Order as set out in our Constitution, I also want to appeal to the delegates to help make this a convention where we are able to move along the important business before us.

At our convention in 2009, Article A.9, was amended so that delegates now vote on the resolution brought before the Convention rather than voting on a recommendation from the committee. This is our second Convention where we will be debating and voting on the resolutions and constitutional amendments as they were submitted and not on the committee's recommendation of concurrence or non-concurrence. Although the Resolutions and Constitution Committees are not required to express opinion, they can still express whether a resolution or constitutional amendment should be approved or rejected.

I also want to make reference to Rule A.4 that states that speeches are limited to three minutes. This rule is as a result of a resolution passed by the membership at our 1993 convention. It was the desire of delegates to move through more material in the course of a Convention and to allow more speakers to debate on resolutions. So we now have counters. Throughout the week, there will be two

staff members who sit here, one operating the lights and the speaking microphones. When the yellow timer light comes on, it means there are 30 seconds left. The red light comes on at the three-minute mark.

The other issue I want to address right at the beginning of Convention is the matter of points of order, points of information, and other points that come up on the floor of Convention. Under our rules of procedure, there are only two types of points allowed. Delegates can make a point of order or a point of privilege.

A point of order is made when a delegate believes that something has happened that is contrary to our rules of order. A point of order has to be raised at the time of the irregularity. It cannot be raised at a later time. When a point of order is made, I will consider the objection and make a ruling.

A point of privilege can be made only if the delegate feels it is absolutely necessary to correct an inaccuracy that would otherwise reflect badly on him or on CUPE as a whole. It is the chairperson's job to decide if the matter is properly one of privilege.

I will not allow delegates to rise to the microphone on any other points. If you are not clear about a motion on the floor, you can ask at any time to have the motion re-read. I am strongly urging delegates to limit our convention time to addressing resolutions and reports so we can do the business of the convention.

Finally, in 2011, when the Convention passed a number of constitutional resolutions to rewrite our constitution into plain language, there was an oversight in the section of our Constitution that deals with the Rules of Order. Resolutions C14 and C15 correct that oversight. These resolutions cover the chairing of Convention, the hours of Convention and what is a notice of reconsideration and perhaps the important one, that Bourinot's Rules of Order apply to all matters not covered by our Rules of Order. In order to correct the oversight and to get clarity as we start, I will call the Constitution Committee up as soon as possible today to get those two resolutions dealt with very quickly.

### **CREDENTIALS COMMITTEE REPORT**

The committee members are: Lois Rugg, co-chair, Local 4879, British Columbia; Sylvain Allard, co-chair,

Local 1294, Québec; Yvonne Sullivan, Local 2329, Newfoundland and Labrador; Michael McNeil, Local 1259, Nova Scotia; Bernard Brun, Local 821, New Brunswick; Mary Vincent, Local 1775, Prince Edward Island; Susan Schmidt, Local 1263, Ontario; Judy Lavallee, Local 1550, Manitoba; Helen Sawatsky, Local 4777, Saskatchewan; Elizabeth Tweedale, Local 37, Alberta; Sheldon Agecouty, HEU, British Columbia; Julianne Vondrejs, Local 4047, Airline Division, Ontario; Henri Giroux, NEB liaison; Monique Desroches, Charlotte Monardo and Ian McLean, staff advisors.

This is the first report of the committee.

From Newfoundland and Labrador: 35 delegates representing 18 local unions; 1 delegate representing 1 provincial division; for a total of 36 delegates and 6 alternate delegates.

From Nova Scotia: 54 delegates representing 24 local unions; 1 delegate representing 1 provincial division; for a total of 55 delegates and 4 alternate delegates.

From New Brunswick: 91 delegates representing 44 local unions; 2 delegates representing 2 councils of unions; 1 delegate representing 1 provincial division; for a total of 94 delegates and 7 alternate delegates.

From Prince Edward Island: 19 delegates representing 9 local unions; 1 delegate representing 1 council of unions; 1 delegate representing 1 provincial division; for a total of 21 delegates and 2 alternate delegates.

From Québec: 115 delegates representing 49 local unions; 6 delegates representing 6 councils of unions; 1 delegate representing 1 service contract; 1 delegate representing 1 provincial division; for a total of 123 delegates and 5 alternate delegates.

From Ontario: 494 delegates representing 178 local unions; 1 delegate representing 1 council of unions; 8 delegates representing 8 district councils; 1 delegate representing 1 provincial division; for a total of 504 delegates and 55 alternate delegates.

From Manitoba: 58 delegates representing 22 local unions; 1 delegate representing 1 provincial division; for a total of 59 delegates and 4 alternate delegates.

From Saskatchewan: 34 delegates representing 16 local unions; 1 delegate representing 1 council of unions; 1 delegate representing 1 provincial division;

for a total of 36 delegates and 2 alternate delegates.

From Alberta and the Northwest Territories; 79 delegates representing 36 local unions; 1 delegate representing 1 provincial division; for a total of 80 delegates and 6 alternate delegates.

From British Columbia: 202 delegates representing 95 local unions; 4 delegates representing 4 district councils, 1 delegate representing 1 provincial division; for a total of 207 delegates and 6 alternate delegates.

At this time, we have a total of 1,222 delegates and 97 alternate delegates representing 491 local unions, 11 council of unions, 13 district councils, 1 service contract, 10 provincial division, 2 national officers and 5 general vice-presidents for a total of 1,319.

As per Article 6.4 of the National Constitution, we also have 5 equity-seeking group delegates with voice but no vote.

On behalf of the committee, we move adoption of this report.

*(M/S L. Rugg, S. Allard – Carried)*

There are 20 locals that have been chartered after the end of the previous fiscal year. They are locals 5120 and 5145 from Newfoundland and Labrador; locals 5137 and 5165 from Nova Scotia; locals 5065, 5087, 5104, 5143, 5147 and 5162 from Quebec; locals 4098, 5148, 5166 and 5381 from Ontario; local 5156 from Manitoba; local 5123 from Saskatchewan; local 5787 from Alberta; and locals 4992, 5139 and 5150 from British Columbia.

The members representing these local unions have asked they be allowed delegate status. The National Executive Board has passed a motion recommending to the Credentials Committee that these delegates be seated.

*(M/S L. Rugg, S. Allard – Carried)*

### **CONVENTION CALL**

CHARLES FLEURY (National Secretary-Treasurer): In April of this year, an advance notice was issued to all local unions and chartered organizations. All resolutions, submitted in accordance with Article 6.11(a) of the CUPE Constitution that needed to be sent by July 23, 2013 have been included in the

Resolutions and Constitutional Amendments book. A copy was posted for all chartered organizations on the CUPE website thirty (30) days prior to calling today's convention to order.

Also, in accordance with Article 6.3, the official call for the 26<sup>th</sup> Biennial National Convention was issued on July 23, 2013 to all local unions and chartered organizations that were in good standing at the time. Delegate representation for locals eligible to attend convention was calculated in accordance with Article 6.4 and 6.5 of the CUPE Constitution. We are expecting that by the end of the last Credentials Committee Report more than 2,500 delegates, guests and staff will be in attendance. I welcome you all and I would like to propose the adoption of the provisions pertaining to CUPE's 26<sup>th</sup> biennial convention.

(M/S C. Fleury, D. Légère – Carried)

“video presentation”

#### **NATIONAL PRESIDENT'S REPORT**

PAUL MOIST (National President): Sisters and brothers, welcome to Québec City and as we celebrate this 50<sup>th</sup> anniversary of our union and open our 26<sup>th</sup> Constitutional Convention, let us salute the women and men who built our great union and let us say with one voice, we are proud public employees, we believe in the services that we provide, we believe they make Canada a great place to live, and we believe we need to defend those services and defend our free collective bargaining rights to ensure decent wages, benefits and pensions for each and every CUPE member.

Welcome to beautiful Québec City; the site of one of our union's most historic struggles. The 2007 lockout of 252 CUPE members employed at the *Journal de Québec*. An epic 15-month struggle; where we fought back in a very creative way. We purchased a printing press, we did not picket the company, and we started our own newspaper, *Média Matin Québec*. We published 317 editions over 15 months; distributed 40,000 copies daily; we won over the people of Québec City and the company came to us, withdrew their concessions, and we settled.

It was a great victory for our union and one of the longest struggles in our 50 year history and we won, by fighting smart!

We have a new challenge here in Québec City; the mayor likes to attack municipal workers in the media. He says they earn too much, their pensions aren't sustainable. Our blue-collar workers, members of CUPE Local 1638, won't accept such bullying. And today I say to this local, “stand your ground”, all 627,000 CUPE members will back you up to say no to the mayor of Québec City. On Wednesday at noon, we will rally to show our support for Québec City blue-collar workers, to show that we all stand with the members of CUPE Local 1638. Throughout our history, CUPE has always supported the struggles of other workers, other unions.

We are going to back up blue-collar workers on Wednesday, all of us. We stand together, we take care of our own, we don't leave people behind. We stand with the blue-collar workers of Québec City. We say no to the mayor of Québec City.

Throughout our history, CUPE has always supported the struggles of other workers and other unions. We have always believed that what we seek for ourselves, we seek for all workers.

- We reject the notion that millions of Canadians earn meager wages with no workplace pension plans.
- We reject those who say Canada's economy is performing well when 900,000 citizens today will use food banks throughout Canada, when 250,000 citizens will be homeless tonight and when youth unemployment is double Canada's official rate.
- We reject the exploitation inherent in Canada's temporary foreign workers program. Importing low-wage labour for fast-food chains is not why this program was created.
- We reject the Caterpillar Corporation seeking 50 per cent permanent wage rollbacks and when they didn't get them from the CAW, they closed up shop and moved 400 jobs from London, Ontario, to Indiana, a right-to-work state.
- We reject Vale Inco and US Steel forcing workers onto picket lines for 12 to 13 months and removing defined benefit pension coverage from newly-hired steelworkers.

We are proud trade unionists and proud of our history of social unionism and we say, to begin this

convention with one voice, all 627,000 of us, to all governments, to all employers in Canada, working people built this country, we reject all moves to marginalize labour, we support fair wages and pensions for every worker in Canada, and CUPE's voice will never be silenced when it comes to workers being exploited. We can't be silent. We need to be loud.

The word "globalization" didn't exist when our union was formed in 1963. Today, our world is a much smaller place. After three decades of deregulation, privatization and free trade, the underpinnings of globalization, real wages in Canada are flat and like many other advanced economies, we have lost hundreds of thousands of good-paying unionized manufacturing jobs to lower bidders around the globe.

It's hard to see how globalization has helped workers in Canada or in the developing world. Think about this:

- 80% of the global population today does not have health insurance coverage.
- Almost one half of the global population live without access to sanitation services and this is expected to rise to five billion people, 70% of the world's population, by 2030.
- 40% of the global workforce earn less than two dollars a day.
- Most children on the planet do not have access to universal, accessible public education.
- Massive protests in the last number of months in Brazil, in Turkey, in Egypt are proof of a global wave of citizens who question skyrocketing food prices, youth unemployment and rising inequality.

Last April, we witnessed one of the worst manifestations of globalization, the horror of 1,100 garment workers in Rana Plaza in Dhaka, Bangladesh, dying on the job, workers earning poverty wages, less than two dollars a day, toiling in unsafe conditions, making clothes for Canada, for Canadians and other advanced economies.

Let us say with one loud voice that we demand that Canadian corporations stop exploiting Bangladesh garment workers and that our federal government stand up in favour of labour rights for workers throughout the world.

We have guests here from the United Kingdom,

Honduras, the Philippines and South Africa as well as our global union, PSI.

We commit to our comrades from around the globe and to the Bangladesh garment workers to continue to be a union that supports global worker solidarity. For we know that we can never be "free trade unionists" when the majority of workers throughout the world are denied basic trade union rights.

And we vow to increase our global justice work because we believe that the global economy should serve workers and families, not imprison them in a life of poverty. Labour rights are human rights. CUPE's voice must be loud and powerful for global justice for all workers all over the planet.

Since we last met in Vancouver two years ago, CUPE members faced the austerity agenda in virtually all sectors. Our right to free collective bargaining was eliminated by the Harper government for our Air Canada flight attendants.

In Ontario, Bill 115 destroyed bargaining rights for over 55,000 CUPE education workers.

Austerity has driven tough province-wide bargaining in Newfoundland and Labrador, New Brunswick, and British Columbia.

Air Transat flight attendants have twice been forced to open up their signed collective agreement.

In the municipal sector in Ontario, we see employers not bargaining, not moving to lock us out, but unilaterally imposing new terms and conditions on CUPE members, provoking labour unrest. In most provinces today, we have some form of review of our public sector pension plans going on in Alberta, in Prince Edward Island, in Newfoundland and Labrador, in New Brunswick, right at this moment.

Groups like the Fraser Institute, the Canadian Federation of Independent Business, the Canadian Taxpayers Federation continue to call for the conversion of all public sector pension plans from defined benefit to defined contribution plans. Fifty years ago, many of the groups we represent today did not have the right to even unionize, let alone engage in collective bargaining.

Fighting and struggling to defend our collective agreements and our rights to free collective

bargaining are what we have had to do historically and what we will have to do in the future.

The solidarity and courage of CUPE members are what preserves our rights. Later this week, you will meet some brave members who are walking picket lines to defend their own rights.

Collective bargaining is why we exist as a trade union. It is the single most important role we perform on behalf of CUPE members. And young workers, our future leaders, don't want to be sold out. They want us to resist all moves towards two-tier wages or two-tier benefits.

Let us commit this week, as we have done in the 25 previous constitutional Conventions of our union that we will back up any CUPE member who pushes back against austerity and against concessions.

This convention, this week, should send a strong message to all CUPE employers, to all governments.

We don't accept attacks on our collective agreements through demands for concessions, demands for two-tier wages, benefits or pensions. We plan to resist all such attacks with every ounce of our strength. We will not sell out young workers by agreeing to lower wages or lower benefits for new hires!!

How do we do this?

Well, we can start later this week by each of you voting yes to increase CUPE strike pay by 50%, from \$200 to \$300 a week, so we can send a message to any employer bent upon attacking our members. The message is: "you will never starve our members into submission. All 627,000 of us will back each other up and we will last one day longer than any employer in Canada".

Sisters and brothers, our Strike Fund is strong. After 16 years, it's time for a raise in CUPE strike pay!

It is also time, 50 years into our history that we find a way for CUPE sectors to meet on a regular basis. Later this week, you'll be presented with a resolution calling for the creation of a CUPE National Sector Council, which, if adopted, will ensure a major sector conference once every two years.

It's also time for a raise for all Canadian workers.

In real terms, workers' wages in Canada have not grown in 30 years.

Our economy has grown, corporate taxes have fallen, as has spending on public services in terms of the percentage of the GDP spent on services. The bottom 60% of Canadian family incomes were flat in real terms, no growth beyond inflation between 1982 and 2004.

At the same time, the top 1% of tax filers in Canada saw their share of total income rise from 8% to 14%, their highest level since the 1930s when the top 1% received 18% of total income.

Most corporations in Canada are sitting on billions in cash, not investing in their own operations or in their own workforces.

Canada's economy is increasingly resource-extraction driven. We cannot possibly thrive as a country if selling off resources is the basis of our economy.

Prime Minister Stephen Harper believes in this type of economy. He also has no plans to develop a made-in-Canada industrial strategy.

He has attacked bargaining rights at Air Canada, CP Rail and Canada Post.

He's expanded the TFW program not to fill skill shortages, but to secure a low-paid, compliant workforce for the service sector.

He's cut Employment Insurance benefits and forced poverty on many workers including 50,000 CUPE members.

He won't meet Canada's premiers, won't negotiate a renewal of the Federal-Provincial Health Accord.

He has also moved Old Age Security benefit entitlement. It is going from 65 to 67 years of age.

He is hiding behind so-called private members' bills and, under the guise of "accountability", has launched an attack on Canadian unions via Bill C-377 which he sent back to the Canadian Senate last week.

Imagine "accountability" from someone who appoints liars and cheats to the Canadian Senate and then has his own Chief of Staff trying to buy their silence with \$90,000 in hush money.

Harper has destroyed Canada's international image. We are the only country to have reneged on a stated parliamentary commitment to the Kyoto Accord.

Harper has refused to support UN commitments to Aboriginal People and when confronted by Chief Theresa Spence and the Idle No More movement, he attacks her ability to run her own Band.

He has attacked scientists and scientific research.

He has systematically destroyed Statistics Canada by compromising the long-form Census.

He has dismantled the Canadian Wheat Board against the wishes of a majority of grain farmers.

He has an ideological agenda designed to support corporate Canada and to permanently reduce the size and effect of government in Canada.

He wants a silent and compliant labour movement and we must not ever become either.

Which is why, this week, we seek your support to confront the Harper agenda. We seek your support to commit CUPE fully to the election of Tom Mulcair to head the first ever NDP government in 2015.

All of the challenges we face should in no way detract from 50 years of progress we have enjoyed since the formation of CUPE.

Think of our progress as a union and our society over the past 50 years.

From day one with 600 local unions and 78,000 members, we have grown to some 2,500 locals and over 627,000 members, by far Canada's biggest union.

None of our agreements 50 years ago contained dental and vision plans. None had comprehensive parental leave provisions. None prevented discrimination on comprehensive grounds such as sexual orientation.

Most today contain all of the above and much more.

There was little workplace health and safety legislation and very little collective agreement language 50 years ago. Today, all jurisdictions and all collective agreements contain such provisions.

Few CUPE members had workplace pension plans in 1963, today most do. And our goal is 100% defined benefit coverage for every CUPE member.

At a societal level, there was no medicare, no Canada Pension Plan in 1963. Nor was there access to post-secondary education for many Canadians.

Today, these and many other critical public services exist. They are the direct result of our parents and our grandparents asserting their rights to advance their own interests through collective bargaining and the birth of needed public services, an increase, in the "social wage" for all Canadians.

The history of CUPE and our progress is very much the modern history of our Canadian society.

It was called the "Quiet Revolution" here in Quebec.

And the birth of a modern nation right across our country.

All of this progress emerged because workers of all types decided to build a better world.

They did not accept the notion that individual rights trumped all others. They believed that the collective well-being of all ought to be Canada's guiding principle.

Workers in Canada knew the power of their unity and solidarity long before they created unions.

The formation of unions, including ours, was the by-product, the result, if you will, of that solidarity and unity.

Employers and other forces in society have always sought to divide and isolate workers.

Urging workers to keep their pay cheques private, to resist unionization, to put our heads down and not ask questions at work.

The same thing goes on today for most workers in our country: keep us divided, misinformed and try to silence us.

Have any of you heard of "gold-plated public employee pensions"?

Have you heard of unsustainable "wage gaps" with public employees earning more than private sector workers?

Keep us divided, arguing amongst ourselves. Create disunity amongst the 99% so we never question the 1%.

I don't know of any gold-plated public sector pension plans.

I don't know of any public sector pay premiums, but I do know of millions of public sector women working in health care and nursing homes and home care and social services who earn poverty wages and deserve much more.

I know and you know many workers, union and non-union, public and private sector, who barely make ends meet, who live pay cheque to pay cheque.

I know and you know individuals in our very own families and circle of friends who are hardworking people who show up every day, on time, and who work in nightmarish jobs with low pay and no benefits or pensions.

I know and you know that we're all worried about our kids, what their futures hold as maybe the first generation of Canadians whose standard of living will be less than that which we enjoy.

I know and you know families living with daily stress without access to quality affordable child care, families where both parents must work, families suffering in silence.

I know and you know families struggling with the pressures of elder care in a country where affordable quality seniors' care options are in short supply.

Look how quiet this room has become. There are almost 3,000 of us in here and you could almost hear a pin drop.

I know why.

Because all of us know people or families such as I have just described.

We're quiet as I state these "hard truths" because we all have values. We know that it's wrong in a country as rich as ours to have some who earn so little, or where workers have such poor access to child care or elder services. We know it's wrong for Canada to turn its back on Aboriginal People and on those who are struggling with addictions or those who are living on social assistance.

If all of our members were here right now, they would be quiet as well. As would most Canadians.

Those who oppose the kind of society we want bank on us remaining divided. They'd fear the quiet that exists here at this moment.

We can no longer afford to be a union or a society that "talks past" one another. We need to talk more and listen more to each other.

For if we did connect with one another, if we educated one another, if we stuck together, united, and resolved to force change, we could not be stopped.

This is what Unite for Fairness, the Stand Up for Fairness, our Fairness project is all about.

We need to reconnect, reorganize, if you will, within our union.

We cannot afford not to.

We can no longer let our enemies define us.

We can't possibly connect with the Canadian public if we don't first reconnect with ourselves as CUPE members.

We need a well-connected unified Canadian labour movement.

A labour movement that connects with First Nations, with immigrants, with students, with temporary foreign workers, with farmers, with seniors, with average workers, with the poor and the disenfranchised. What's good for labour must be good for these groups as well.

If we let the forces on the right define us, we can't win.

If we build our solidarity and our unity within our union and within our communities across our nation, we can't lose.

I believe profoundly in each of you as leaders and in our staff and I believe together we can build CUPE into a huge force for good in Canada.

This week, as we gather here in Québec City, we have a huge responsibility.

We need to open debate and our members need our leadership.

We need to take concrete steps to build our solidarity and our movement and Canadians need our support and our leadership.

If we resolve to take these challenges on, I know we will win.

And when you see who we are, I believe you will agree.

Who are we 50 years into our existence? Millions of Canadians have been CUPE members. I want to show you who we are:

- We are Hydro workers keeping the power on in every corner of Canada, keeping electricity going, putting their lives on the line for all of us.
- Who are we? We are zoo keepers, taking care of animals, providing a place for our children and our families to be at. We are proud to represent zoo workers.
- We are paramedics and emergency response workers working 24/7, keeping our communities safe.
- Who are we? We are flight attendants, 30,000 feet in the air, keeping us safe. We are flight attendants, safety professionals.
- We are clerical workers. There are probably 100,000 CUPE clerical workers in libraries, in cities, in health care, in social services, everywhere.
- Who are we? We are university workers, teaching assistants. We teach Canadians. We are a union of education workers.
- We are library workers. A bastion of democracy going to a library. We are professionals. We are proud to be the union of library workers.
- Who are we? We are child care workers, taking care of Canadian children, and God are we proud to be child care workers.
- We are education workers, education assistants in the classroom, school custodians, and school bus drivers. We are damn proud to be Canada's education union.

- Who are we? We are municipal workers, recreation workers, trades workers. We keep cities safe everywhere in Canada.
- We are social workers, working with vulnerable Canadians and we are proud to be social workers.
- We are highway workers, keeping the highways safe and we are damn proud to represent highway workers.
- And last but not least, we are the union of health care workers; hospital technicians; hospital food services. Look at the face of CUPE, that's who we are. Long-term care, home care workers.

This is the face of CUPE. Look at that face. Look at the members of CUPE. That is 627,000 Canadians. We are damn proud. We are proud public employees. Are we proud public employees? Do we stick together? Are we prepared to fight back?

Sisters and brothers, that's CUPE. That is our union. Crank it up. Get it loud in here. We take care of our own. We are proud to be CUPE members. Let it go, let it rip in here. Don't hold back. Don't hold back. Let it go. You are strong CUPE members. We cannot be stopped when we are united.

Solidarity! Solidarity! Solidarity!

It is with immense pride, that I declare open for the transaction of business this 26<sup>th</sup> Constitutional Convention of CUPE – our 50<sup>th</sup> year. We are not just Canada's biggest union; we are the best union in Canada.

*(M/S P. Gloutney, D. Bernardo – Carried)*

*“Stephen Lewis video presentation”*

## **MONDAY, OCTOBER 21, 2013**

### **AFTERNOON SESSION**

### **CONSTITUTION COMMITTEE REPORT**

The members of the committee are: John Deveau, co-chair, Local 835, Nova Scotia; Charlene Mueller, co-chair, Local 1, Ontario; Karen Ranalletta, Local 2950, British Columbia; Leonard Gallant, Local 1779, Prince Edward Island; Gloria Fingas, Local 3967,



Saskatchewan; Joëlle Ravary, Local 1500, Québec; Randy Wald, Local 787, Alberta; Minerva Porelle, Local 3392, New Brunswick; Cheryl Levin, Local 1522, Manitoba; Daniel Légère, NEB liaison; Anne Gregory, Laura Delhenty and Sylvain Pilon, staff advisors.

The committee has considered all constitutional amendments. Each resolution has been reviewed from a number of perspectives, including its constitutionality and practicality. In all instances, committee members have attempted to look at the issues raised through the amendments from the perspective of what is best for CUPE as a whole.

Consistent with the direction of the 2009 Convention, the Committee has also reviewed the resolutions to make sure all resolutions are consistent with the clear language format of the Constitution which was first passed in 2011.

Twenty-two resolutions were submitted 90 days or more before Convention. In accordance with the 2011 amendments to Article 6.11 (a) of the Constitution. The resolutions were posted on the CUPE website. They were also available in paper form to any chartered organization that requested the resolutions in that format.

Seven of the twenty-two resolutions were submitted by the National Executive Board. The balance were submitted by Local unions, divisions or councils. The Resolutions Committee also referred two resolutions to the Constitution Committee for consideration.

The committee has also revised some resolutions to ensure consistency within the Constitution as a whole. For example, some words were not capitalized in a resolution but are currently capitalized in the existing language in the Constitution.

The committee has consulted with outside parties where required. All resolutions were fully discussed by the committee itself. In some cases, the recommendation of the committee was unanimous; in other cases, it was a majority decision. Where the committee does not support adoption of a resolution, the reason why will be indicated.

Most importantly, the committee's role is to ensure that all matters are presented to the full Convention for discussion, debate and decision-making.

Before reading the resolution, I'd like to make two comments to you. I am proposing the resolution as it

was distributed to you with a minor change.

In the English version of the resolution that is in your delegate kits, the word "Convention" appears in the text of the resolution without a capital "C". In the original resolution, there was a capital "C", but an error occurred when it was being drafted. To ensure coherence with our Constitution, the committee is asking the delegates to read the resolution and to vote on it as if there was a capital "C" for the word "Convention" each time that it appears in the resolution.

Our second comment concerns the fact that this resolution was presented by the National Executive Board to correct an omission that had occurred when preparing a plain language version of the Constitution. When the convention adopted what was resolution C1 in 2011, this article was inadvertently forgotten. Thanks to this resolution, the formulation will go back into our Constitution.

**Resolution C15** (submitted by the National Executive Board)

CUPE NATIONAL WILL:

Amend Appendix A by adding Sections A.19 and A.20 and A.21 to read as follows:

"A.19 A delegate who voted with the majority can give notice of a motion to reconsider a decision of convention at the next session. The motion to reconsider requires the support of a two-thirds majority of delegates who vote.

A.20 The National Executive Board establishes the hours of convention.

A.21 Bourinot's Rules of Order applies to matters not covered by these rules of order"

This amendment will take effect immediately upon adoption by convention delegates.

BECAUSE:

- Sections A.19, A.20, and A.21 were contained in the 2009 and previous constitutions. These provisions were inadvertently missed during the approval process for the Clear Language Constitution at the 2011 national convention.

(M/S J. Ravary, J. Deveau – Carried)

**Resolution C14** (Submitted by the National Executive Board)

CUPE NATIONAL WILL:

Amend Appendix A, Section A.1 to read as follows:

“The National President will chair all Conventions. A **General** Vice-President will chair Convention in the absence of or at the request of the National President.

The National Executive Board will choose a chairperson if the National President and the designated **General** Vice-President are both absent.”

BECAUSE:

- Article 12.1 requires that a General Vice-President preside at convention or meetings in the absence of or at the request of the National President.

(M/S J. Deveau, C. Mueller – Carried)

*“video presentation”*

Please, sisters and brothers, help me in welcoming my brother and good friend, our National Secretary-Treasurer, Brother Charles Fleury.

#### **REPORT OF THE NATIONAL SECRETARY-TREASURER**

CHARLES FLEURY (National Secretary-Treasurer): It gives me great pleasure to stand before you today to make my first Secretary-Treasurer’s report to our National Convention.

What a wonderful thing it is to be celebrating our 50<sup>th</sup> anniversary here in Québec City. You know, I was born the same year as CUPE. And, I’m proud to have been a member of this great union for most of my life – more than 30 years.

Over those many years, we have all heard one person or another say that unions have outlived their usefulness. But we all know that the union is just as important today as it was 50 years ago. For proof, we just have to look at another recent anniversary.

Five years ago last month, the world economy was thrown into a tailspin by the bankruptcy of Lehman Brothers, the potential collapse of banking systems

and government bailouts of financial institutions. And since that day, there has been a concerted effort by corporate interests and their political allies to lay the blame for a failing economy on workers – especially public sector workers – and the unions that represent them.

In the weeks leading up to this convention, the attack on our pension plans has intensified, led by the Fraser Institute. We see provinces like Alberta, where the government has complete control over the Local Authorities Pension Plan, making unilateral changes that will hurt our members in retirement. Employers and governments are digging into our pockets to balance their books.

But we know it was corporate greed, not union contracts, that left 1.4 million Canadians looking for work; that consigned too many workers of all ages, but especially young workers, to casual and part-time work; that left governments short of the revenues needed to provide important services to our communities.

That is why we need unions as much today as we did 50 years ago. Everyone in this room works hard on behalf of our members. We work for good collective agreements, but our work is not finished once they are ratified. Our work is never finished. We need to continuously connect with our members, and beyond them to the public, about why they should not believe the anti-worker propaganda coming at them in newspapers and over the airwaves. It’s important that we not only talk to our members, but that we listen, learn and understand.

And, I believe, sisters and brothers that the people are catching on. That’s one of the reasons why we have seen a stepped up campaign against our pension plans. Because one of the first rules of propaganda is that if you repeat a lie often enough, it becomes the truth.

The good news is that we can fight back. We have the human and financial resources we need.

One of the great legacies of the last 50 years is the strength of our human resources, not just in the National Union but in our locals and divisions. Since our last convention, our permanent staff complement has grown by almost 10 to more than 750. Across the country, we have about 330 permanent servicing representatives working directly with our locals. And

we have been working hard through our Organizing and Regional Services Department to develop a high-quality training program for new reps.

The program was changed in 2010 to be two weeks long and offered in the regions. Since that time, a total of 111 potential National Reps have been trained. The course is continuously improved through feedback from trainees. In addition, Organizing and Regional Services has developed an eight-day arbitration program for new reps and two and a half days on duty to accommodate.

One of the most successful programs for new reps has been Peer Coaching. In 2012, CUPE provided peer coaching in four regions. This year the program has continued to expand.

Through their National Reps, locals access the support of more than 40 research, job evaluation and health and safety specialists in the regions and at National; about 35 communications staff, 20 staff lawyers and WSIB reps, and 10 equality reps and senior officers. Members enjoy education programs developed and organized by more than 15 reps and senior officers in the Union Development Department. All of their work is supported by about 275 clerical, administrative and technical staff as well as 29 regional, branch and managing directors.

These are tremendous human resources. But we also have another important legacy from our last 50 years. We have hundreds of full-time leaders in our locals right across the country. As well, every provincial division now has, at the very least, a full-time president.

We need to continue to develop these resources into a permanent, effective team to lead our bargaining, enforcement of our collective agreements, our campaigns and our work with allies. This is more important than ever as now, 50 years into the life of our union, we are experiencing high turnover in both staff and local executives, who are taking well-deserved retirement.

I will move soon to talk about the financial resources we have for this work, but it's not just about having the money. We have to build our team of people first and we can't just rely on our staff and full-time union officers. If we do, we risk turning our union into an institution instead of a movement.

After 50 years, we have to look at how we integrate new and young workers into our union. This is one of the reasons for the strategy session we held in Montreal this past summer. Certainly over my life so far, there has been a cultural change, especially in the ways we communicate. We need to review our practices but, at the same time, not let new technologies distance us as leaders and activists from the general membership.

There is nothing as strong as face-to-face contact. That is what our Fairness project is all about. We need leaders at every level of our union, including staff, to talk to members about why the union matters. We need to take our conversations, discussions and debates out of the meeting rooms and into the workplace. We need to listen, learn and understand. That's how we build a fighting team.

And a strong fighting team must include all of our members. We continue to pursue employment equity, both outside and inside of CUPE. Attached to my report is an update on internal employment equity. Since 2009, the number of staff who self-identified as a member of an equity-seeking group has increased in every category. But reporting on self-identification results is a first step. Employment equity is an ongoing journey and we need to be vigilant and creative with efforts such as expanded training and mentoring programs, and providing better access and support to members of equity-seeking groups in gaining permanent employment with CUPE.

The strategic directions document to be debated at this convention calls for a survey of our membership to get a picture of who belongs to CUPE. This will help us in our efforts to build a strong, inclusive fighting team, within our locals and within our staff.

We are taking steps to strengthen the administrative side of this team. This year I was very pleased to be able to meet face-to-face with close to 1,000 local secretary-treasurers, trustees and other local executive members at your provincial division conventions. Our financial transparency and accountability to the members whose dues we administer is of the highest importance at every level of our union.

We must show clearly the difference between our democratic openness and the secrecy of the Harper hypocrites. They introduced Bill C-377, holding unions

to a higher standard than any other organization, at the same time as senators Harper appointed abused their expense claims and the government itself misled Canadians about the billions of dollars wasted on a sole-source contract for F-35 fighter jets.

As for Bill C-377, most of you know that Harper prorogued Parliament. That means a private member's bill like Bill C-377 is back on the Parliamentary agenda in its original form, as if the Senate amendments were never made. We must continue to oppose this legislation because it has only one true purpose – to tie unions up in financial reporting and to curtail our political activities. The Harper gang wants our financial information, which is already provided to our members, to be made public so they can use it against us.

In CUPE, we have nothing to hide. That's why every September we are posting our audited annual financial statements on cupe.ca where every one of our 627,000 members – and anyone else who wants to look – can see how their dues are being used to advance the interests of CUPE members and the entire working class.

That includes continuing to oppose the austerity agendas of too many of our governments from Harper on down to municipalities. These austerity budgets affect our members, in their working conditions and in the services they provide. These budgets affect our communities. And, they also affect CUPE.

I am pleased to be able to present a positive financial report from the last two years to this convention. We are on a solid foundation, but as we enjoy that achievement, we also must take a realistic look to the future.

First, I would like to go through some of the highlights in the report you have before you.

Total income into the General Fund was \$167 million dollars in 2011 and \$172 million in 2012, an increase of about 3%. Over that two-year period we saw some increase in staff, as well as the purchase and construction of new offices.

By the end of 2012, the net book value of CUPE's owned properties in 16 different locations was \$69.5 million dollars. Purchasing property has been a good decision for our union, good for staff, our members

and our books. Now, after full discussion, the National Executive Board has decided it is time to slow down. We need to take the time to consider what we need to have in place to maintain and protect these investments for the future.

The financial crash of 2008 has had a devastating impact on all of our pension plans, including the CUPE Employees Pension Plan. It is not a crisis situation, but one we must be aware of. The January 1, 2011 plan valuation, which the Joint Board of Trustees was required to file, showed a solvency deficit. As a result, since January 2012, CUPE has had to make special payments of \$2 million dollars over four years and \$12.6 million over 10 years. I'm happy to say that it does look as if the gap is narrowing somewhat as the trustees prepare for the next solvency valuation required in 2014.

On the question of future employee benefits, the National Executive Board has agreed that we will continue to follow the roadmap adopted by the board and updated in 2010. This will maintain a relatively consistent gap between our obligation for future employee benefits and the amount booked against it, as we go forward.

The General Fund is not just used for operational costs, but also funds some campaigns, including Strategic Directions – Anti-Privatization, and our work on federal, provincial and municipal elections.

I would like to thank the members of the National Executive Board for supporting the creation of a permanent Fightback Fund in the General Fund, allocating \$1 million dollars in the 2013 budget. Five years ago, the Board had agreed to use \$2.5 million of the 2007 operating surplus to create a special Fightback Fund to resource members whose fundamental union rights or bargaining rights are threatened by government legislation or action. Up until last year, the fund had been used twice and a healthy balance remained.

In 2012, the NEB approved a \$1.7 million dollar fightback campaign by CUPE Ontario when the provincial government imposed Bill 115 on 55,000 school board workers and threatened to bring similar legislation to the entire broader public sector. A subsequent campaign was approved in 2013 when the Ontario Government threatened to legislate away the independent interest arbitration system for health care and long-term care workers who do not have the right to strike.

However, we can read the writing on the wall. We know these fights will become more common because we have moved beyond having to protect our rights only at the bargaining table. Governments at every level have us in their sights. Rather than relying on an operating surplus to replenish the Fightback Fund, we have created a permanent line in the General Fund which we hope to build on year after year.

While that fund is for the large-scale fights against legislative attacks on our rights, we also have found locals, district councils and provincial divisions making good use of cost-shared campaigns under the National Defence Fund.

Four per cent of all per capita revenue goes into the National Defence Fund. That was just under \$8 million dollars in 2011 and \$8.2 million in 2012.

There were 73 cost-shared campaigns approved by the NEB in 2011 and 74 in 2012. While the number of campaigns remains about the same, we have gone over budget in every year by a growing amount each year. We are seeing more and more use of paid advertising, particularly television advertising. While sometimes that kind of expensive advertising campaign is necessary, we are seeing less and less emphasis on member outreach and mobilization.

As we move toward a new budget year, we will be looking at how to ensure the widest possible access to campaigns under the Defence Fund. We will be looking at campaigns through the lens of the Fairness Project with a greater emphasis on reaching and engaging our members and the broader community.

At the same time -- with many new leaders in our union -- locals and even staff are often not aware of how to access support for cost-shared campaigns, strike averting and strike support. The Strategic Directions document adopted at our last convention mandated us to strike a task force to review how all of those supports can be used as bargaining becomes more challenging. We are following the recommendations of that task force and are incorporating information about the National Defence Fund and National Strike Fund in member and staff training, and have created an easy reference chart on how to access those funds.

The backbone of our union is our National Strike Fund, stronger than it has ever been. By the end of 2012, the balance in the fund was \$62.5 million dollars.

Sisters and brothers, that means no CUPE member will ever have to stand down from a picket line because the union can't support their strike.

With such a healthy fund, the National Executive Board believes it is time for the first increase in strike pay in 16 years and has submitted a resolution to that effect to this convention.

With so many new delegates here at our 50<sup>th</sup> anniversary convention, it is a good time to review the history of our strike fund. CUPE was four years old before a National Defence Fund was created in 1967. It started with 10 cents per member per month, with strike pay beginning on day fifteen of a strike. And, it wasn't the same for everyone! The weekly benefit was \$12 dollars for a single person, \$15 dollars for a married person and \$20 dollars for a family.

Delegates debated the per capita payment to the National Defence Fund and its regulations at conventions in 1969, 1973, 1977, 1981 and at a special national convention held only to discuss this issue in 1982. It came to the floor again in 1983, 1985, 1991, and 1993. In 1999, a special Solidarity Levy was adopted to be used solely for strike pay and strike-averting campaigns.

It was in 2001 that delegates voted to create a National Strike Fund independent of the National Defence Fund. The Solidarity Levy stayed in place until 2004, when the strike fund reached \$15 million dollars. There has always been a trigger, now in our Constitution, that a special levy will come into effect if the fund falls below \$15 million dollars, lasting until it reaches \$25 million.

We are now well beyond that amount. The National Executive Board's resolution to increase strike pay is based on a number of factors, including strike benefits paid by other major unions in Canada. We believe the increase we are recommending is appropriate, and necessary. I look forward to a healthy debate on the question.

Sisters and brothers, I said earlier that we should be proud of the achievements we have made in the financial stability of our union, but we also have to be realistic as we look to the future. While staff are still working on our revenue projections for 2014, we have a good idea of what is before us.

The disaster created by speculative financial institutions five years ago is catching up with us in the

public sector. The latest issue of Economy at Work reports that base wage increases in collective agreements settled in 2013 have averaged 0.9%, the lowest in over a decade. Public sector increases averaged 0.7%.

In 2013, we needed \$6.5 million dollars or a 3.9% increase in revenue just to maintain the services and programs we already have. There is no reason to panic, but we should be measured and strategic as we establish our priorities for the next two years. We have to think about how and where we are spending, what we can do with the people and tools we already have, where we truly need new resources and whether we should be doing some things differently or more strategically.

I want to take a moment to thank my Brother Paul for his support and encouragement as I have grown into my role. Paul, we share a vision for CUPE, one we are working together to achieve, of a strong, progressive, fighting union that has its house in order, with a solid financial footing and sound organizational systems and practices. Thank you, Paul, for your support over the last two years.

Thank you as well to all the members of the National Executive Board for the good debates, discussions and decisions you have made about CUPE's human and financial resources. Thanks also for your support

In closing, CUPE's financial picture is healthy. We have good human resources, strong members and courageous officers at every level. Over the next two years, we need to continue what we have been doing and continue to grow our Fairness project. This is not a one-week, or one-month, or one-year project. We are in it for the long term to build a stronger fighting team inside CUPE and beyond. We will continue to work with the CLC, together for fairness, including financial support for projects like the national television ads that have begun to air this month.

If we work together, we will always win. And we need to win, to change the direction of this country. We have an important date in 2015 – our chance to get rid of Stephen Harper and the Conservatives once and for all. We can do it, Sisters and Brothers. We have the power to make change! Do you agree? Can you tell me?

Who has the power? We have the power! Who has the power? We have the power! What kind of power? Union power!

Thank you, sisters & brothers!

*(M/S D. Légère, T. Graham – Carried)*

### **INTRODUCTION OF GUEST SPEAKER**

CHAIRPERSON PAUL MOIST: Tom Mulcair was elected to lead our party in March 2012. Since then, he has demonstrated strong leadership, formidable opposition to Stephen Harper and he is painting a positive, optimistic vision for working people in Canada. With this new vision, we are all very excited about upcoming by-elections on November 25<sup>th</sup>.

Many of our members and staff will be working really hard to elect more New Democrats in Toronto Centre, in Bourassa, in Provencher and Brandon- Souris. In fact, David Lundblad, a member from Local 3902 in Toronto was stopped at Pearson Airport, he was on his way here to Convention. Because Mr. Harper called the election, he has decided to dedicate his time to work full-time to elect Linda McQuaig as the next MP for Toronto Centre.

Sisters and brothers, join me in giving our friend, Tom Mulcair, a very warm CUPE welcome. Tom Mulcair, the next Prime Minister of Canada, Tom Mulcair, our leader. Let's get loud!

*Following Brother Thomas Mulcair's address, Brother Paul Moist thanked him and presented him with a gift.*

### **REPORTS OF THE NATIONAL TRUSTEES**

The National Trustees are Colin Pawson, Ronald Dagenais and Mark Goodwin.

#### **January 1 to December 31, 2011**

This year our audit meeting took place at the CUPE National Office in Ottawa from May 28 to June 1, 2012. We had an opportunity to meet with Charles Fleury, the new CUPE National Secretary-Treasurer, and discuss his views on last year's Trustees report to Convention.

To perform our audit, we had access to minutes of the National Executive Committee meetings, minutes of the National Executive Board meetings, quarterly financial statements for the General Fund, the Defence Fund and the Strike Fund, files on per capita payments and arrears, actuarial valuations of pensions and post-employment benefits for 2011 and any other document deemed necessary for our audit.

We also had a meeting with the Deloitte accounting firm and they presented a draft of the Financial Statements to us before presenting them to the NEB.

#### General Fund and Per Capita

At the time of this report CUPE's revenue from per capita and initiation fees in 2011 was \$165,466,672. The General Fund had assets of \$157,015,854 as at December 31, 2011. This amount of revenue requires CUPE to retain professional services in a number of areas to ensure adherence to best practices.

#### Per Capita Receivables, Per Capita Arrears

The per capita receivables as at December 31, 2011 were \$26,492,781. Only a small portion of that amount is actually in arrears (about 6%).

#### National Defence Fund

The Trustees reviewed entries made to the National Defence Fund and found them to be in compliance with the National Defence Fund Regulations.

#### National Strike Fund

The Trustees reviewed entries made to the National Strike Fund and found them to be in compliance with the National Strike Fund Regulations.

#### Follow-Up on Previous Recommendation

In 2009, given CUPE's growth and reliance on actuaries, auditors and money managers to handle investment strategies, the Trustees recommended that during the next year, the National President, the National Secretary-Treasurer and the Trustees, together with the auditors and any staff deemed beneficial, meet to establish a future plan for the National Trustees in order to apply the provisions of the CUPE Constitution and help us, as well as future Trustees, continue the work of the Trustees. This recommendation has not yet been acted upon.

#### Accrued Benefit Liability

The Trustees found that the unfunded portion for the employees' Benefits Plan is getting larger every year. Currently, the liability amounts to \$229,370,486 of which CUPE reported \$55,871,763 on the balance sheet. CUPE as an organisation is taking action to reduce the unfunded liabilities. We must note that these efforts have not been adequate to solve the problem. We believe that it will take a concerted effort by the entire organization to fund these

escalating costs, and to ensure the financial stability of CUPE. We believe that this liability is a serious concern, and that CUPE must move quickly to address it.

#### Accounting Standards

In order to comply with the new accounting standards now in effect, the NEB will have to make an important decision with respect to the accounting of the accrued benefits liability.

#### Cost-Shared Campaigns

The Trustees reviewed the cost-shared campaigns and found the files to be very well kept and in compliance with the regulations of the Fund.

#### New Recommendations

##### Inventory

CUPE continues to grow and now has many offices across Canada. We think that it is important to have an up-to-date list of furniture and electronic equipment, as well as a disposal policy for old furniture and equipment. Large sums of money are invested in this inventory. Tracking and maintaining this inventory is difficult, therefore an inventory-control system is essential.

##### Expense Forms

The Trustees also noted that CUPE National is in the final stages of standardizing the representatives' expense forms, using MS Excel. We recommend that representatives be permitted to submit their forms for authorization online, and that CUPE set up bank transfers to streamline the process.

##### Actuaries

Next year, the Trustees would like to meet someone from Eckler Consultants and Actuaries to go through their Actuarial Report on the CUPE Employees' Pension Plan. The Trustees would also like to meet someone from Welton Parent Inc. to go through their Actuarial Valuation of Post-Retirement and Post-Employment Benefits.

##### New and Amended Policies

The Trustees recommend that new or amended policies be clearly identified in the Administrative Policies Reference Guide in order to avoid the time-consuming process of identifying them.

### Station 20 West

On October 26, 2009, CUPE gave Station 20 West Development Corporation a \$150,000 interest-free loan. This was done following a motion of the June 17-18, 2009 NEB meeting. In addition to the loan, a donation of \$100,000 was made to the same Corporation. As a condition of the loan, the Corporation was to provide regular updates every six months. To date, there have been no updates provided to CUPE. Also, no amount has been paid back. It should be mentioned that the loan must be paid back by June 30, 2016, however there is no schedule for repayment. An interest in the amount of \$150,000 was filed on the property title to secure the loan.

### New Recommendation

The Trustees recommend that a follow-up be done with Station 20 West. Specifically, that CUPE remind them of their obligation to provide regular six-month updates on the development and operations of Station 20 West. In addition, Station 20 West Development Corporation must reaffirm, in writing, their commitment to repay the loan.

### Concluding Remarks

The Trustees found the books to be in excellent order. We congratulate Brothers Fleury and Moist for their efforts over the past year. We would also like to thank the interpreters who worked with us, as well as CUPE staff members who answered our questions quickly and accurately. Special thanks to Brother Wes Payne, Sisters Danielle Clairoux, Line Deschamps and Tammy Greaves.

*(M/S C. Pawson, M. Goodwin – Carried)*

### **January 1 to December 31, 2012**

#### Introduction

This year's audit meeting took place at the CUPE National Office in Ottawa, from May 27 to 31, 2013. We had an opportunity to meet with CUPE National President Paul Moist and National Secretary-Treasurer Charles Fleury to discuss and review last year's Trustees' report. We also met with senior CUPE staff and external accountants.

To perform our audit, we had access to minutes of all National Executive Committee (NEC) meetings, all National Executive Board (NEB) meetings, the December 31, 2012, draft financial statements for the

General Fund, the Defence Fund and the Strike Fund, as well as files on per capita payments and arrears, actuarial valuations of pensions and post-employment benefits for 2012 and any other documents deemed necessary for our audit. We also had a meeting with the Deloitte accounting firm and they presented a draft of the financial statements to us, before presenting them to the NEB.

### General Fund and Per Capita

General Fund and Per Capita Fee: The trustees reviewed entries made to the General Fund and found them to be in good order. The General Fund revenue was \$171,916,065. The General Fund Expenses were \$169,867,696. The General Fund's total assets were \$170,181,087. This amount of revenue requires CUPE to retain professional services in a number of areas to ensure adherence to best practices.

### Per Capita Receivables and Per Capita Arrears

The per capita receivables as at December 31, 2012, were \$29,164,560. Only a small portion of that amount is actually in arrears.

### National Defence Fund

The Trustees reviewed entries made to the National Defence Fund and found them to be in compliance with the National Defence Fund Regulations.

### National Strike Fund

The Trustees reviewed entries made to the National Strike Fund and found them to be in compliance with the National Strike Fund Regulations.

### Accrued Benefit Liability

In 2011, the unfunded portion of this liability amounted to \$229,370,486, of which CUPE reported \$55,871,763 on the balance sheet. This year, it amounts to \$238,939,324, of which CUPE reported \$62,312,390 on the balance sheet. The National Secretary-Treasurer has assured us that this year, CUPE will take steps to deal with the escalating cost of the accrued benefit liability.

### Accounting Standards

CUPE is in compliance with the Canadian Institute of Chartered Accountants' (CICA) new standards for non-profit organizations, with a qualification with respect to the understated accrued benefit liability (2012 General Fund, Note 3 and Note 7).



Cost-Shared Campaigns

The Trustees reviewed the cost-shared campaigns and found the files to be very well kept and in compliance with the regulations of the various funds.

Inventory

The Trustees were provided with a real estate holdings document, giving an inventory of buildings owned, leased-to-own and rented by CUPE, and were informed that an inventory system for furniture and equipment was in the process of being developed. Discussions also took place on standardizing practices for recycling and disbursing old equipment and furniture.

Expense Forms

The Trustees reviewed the expense forms of the NEB members, the Executive Assistants, and a random selection of staff expense forms. We found them to be in good order.

Actuaries

Trustees discussed the future benefit liability with

Welton Parent Inc. and the CUPE Employees' Pension Plan with Eckler Consultants.

Station 20 West

Since our last report, CUPE donated an additional \$50,000 to Station 20 West Development Corporation (S20W). In order to complete their project, S20W applied for a mortgage of \$2.5 million. When the credit union insisted that they become first in line for repayment, CUPE signed a postponement of registration letter on August 29, 2012, on the land it held as security for the initial \$150,000 loan.

Concluding Remarks

The Trustees found the books to be in excellent order. We congratulate Brothers Fleury and Moist for their efforts over the past year. We would also like to thank the interpreters who worked with us, as well as CUPE staff members who answered our questions quickly and accurately. Special thanks to Brother Mario Emond, Sisters Danielle Jennings, Linda Marcoux and Tammy Greaves.

(M/S C. Pawson, M. Goodwin – Carried)

Internal Audit Plan 2011-2012

<b>Auditable Process or Unit</b>	<b>Relative Risk Rating</b>	<b>Nature of Work</b>	<b>Key Audit Areas or Issues</b>	<b>Schedule</b>	<b>Tasks</b>
Per capita arrears over 3 months	2010:Medium 2011:Medium 2012:Medium <hr/> 2011:Low 2012:Low	Financial Review	Membership Stats	3 years	NEB + NEC Internal staff, Reps Local union Trustees
Pension Liability	2010:Low 2011:Low 2012:Low As a going concern	Financial Review	Review investment policy	5 years	NEB + NEC Trustees
	2010:Medium Solvency Report	Has increased from 4% unfunded to 6% unfunded	Actuarial valuation 2011:Meet with actuaries	April 2011	NEB Trustees
Employee Benefits	2010:High 2011:Higher 2012:High	Financial Review  See Trustees' Report	Review investment policy  2011:Meet with actuaries	5 years	NEB + NEC Trustees

## REPORT OF THE RESOLUTIONS COMMITTEE

The members of the committee are: Dolores Douglas, co-chair, Local 2669, Saskatchewan; Stephen Drost, co-chair, Local 1418, New Brunswick; Dianne Frittenburg, Local 1933, Nova Scotia; June Kaiser, Local 716, British Columbia; Stephen Doucet, Local 4294, Québec; Lola Barrett, Local 41, Alberta; Darrick Barrett, Local 1560, Newfoundland and Labrador; Karen Noble, Local 3260, Prince Edward Island; Andrea Madden, Local 2286, Ontario; Phil Dembicki, Local 500, Manitoba; Carolyn Unsworth, Local 6101, Hospital Employees' Union, British Columbia; Judy Henley, NEB liaison; Annick Desjardins, Shelly Gordon; Daria Ivanochko, Keith Reynolds and Graham Cox, as staff advisor.

The Resolutions Committee has been appointed under Article 6.10 of the CUPE Constitution. The Committee is independent of the National Executive Board, our provincial divisions and our own locals. Our deliberations over the past week were carried out with the full knowledge that we are accountable only to the delegations of this Convention. We have worked diligently and conscientiously on behalf of the delegates and members.

We have reviewed each resolution submitted to the Convention. The Resolutions Committee would like to thank the many locals, councils and divisions for their hard work on behalf of the membership in submitting over 296 thoughtful resolutions focused on the issues facing our membership, our communities and the broader society every day.

The 2009 CUPE Convention adopted constitutional amendment C26 which changes the way in which our resolutions are dealt with at Convention. Since our 2011 Convention, the Resolutions Committee no longer makes recommendations of "concurrence" or "non-concurrence". The committee places resolutions directly on the floor for consideration and the delegates vote whether or not to adopt them.

The Resolutions Committee still has the responsibility to examine and consider each of the resolutions submitted. While we no longer make recommendations to the delegates, we do have the responsibility to ensure that the resolutions are clear and that they are in compliance with CUPE's Constitution.

When we present the resolutions, we will read only the section that begins with "CUPE NATIONAL WILL" or the resolves. However, we encourage delegates to read the entire resolution in the book as it explains the actions and provides background information.

We recognize and support the desire of delegates at National Convention to deal with as many resolutions as possible. We have tried to group resolutions and combine others of similar intent so that more resolutions can be presented to the delegate at Convention.

The draft Strategic Directions 2013-2015, *Proud of our Past, Ready for the Future*, references many topics or issues that are also dealt with in resolutions. The process for consideration of the Strategic Directions document allows for broad debate.

In order to maximize the number and variety of issues that are debated on the floor and to enhance debate of the Strategic Directions document, we have indicated that certain resolutions are addressed by the Strategic Directions 2013-2015 document. We encourage delegates to discuss those issues when the Strategic Directions document is before Convention.

We also recognize that the number of resolutions we debate at convention is contingent on dealing with other business of a pressing nature. These other issues are also important for delegates to address. All resolutions not dealt with by this Convention will be referred to the National Executive Board for decision. The National Executive Board will distribute a report on their decisions to Local unions before the next Convention.

### **Resolution 19** (submitted by Local 5167)

CUPE NATIONAL WILL:

Continue its support of the "IDLE NO MORE" movement by way of promotion and presence at rallies, meetings, demonstrations and marches.

BECAUSE:

- The "IDLE NO MORE" movement has brought forth aboriginal issues that require government action on the environment, water, land (mining

and logging), air and other natural resources on First Nations Territories.

- The Federal Government prefers profits over honoring treaties with First Nations, which includes their Territories.
- The Federal Government would rather be a friend to Multinational Companies consortiums that would Americanize Canada re oil exploration, water ownership, deforestation of our boreal forest.
- The Federal Government continues to ignore its judiciary responsibility by way of education, housing, inadequate health care, clear clean drinking waters, sewage disposal and jobs.

(M/S S. Doucet, S. Drost – Carried)

**Resolution 38** (submitted by CUPE Newfoundland and Labrador)

CUPE NATIONAL WILL:

Send a strong and forceful message to all levels or government opposing all concessionary bargaining and defending our free collective bargaining rights.

BECAUSE:

- CUPE' Strategic Directions 2011-2012, adopted at our 2011 National Convention, spoke directly to defending our hard-won free collective bargaining rights:

**“Ensuring that our bargaining strategies and plans are strong enough to withstand the inevitable assault on trade unions and public services is critical to ensuring that our members' fundamental rights are protected the centerpiece of this struggle must be to ensure that we are doing the fundamentals and representing our members effectively at the bargaining table.”; and**

- Since our October 2011 National Convention. CUPE members have faced legislative assaults on collective bargaining rights and various forms of austerity and restraint in almost all CUPE sectors as witnessed in the last Federal and Provincial budgets; and
- These realities, along with a very sluggish Canadian economy, all combine to create significant downward pressure on the workers'

wages, benefits and pension plans, In short, demands for concessions are increasing in this climate of austerity; and

- All CUPE members and, more importantly, all CUPE employers must know that all moves to extract concessions from CUPE members will be resisted by CUPE.

(M/S committee member, D. Douglas – Carried)

### GREETINGS FROM ALEXANDRE BOULERICE

*“video presentation”*

TUESDAY, OCTOBER 22, 2013

### MORNING SESSION

*“video presentation – the second decade”*

### PRESENTATION OF THE NATIONAL HEALTH AND SAFETY AWARD

CHAIRPERSON PAUL MOIST: The Health and Safety Committee received seven very impressive nominations. They are: Aline Rousseau, Local 1638 here in Québec City; Alan Sabuda, Local 160, Prince Albert, Saskatchewan; Bruno Guay, Local 1751, Québec City, Quebec; David Lamanna, Local 2, Ontario; Jordie Salins, Local 37 from Calgary; Lucy Furtado, Local 1628 from Mississauga, Ontario; Roger Hunter, Local 3908, Peterborough.

The 10<sup>th</sup> National Health and Safety Award winner is somebody who has committed himself to health and safety for well over 17 years. I would ask to come forward Brother David Lamanna from Local 2 in Toronto, Ontario.

David has been a dedicated union health and safety activist with an impressive list of achievements. He has been a member of Local 2 since 1996. He has held the position of Local Health and Safety on the Executive since 2004. This is The Toronto Transit Commission. This role includes acting on behalf of the Local members in all health and safety related matters, including Workers Compensation, return to work and accommodations, incident investigation as well as acting as the Worker co-chair on committees for Local 2.

David has applied practical health and safety knowledge to the development of products that

directly benefit the safety of workers, not just in Toronto, but internationally. David created and developed the Work Area Warning System to alert transit operators that there are workers in the area ahead of them so they can reduce their speed or be warned to stop when needed. David has worked with Bombardier to develop safety for all transit operators around the world, not just in Toronto. David worked with Bombardier Corporation to develop an electronic train and track worker detection device system known as "Track Safe" which protects workers at track level on all subway and rail lines. David created and introduced a product called the Bonding Assembly which allows workers to safely work at track level without being electrocuted.

David has continually and constantly fought for and made improvements to the personal protective equipment and doubled the amount of employer supplement for members of Local 2 who require work boots. Brother David has campaigned with the Toronto Transit Commission to recognize shift work as a hazard and has fought for improvements in the scheduling of members' work to reduce that hazard associated with shift work.

He negotiated an agreement for the training of all members of the Toronto Transit Commission's 46 health and safety committees, about 450 workers in total, to receive certification training normally only reserved for one member of the committee, 450 members at the Toronto Transit Commission.

David introduced to Local 2 and continues to maintain a quarterly health and safety newsletter for Local 2. CUPE's National Health and Safety Committee, our National Union, believes Brother David is an excellent choice for this national award. Your 2013 CUPE National Health and Safety Award recipient, Brother David Lamanna.

#### **REPORT OF THE NATIONAL HEALTH AND SAFETY COMMITTEE**

The members of the committee are: Dolores Douglas, co-chair, Saskatchewan; Don Postar, co-chair, Ontario; Michael Murphy, Newfoundland and Labrador; Kathy Dauphney, Nova Scotia; Betty Pryor and Jason Woodbury, Prince Edward Island; Minerva Porelle and Gary Burris, New Brunswick; Sandra Forsythe, Ontario; Bob Walker and Tom Nicholls, Local 1000, Power Workers' Union; Yvon (Ivan)

Leclerc and Walter Gretschan, Manitoba; Mark Langlois and Jaycynth Millante, Alberta; Trevor Davies, British Columbia; John Fraser, Hospital Employees' Union; Julianne Vondrejs, Airline Division; Marle Roberts, NEB Liaison; Troy Winters, staff advisor.

*"video presentation"*

#### **Introduction**

The National Health and Safety Committee is pleased to present the following report to the Twenty-sixth Biennial CUPE National Convention. Since the 2011 convention, the committee continues to monitor and defend the occupational health and safety rights of CUPE members.

Our focus continues to be, to provide members with tools, information and education to fight back against concerted attacks on our working conditions and rights by many of our employers and some governments.

The committee gathered in Ottawa three times since the last convention, in April 2012, October 2012, and May 2013. During this period, the committee has undertaken a wide range of activities and two major projects including:

- Promoting health and safety as a top priority at all levels of the union.
- Providing input to a new introductory nine-hour health and safety workshop and advising CUPE National on health and safety materials and educational.
- Supporting April 28<sup>th</sup>, the Day of Mourning activities, nationally and internationally.
- Assisting with the promotion selection and presentation of the National Health and Safety Award.
- Urging locals to monitor all workplace fatalities and encouraging reporting to CUPE National.
- Legislative Database.
- Working alone Survey.

As with our previous reports to convention, it is with great sadness that the committee reports on work-related deaths of CUPE members. Since the last convention, we have received notice that ten CUPE members were killed as the result of their work at

the time this report was prepared. We mourn the loss of:

- Tino Comini, Local 256, Ontario
- Éric Goyette, Local 1500, Québec
- Emmanuel Hudon, Local 1500, Québec
- Stéphanie Chaisson, Local 4939, Newfoundland
- Hubert Fortin, Local 301, Québec
- Sylvain Ferland, Local 1983, Québec
- Normand Gauthier, Local 4239, Québec
- Claude Picard, Local 1500, Québec
- Tara Lynn Veri, Local 1766, Ontario
- Laurie-Ève Cormier, Local 306, Québec

Each fatality must remind us that prevention of workplace illnesses and injuries together with strong government enforcement and swift and severe punishments for employers are the keys to stopping the death toll in our workplaces.

#### Committee activities in the past two years

The following is a broader description of the activities that the National Health and Safety Committee participated in this year.

#### *11<sup>th</sup> National Health and Safety Conference*

The National Health and Safety Committee served as a reference group for planning, logistical arrangements and workshop content for the 11<sup>th</sup> CUPE National Health and Safety Conference held in Ottawa, Ontario on October 12-14, 2012. The theme of the conference was “*Defending Our Workplace, Our Environment, Our Health*” and helped to link health and safety issues at the local level to those happening across the various jurisdictions.

By all accounts, the conference was another huge success for our union. Conference attendance set a record with more than 550 delegates, including facilitators, speakers and staff. Delegates participated in daily plenary sessions featuring dynamic national and international guest speakers. In all, a total of 50 workshop sessions were held over three days.

The workshop topics included:

*Hit the refresh button – activate our health & safety rights!*

Where delegates looked at the various ways that CUPE members have been at the forefront of health and safety improvements over the past 20 years, and how we continue the fight for healthy and safe work places today. The CUPE members focused squarely on strategies to renew our trade union activism and pledge our commitment to healthier CUPE workplaces.

#### *Environmental health/environmental workplace action*

In a conference first, delegates to the National Health and Safety Conference were provided an overview of environmental issues and their impacts on our communities and worker health and explored ways to take action to make our workplaces healthier, more sustainable, and to reduce the environmental impact of the work we do.

#### *Women and work hazards: recognizing the risks and developing a healthy approach to women’s work*

Participants of this workshop examined the impact of the physical and social work environment on women’s health, and ways to influence research, policy, and practice to reduce the health disparities related to gender.

#### *Psychosocial and mental health and work organization*

This workshop examined the flaws in the new array of so-called tools and systems that are being brought into our workplaces. It focused on the workplace as the cause of mental health issues, and not the individual. Participants discussed strategies and actions that will actually help make workplaces psychologically healthier and safer.

The conference also included a superb line-up of renowned speakers, who presented delegates with:

- An overview of the history of health and safety success that CUPE was a part of for the past 30 years, including the Day of Mourning, the fight against asbestos and CUPE influence on the environmental movement.
- A panel discussion about the new challenges and opportunities for health and safety activist.

### *Day of Mourning – April 28<sup>th</sup>*

This year marked the 29<sup>th</sup> anniversary since CUPE's National Health and Safety Committee first proposed the National Day of Mourning for workers killed or injured as a result of workplace causes. It was CUPE's National Health and Safety Committee who first recommended the creation of a remembrance day for workers killed or injured on the job in 1984. The Day was proclaimed by the then CUPE National President Jeff Rose at a Health and Safety Conference in early 1985, and in the same year, the Canadian Labour Congress and affiliated unions quickly adopted the day across Canada. The Day of Mourning honours the dead and injured who have been struck down in our own communities. It focuses attention on workers killed, injured, and made sick by their work in the previous year.

The committee helps to promote CUPE's Day of Mourning materials – April 28<sup>th</sup> bookmarks, a Workers' Statement, posters and activity checklists – which are distributed to all locals through general mailings.

### *Nine-hour introduction to health and safety course*

The National Health and Safety Committee, through both a reference group, and general committee advised the Health and Safety Branch and Union Development Department in the development of a new nine-hour health and safety course. It is hoped that this new introductory course will increase the number of members who learn about the basics of health and safety, and encourage them to seek out additional learning and training opportunities.

### *National Health and Safety Award*

Since the creation of the National Health and Safety Award in 1992, the National Health and Safety Committee has selected and recommended each award winner. Over the past two years, the committee has redesigned the award from to ensure greater fairness amongst nominees. The winner is selected by a subcommittee of the whole. We offer our sincerest congratulations to this year's worthy recipient.

### *Legislative database*

A major project that the committee has started was to compile all of the health and safety legislation

(including acts, regulations, codes and others) into a single document with commentary for specific topics (i.e. violence, controlled substances, young workers etc.). The goal is to have a full database that will provide members with an easy reference and comparison, with limited commentary for use when lobbying or bargaining for health and safety legislation and language. Due to the complex nature of this project, it will be an ongoing commitment for the committee.

### *Working alone survey*

The second major project is to develop a survey to determine where working alone is an issue. This survey will be ready by the National Convention, and we hope everyone takes a few minutes to participate.

### Action plan – the next two years

Continue to focus on helping members on Joint Health and Safety Committees, at the bargaining table and in the workplace. Engage members in more militant health and safety activism to help highlight that fighting for healthy and safe workplaces is a political struggle for power.

- Work with the Health and Safety Branch on new and revised materials, including new materials for advanced, more technical health and safety workshops.
- Fight back against the right-wing agenda by showing workers, and the public at large, the importance of unionism to a healthy and safe workplace.
- Improved communications between the national and provincial Health and Safety Committees.
- Work with locals, divisions and national on pressing for better health and safety conditions in workplaces.
- Raising awareness of new hazards in our workplaces.
- Help to uncover and understand new and emerging hazards such as pandemic influenza, hospital acquired infections, and nanoparticles and endocrine disrupting chemicals.

- Help to develop collective bargaining language for issues not covered by legislation.
- Promoting April 28<sup>th</sup> nationally and internationally.
- Pushing to hold employers accountable for attacks on our legislated right to healthy and safe workplaces.

### Conclusion

We have much to accomplish in the next two years. The successes of the last two years give us encouragement that CUPE will continue to advocate for and defend members' occupational health and safety rights. We remain confident that our action plan and priorities will allow our union to continue to play a leading role in occupational health and safety in CUPE and within the labour movement.

More than ever, the past two years have demonstrated that the fight for healthy and safe workplaces and decent working conditions is not over. Employer and right-wing government attacks continue, and are increasing.

Just as our employers are coordinating strategies against us, we must improve our collective strength to defend past health and safety gains and secure improvements for the future.

### Farewell and thank you

The committee sincerely thanks all the hard work done by our departing members who moved on during this term Brother Rex Hillier. Brother Rex sat on the Health and Safety Committee since 1998, and was a co-chair for almost 10 years. We wish him well as he moves on to the next phase of life. The committee would also like to offer their best wishes for Debra Willis, who was lost from the CUPE membership as the result of a shameful union raid.

The committee wishes to recognize the assistance and support of the now retired Brothers Stan Marshall, Managing Director, National Services, and Anthony Pizzino, Director of Research, Job Evaluation and Health and Safety. They would like to also thank the new directors, Daria Ivanochko Managing Director, National Services, and Shelly Gordon Director of Research, Job Evaluation and Health and Safety for their continuing support. The committee would also like to thank Tammy Emond

for providing valuable clerical and conference organization, and of course, the national officers Brother Paul Moist, National President and Brother Charles Fleury, National Secretary-Treasurer.

### **REPORT OF THE NATIONAL ADVISORY COMMITTEE ON PENSIONS**

The members of the committee are: Helen Fetterly, co-chair, Ontario; Bob Ripley, co-chair, Manitoba; Yvonne Sullivan and Beverley Greene, Newfoundland and Labrador; Anne Burgess, Nova Scotia; Lane MacLaren and Hughena Duggan, Prince Edward Island; Roland Cormier, New Brunswick; Marc-André Dufour, Quebec; David Carrington, Ontario; Michael Brockbank, Saskatchewan; Rosemary Kostiuik and Scott Cush, Alberta; Keith Todd, British Columbia; Kelly Knox, Hospital Employees' Union; Julie Roberts, Airline Division; Judy Henley, NEB Liaison; Mark Janson and Kevin Skerrett, staff advisors.

*"video presentation"*

### Introduction

The National Advisory Committee on Pensions (NACP) is pleased to present the following report to the Twenty-sixth Biennial CUPE National Convention. Since the NACP was established 24 years ago, the committee has championed the expansion and improvement of our workplace and public pension plans, greater member education on pensions and progressive approaches to pension fund management.

The period since the last NACP report to convention has seen the continued escalation of attacks on the pensions of Canadians – which have targeted both workplace plans and the public pension system. With financial markets still recovering after the crisis of 2008 and interest rates hanging at historic lows, many defined benefit pension plans across Canada continue to face funding challenges. Employers and governments are responding to these challenges by demanding dramatic cuts to the defined benefit pension plans of CUPE members, or outright conversions of these plans to different pension models. Meanwhile, the federal government recently instituted the largest cuts to Canada's public pension system in generations. However, CUPE continues its tradition of defending, and expanding where possible, defined benefit pension plans and the public pension system in the hopes of providing

a decent, secure and dignified retirement not only for every member of CUPE, but for every Canadian.

#### Challenges in the Public Pension System – OAS-GIS

In the 2012 federal budget, the Conservative government announced that it would be phasing-in an increase to the age of eligibility for the federal Old Age Security (OAS) and Guaranteed Income Supplement (GIS) programs. Beginning in 2023, the age of eligibility for these public pensions will increase from 65 years to 67 years. The Conservative rationale for this decision cited increasing life expectancy and the government's desire to make these programs sustainable for future generations. CUPE, along with the labour movement, strongly opposed this decision. Numerous experts, including the non-partisan Parliamentary Budget Officer, argued that these programs were entirely sustainable before the Conservatives' changes. Most importantly, rising the age of eligibility for these important public pensions will have extremely regressive outcomes. Many seniors, particularly those working in physical jobs, are simply unable to work two years longer, due to health concerns. Moreover, recent increases in life expectancy are disproportionately benefiting higher-income Canadians, meaning lower-income Canadians will be particularly hard hit by losing two years of public pension payments. These unnecessary changes will hurt low-income, female and single seniors the hardest. Poverty levels among seniors will rise significantly.

The NACP notes that the federal NDP has pledged to reverse this change if elected in the next federal election. The fact that the Official Opposition has committed to an election pledge years in advance of the next election signals what an important and live issue the OAS-GIS continues to be. The NACP is proud and actively supportive of CUPE's efforts to raise the profile of this issue and calls on the union to continue raising the profile of this issue ahead of the next federal election.

#### **Opportunities in the Public Pension System – CPP**

The NACP's last report to convention detailed CUPE's 2009-2011 pension campaign, the centrepiece of which is a proposal to double the benefits paid by the Canada Pension Plan. Despite a setback in December 2010, when federal Finance Minister Jim Flaherty withdrew his support for CPP expansion in

favour of implementation of Pooled Registered Pension Plans (PRPPs), the campaign to expand the CPP has been revived over the past year. Amending the CPP legislation requires the support of 2/3 of the provinces representing 2/3 of the Canadian population. The election of the Parti Québécois government in the Quebec election in September 2012 was a major turning point. The previous government had been reluctant to take a strong position in favour of CPP expansion, but the new Parti Québécois government has committed to CPP expansion. With the necessary levels of political support in place, hopes were again high that the finance ministers would agree to expand the CPP when they met in December 2012. While the ministers did not make any commitments at the meeting, they did indicate that they would continue to explore CPP expansion for their next meeting in June 2013.

At the time of writing, in April 2013, CUPE is making strong efforts to take advantage of this important period in the campaign to expand the CPP. In addition to supporting the lobbying efforts of the CLC, CUPE is engaged in a mobilization campaign around the issue in advance of the June 2013 meeting. CUPE staff and members will be signing petitions, speaking in the media and pushing their provincial finance ministers to support this sensible policy. The NACP continues to champion and support CUPE's efforts in this campaign and committee members will be involved in these campaigns in every jurisdiction across Canada. Doubling CPP benefits will provide the greatest benefit to the 11 million Canadians who lack a workplace pension plan. It is an affordable and sensible policy that will ensure a dignified retirement for all Canadian workers.

#### Fighting to preserve workplace Defined Benefit Plans

Despite relentless attacks from employers, governments and the right-wing that defined benefit pension plans are "unsustainable" and should be discontinued, the NACP remains fully committed to the defined benefit model. In many cases, thanks to the tireless work of members and staff, CUPE members have been successful in fighting off employer demands to cut these plans down, or convert them outright.

Many concessionary proposals from employers would have resulted in stark two-tier outcomes that



could become an obstacle to future bargaining unit solidarity. CUPE members continue to strongly resist such outcomes. However, many CUPE members and bargaining units recognize that increasing life expectancy is pushing the cost of plans up, and that the challenges of the 2008 financial crisis, and histories of employer contribution holidays, have put many of our pension plans in difficult positions. In certain cases, CUPE members have been willing to pay more to protect their retirement benefits, or agreed to temporary measures to ensure the sustainability of their plans. In other cases, CUPE has played a lead role in working with governments to negotiate relief from provincial solvency funding rules, which were threatening many defined benefit plans and their employers with overly burdensome special payments. CUPE's resilience and creativity on the issue during a particularly difficult time demonstrates the union's deeply held belief that the defined benefit model continues to be the best and most efficient way to provide a secure and dignified retirement after a career of hard work.

#### The "New Brunswick Model"

Many years of huge employer contribution holidays combined with the impact of the 2008 financial crisis left the New Brunswick CUPE hospital workers pension plan facing a severe funding shortfall: in 2011 it had only 61% of the funds needed to pay its long-term obligations. In the face of this dramatic shortfall and facing possible closure of the defined benefit plan altogether, CUPE staff and members engaged in a negotiation process with a provincial pension taskforce, which ultimately led to the development of a new pension model. This model is a different kind of funding structure than the defined benefit and defined contribution plans we are more familiar with. Under this model, the pension benefit promise for active and retired plan members is not a legal obligation like it is in a traditional defined benefit plan, but is seen as a "target." Whether or not the full benefit will be delivered depends largely on the funding level of the plan. If the plan has a sufficient level of funding, full benefits will be delivered. If the plan's funding drops below a certain point, the plan will be able to trim pension benefits first for active and then for retired members until the funding level recovers. However, a detailed funding policy, control over future surpluses, substantially increased levels of contributions, conservative actuarial assumptions and increased plan membership give a strong likelihood that the

full benefit promise will be delivered. Benefits that were cut due to underfunding can be retroactively improved if and when the plan's funding level improves.

The "New Brunswick Model" continues to attract the interest of the pension community, unions, employers and governments across the country. The NACP recognized that the outcome of the bargaining in New Brunswick is a positive result when considered against the dire funding context and the difficult alternatives before the union. The committee echoes the statement of National President Paul Moist, that the New Brunswick solution, while arguably appropriate for New Brunswick, is not and will not be a "trend-setter" for the rest of Canada.

#### Pension education for CUPE members, CUPE staff and the public

The NACP is extremely supportive of the continuing expansion of CUPE's pension training and education programs, as established by the Union Development Department. The committee heard about a new nine-hour pension education course, designed to build basic pension awareness among members. Since the last convention, hundreds of CUPE members and activists have benefited from this and other pension courses. We recognize that pensions are complex instruments and that many members understandably lack a thorough understanding of their pension plan. We also recognize that members will be more willing to fight back to protect their pensions if they understand their true value and importance. For these reasons, we see the work being done by the Union Development Department as integral for the protection of pension plans for CUPE members and bargaining units and advocate for the continuation and expansion of these education efforts.

Likewise, the NACP voices its strong support for the recent initiative for staff training on pensions. In April 2013, 25 CUPE staff representatives and researchers gathered in Ottawa for an intensive weeklong training program on pensions – organized by CUPE National and - facilitated by staff from Union Development, the session aimed to begin building a new layer of "pension resource" staff across the country. With the retirement of many CUPE staff with expertise on pensions, and faced with mounting pension attacks across the country,

staff development on pensions will be crucial. Aided by expert legal and actuarial guest speakers, the week provided these staff members with skill-building exercises alongside thorough discussions of the current pension challenges faced across the country. Building this expanded staff capacity has long been a priority for the NACP, and we are therefore glad to see these efforts taking off. However, we recognize that this should be a long-term goal, and advocate that resources be devoted on an annual basis to allow for the continual improvement of CUPE's staff capacities on pensions.

The committee was also supportive of the resources devoted by the national union to building CUPE's newly-established Pensions Network, currently comprised of an email listserv for activists and a news website and twitter account for commentaries on real-time pension developments. We hope that with continued support, this network could become a much-needed antidote to the anti-pension messages coming from much of the business community and the political right-wing. Despite the conception that public sector workers are given "gold plated" pensions by governments, the average CUPE pension is extremely modest at \$17,900 for 30 years of work. Moreover, the defined benefit model allows most of this pension to be paid for by investment returns, with the small remainder shared between modest worker and employer contributions made over a career of hard work.

The committee anticipates the continuation of severe pressures on pensions and retirement incomes, but we also remain determined to succeed in achieving dignified and secure pensions for all workers in Canada.

#### **REPORT OF THE NATIONAL YOUNG WORKERS' COMMITTEE**

The members of the committee are: Nicole Barkhouse, co-chair, Nova Scotia; Michael Ian McGahey, co-chair, British Columbia; Michael Biggin, Newfoundland and Labrador; Candace Jones, New Brunswick; Tristan Gallant, Quebec; Teresa Yeh, Ontario; Laurissa Smerchanski-Sims and Kyle Mytruk, Manitoba; April Thomas, Saskatchewan; Robert Peebles, Alberta; Luke Ford, British Columbia; Josh Charette, Hospital Employees' Union; Kelly Moist, NEB Liaison; Corina Crawley and Mark Janson, staff advisors.

#### *"video presentation"*

CUPE's National Young Workers' Committee is pleased to provide this report to National Convention. We have held four animated meetings since National Convention 2011. Our agendas have covered issues both internal to CUPE as well as the labour movement and Canadian society more generally. All of us are passionate about the work and wish to express our gratitude for the chance to engage in and strategize around these issues on behalf of young workers in CUPE.

#### What we are facing

Canada's changing demographics mean that young people are increasingly making up a majority of the workforce, a workforce that is also increasingly ethnically diverse. This is occurring at time when workers and unions are under attack in Canada. Wages are stagnating, two-tier settlements are becoming increasingly common, and younger workers are less and less likely to be able to find permanent jobs, expect adequate benefits or count on retirement security. Meanwhile the attack on Medicare and lack of affordable child care among other social programs, means the services we need for ourselves and our families are not available. We understand that this is not only bad for the current and next generation of workers, it is bad for Canada's economy and for our local communities.

#### CUPE's National Young Workers' Committee feels that it is imperative to take this on by:

- Getting more young people involved in the union, listening to their concerns, educating youth about the benefits of finding employment in a unionized workplace and of union density in society from an early age.
- Ensuring that young people's concerns help to shape the agenda of the union, not only in what we are taking on, but how we operate and connect with our members. Union activism is important political work, but it does not need to be boring or angry. We can make union business more fun and inclusive.
- Young people taking more leadership in the union as our more experienced sisters and brothers look toward retirement. We want the union movement to thrive. We can't wait until

there is no one else to do the work, to transfer their knowledge and experience, to mentor us, to get involved.

- For these reasons it is critical that all components of CUPE begin or continue to meaningfully engage young workers at every level; in their decision-making processes, their delegations to educational and other events and activities.

#### 2013 is the Year of the New and Young Worker

The Slogan for the Year is: *"All in! Our Union Our Future!"* This slogan is deliberately inclusive of all members, not only young workers. The committee believes that building a sense of ownership and ensuring authentic democratic voice in the union among diverse members, is the route to a strong and vibrant organization and movement.

A strategic meeting was held in Montreal in August 2013, where young workers gathered, to develop a vision for the future of CUPE and a labour movement that includes young workers and is able to address the changing needs of our membership. We've proposed a way forward that reflects our values and vision.

#### We are all activists

Members of this committee are all involved in our divisions, locals and communities in different ways. Along with our allies inside and outside the union, we are working to draw attention to these issues, make change in our unions and mobilize young workers to get involved. Some of us are facilitating workshops, doing education in high schools, making speeches and hosting caucuses at our division conventions. Some of us have attended our first local demonstrations since joining the National Committee; others are the ones holding the megaphones.

The National Young Workers' Committee has endorsed CUPE's national child care campaign, launched in 2013, and will be working on the ground to help out. Access to quality affordable, flexible child care is critical for young people to access paid work and get involved in their unions. The national health care and disability rights campaigns were both launched this year. These campaigns are critical for protecting and improving what our predecessors have worked hard for, and continuing to fight for

workplaces and a movement and society where everyone is included.

CUPE's National Young Workers' Committee wishes to congratulate CUPE on 50 years of leadership for social justice, defending the workers' rights, and protecting, promoting and delivering quality public services in our communities. We are honoured to help carry that torch as our union evolves to meet the challenges of our times.

On behalf of the National Health and Safety Committee, the National Advisory Committee on Pensions and the National Young Workers' Committee, we move that our reports be received.

*(M/S unidentified delegate,  
Unidentified delegate – Carried)*

#### **RESOLUTIONS COMMITTEE REPORT**

**Resolution 57** (submitted by Locals 998 and 1550, Manitoba)

CUPE NATIONAL WILL:

1. Have union development create a health and safety learning series similar in concept to the Steward Learning Series.

BECAUSE:

- The steward learning series has proved to be an excellent education series; and
- Health and safety training is fundamental to improving the lives and working conditions of CUPE members.

*(M/S S. Doucet, D. Douglas – Carried)*

**Resolution 219 covering Resolutions 214 and 221** (submitted by CUPE Saskatchewan, Locals 3550, Alberta and Local 4078, British Columbia)

CUPE NATIONAL WILL:

Make raising the profile of the federal government's decision to phase-in an increase to the age of eligibility for Old Age Security (OAS) and the Guaranteed Income Supplement (GIS) a major communications and mobilization priority ahead of the next federal election.

Mount campaigns in all provinces to educate members and citizens on both the importance of maintaining the OAS-GIS age of eligibility at 65 and strategies for pressuring federal politicians on the issue.

Lobby all federal MPs and political parties to reverse the decision to raise the OAS-GIS age of eligibility.

BECAUSE:

- The decision to raise the age of eligibility for OAS-GIS on grounds of sustainability was unnecessary. The Parliamentary Budget Officer and numerous pension experts agree that the OAS-GIS was completely sustainable before the government's cuts.
- The decision to raise the age of eligibility for OAS-GIS will affect all Canadians in difficult ways. In the coming years, Canadians will receive two years less of payments from these programs than previous generations of Canadians received. For the average Canadian, this will mean more than \$12,000 in lost retirement income.
- This change will hit the poorest seniors the hardest. 1 in 3 Canadian seniors currently qualifies for income from the means-tested GIS. The average single GIS recipient will lose a total of \$24,000 in lost retirement income between the losses in the OAS and GIS. Poverty rates for 65 and 66 year old seniors will increase dramatically.
- The plan to raise the age of eligibility for OAS-GIS is likely to be a key issue in the next federal election.
- The federal New Democratic Party has committed to reverse the Conservative government's decision to raise the age of eligibility for OAS-GIS.
- The labour movement can take a leadership role on yet another issue that benefits all Canadians.

(M/S Committee members, Committee member – Carried)

**Resolution 296** (submitted by Local 2278, British Columbia)

CUPE NATIONAL WILL:

Encourage each District Council within CUPE, to amend their constitution to allow a young worker to be elected on each district's executive board.

BECAUSE:

- Young workers are an equity-seeking group, regardless of gender, ethnicity or sexual orientation
- Young workers are the future of CUPE, and without proper succession planning our union will weaken
- Young workers bring a fresh perspective to the challenges of our union and add value to our organization

(M/S Committee members, Committee member – Defeated)

**Resolution 106 covering Resolution 107** (submitted by Local 4400, Ontario)

CUPE NATIONAL WILL:

- Lobby the federal government for a National School Food program in all schools across the country;
- Request the assistance of the Canadian Labour Congress and its affiliates to support such lobby efforts

BECAUSE:

- children form the largest group of people living below the poverty line;
- poverty and child hunger has grown exponentially over the last twenty years;
- obesity amongst children, due to poor nutrition, has led to increased diabetes and related diseases;
- Canada is one of the few countries in the world with no food program for children.

(M/S Committee members, Committee member – Carried)

**Resolution 35** (submitted by the Ontario Council of Hospital Unions)

CUPE NATIONAL WILL:

- Oppose any and all attacks on free collective bargaining and fair and independent interest arbitration;

- Support the membership mobilization necessary to defend access to an independent arbitration system;

BECAUSE:

- Healthcare workers do not have the right to strike. That right was removed and replaced with access to an independent arbitration system;
- Healthcare interest arbitration outcomes have actually been slightly less generous than freely negotiated agreements in the public or private sector;
- Municipalities and hospitals are lobbying aggressively to fundamentally bias the arbitration system in favour of employers;
- Political parties have announced plans to introduce legislation to change interest arbitration;
- In some parts of the country, health care workers have mounted a vigorous pushback including lobbies of politicians, a provincial demonstration, advertising etc.

(M/S S. Doucet, D. Douglas – Carried)

**Resolution 144** (submitted by the Hospital Employees' Union)

CUPE NATIONAL WILL:

Conduct a review of the newest data on Circadian Rhythm Disruption;

Conduct a National Awareness Campaign on the link between working shift work and breast cancer;

Identify the best practices around alleviating risk and contract demands that minimize the risk and compensate shift workers.

BECAUSE:

- Health care workers work shift work and studies have been identifying clear links between shift work and breast cancer due to Circadian Rhythm Disruption.

(M/S Committee members, S. Drost – Carried)

## INTRODUCTION OF KEYNOTE SPEAKER

CHAIRPERSON PAUL MOIST: As we all know, the labour movement in Canada, and around the world, is under attack. Under Ken's leadership, all affiliates, every single one of the affiliates of the Canadian Labour Congress, have voted unanimously to support a campaign to work on our image and not letting our enemies define us. We have pulled our resources together and we have launched an advertising campaign to spread the word about what labour is really about. Maybe you have seen the commercials, maybe you haven't, but have a look at the screens.

*"video presentation"*

*Following Brother Ken Georgetti's address, Brother Paul Moist thanked him and presented him with a gift.*

## RESOLUTIONS COMMITTEE REPORT

**Resolution 180** (submitted by the National Executive Board)

CUPE NATIONAL WILL:

- Work with the CLC, Global Union Federations (GUFs), and workers' rights organizations to develop a strong and enforceable system that recognizes international labour rights and workplace health and safety;
- Demand our federal government recognize the need to form trade unions, and insist that recognition and enforcement of labour rights and ILO conventions are a precondition to signing international trade and investment agreements;
- Continue to build worker-to-worker solidarity partnerships at all levels of the union with the labour movement and workers' rights organizations in countries where export processing zones are located and where employers and owners exploit workers with impunity;
- Reaffirm our commitment to educating and organizing CUPE members against corporate exploitation and toward global justice.

BECAUSE:

- The Rana Plaza building collapse in Bangladesh on April 24, 2013, as the world's deadliest industrial homicide causing 1,127 deaths and injuring over 2,500 workers, has exposed to the world the experience of gross exploitation and repression of workers under capitalism;
- Multinational corporations, including Canadian companies, profit from low wages, prevent union organizing, and undermine or disregard health and safety regulations all over the world;
- The Canadian government has a role to play demanding that labour rights be present in countries with whom we trade, and must also hold Canadian corporations accountable for their actions abroad;
- The most important way to ensure a strong and enforceable system of labour rights and workplace health and safety is through workers' ability to collectively organize and unionize.

(M/S S. Doucet, D. Douglas – Carried)

#### **TRIBUTE TO CUPE RETIREES**

CHAIRPERSON PAUL MOIST: There are many staff here at Convention who have retired since 2011 and a number of staff here who retired prior to 2011. All of them wanted to be at this historic Convention. Seventy-seven CUPE staff have retired in the last two years. I am not sure how many hundreds of years of service that amounts to, I think I would need an accountant, but it's in excess of 700 years of service to the members of CUPE and I say thank you to each and every one of them.

I was able to speak to many of these folks on Sunday morning at our staff meeting and I just want to say a word on behalf of Brother Charles and our National Executive Board. One of the great strengths of CUPE for 50 years has been our rank-and-file leadership, our shop stewards and our CUPE activists. In the 50 years of our union's history, the real strength of CUPE is the marriage of those rank-and-file activists and the women and men who work full-time for CUPE.

I want to say on behalf of each and every delegate that we're proud that the lion share of our staff come from within our ranks. They were CUPE activists. They remain CUPE activists on staff and to

talk with these folks as I have done throughout the week, all of them remain trade union activists in their retirement.

For that and their service to the membership, their service to CUPE members, hundreds of years of service, we should take this respectful moment during Convention and say from the bottom of our hearts, thank you, sisters and brothers, for all the nights away from home. Thank you, sisters and brothers, for the days that went way, way beyond eight, nine or ten hours. Thank you for putting those collective agreements together at 3:00 in the morning. Thank you for being on picket lines. Thank you for training workers who didn't know anything about trade unionism, but wanted to get active. But mostly, mostly, thank you for a lifetime commitment to the principles and the aspirations of Canada's trade union movement.

*"video presentation"*

#### **TUESDAY, OCTOBER 22, 2013**

##### **AFTERNOON SESSION**

#### **PRESENTATION OF THE GRACE HARTMAN AWARD**

CHAIRPERSON PAUL MOIST: A very important award named in honour of CUPE's second National President. Twelve years ago, our National Convention established this award to recognize a CUPE sister, a rank-and-file worker championing women's equality and to recognize that sister in the name of a great sister, our first female National President and longest serving National Officer.

I have the honor of presenting the 2013 Grace Hartman Award to another pioneer, Sister Sylvie Goyer from Local 1244. Sister Sylvie has led many historic fights in favour of pay equity, in addition to supporting other activists and helping to build the labour movement at every opportunity. Until her retirement that she took last year, Sylvie was a technician in the University Affairs Department at the Université de Montréal. Sylvie began playing an active role in her local union in the 1980s and was a union steward, and then a member and President of the Status of Women Committee. She led her local union's struggle for pay equity up to the provincial level through negotiations with the university, political action within the pay equity coalition and with a complaint that was filed with the Human Rights Commission.

Sylvie fought the human rights case for 12 years, coordinating the appeals, drawing up the arguments, testifying and negotiating the Local settlement. In 2008, the university was forced to pay \$15 million in pay equity adjustments retroactive to 1996, the first step, the very first step in ending pay discrimination. Sylvie continued to work with the Pay Equity Committee to get salaries fully adjusted, ending in a win in 2011.

Sylvie retired after 2011 with the satisfaction of a job well done. Even in retirement, Sylvie has testified in court and continues to help fight for pay equity.

Sylvie shares a lot of traits with Grace Hartman. She has been a modest but fierce champion for women's rights and social justice. She works in coalitions, building larger movements beyond the borders of CUPE. She seeks every opportunity to support other women for leadership roles. Sylvie has paid tribute many times to other women activists.

#### **CREDENTIALS COMMITTEE REPORT**

This is the second report of the Credentials Committee.

From Newfoundland and Labrador: 44 delegates representing 23 local unions; 1 delegate representing 1 provincial division; for a total of 45 delegates and 8 alternates.

From Nova Scotia: 72 delegates representing 34 local unions; 1 delegate representing 1 provincial division; for a total of 73 delegates and 5 alternates.

From Prince Edward Island: 29 delegates representing 12 local unions; 1 delegate representing 1 council of unions; 1 delegate representing 1 provincial division; for a total of 31 delegates and 2 alternates.

From New Brunswick: 116 delegates representing 56 local unions; 3 delegates representing 3 councils of unions; 1 delegate representing 1 provincial division; for a total of 120 delegates and 8 alternates.

From Québec: 307 delegates representing 114 local unions; 6 delegates representing 6 councils of unions; 1 delegate representing 1 service division; 6 delegates representing 2 contracts of service; 1 delegate representing 1 provincial division; for a total of 321 delegates and 14 alternates.

From Ontario: 860 delegates representing 298 local unions; 1 delegate representing 1 council of unions; 11 delegates representing 11 district councils; 2 delegates representing 2 service divisions; 1 delegate representing 1 provincial division; for a total of 875 delegates and 107 alternates.

From Manitoba: 88 delegates representing 34 local unions; 1 delegate representing 1 provincial division; for a total of 89 delegates and 10 alternates.

From Saskatchewan: 94 delegates representing 32 local unions; 1 delegate representing 1 council of unions; 1 delegate representing 1 provincial division; for a total of 96 delegates and 4 alternates.

From Alberta and the Northwest Territories: 129 delegates representing 53 local unions; 1 delegate representing 1 District Council; 1 delegate representing 1 provincial division; for a total of 131 delegates and 10 alternates.

From British Columbia: 341 delegates representing 131 local unions; 5 delegates representing 5 district councils; 1 delegate representing 1 provincial division; for a total of 347 delegates and 11 alternates.

At this time, there are 2,135 delegates and 179 alternates representing 787 sections locales, 12 council of unions; 17 district councils; 3 service divisions; 2 service contracts; 10 provincial division; 2 national officers; 5 general vice-presidents and 2 diversity vice-presidents.

We also have 5 equity-seeking group delegates with voice but no vote as per article 6.4 of the National Constitution.

On behalf of the Committee, I move adoption of this report.

(M/S L. Rugg, S. Allard – Carried)

#### **SPECIAL NEB COMMITTEE ON STRATEGIC DIRECTIONS REPORT**

The committee members are: Denis Bolduc, Regional Vice-President, Québec; Kelly Moist, Regional Vice-President, Manitoba; Lori MacKay, Regional Vice-President, Prince Edward Island; Victor Elkins, Regional Vice-President, HEU; Michael Hurley, Regional Vice-President, Ontario; Candace Rennick, Regional Vice-President, Ontario; Yolanda McLean,

Diversity Vice-President, representing workers of colour; Judy Henley, Regional Vice-President, Saskatchewan; and Daria Ivanochko, Sherrie Garden and Carole Proulx, staff advisors.

In your kits, you will find two documents for discussion. The first is titled "Strategic Directions Program 2011-2013, A Blueprint for the Future". This report describes the successes achieved in carrying out the priorities established by the 2011 Strategic Directions Program.

The committee will also introduce the strategic directions program for the next two years. This document is called "Strategic Directions 2013-2015" and has two chapters. Chapter 1 is called "Proud of our Past - Ready for the Future". It focuses on the work we need to do in the next two years between this Convention and our next Convention. Chapter 2 is called "The Past Decade, Building our Foundation, Paving our Way Forward". It is a summary of all the Strategic Directions that our conventions have adopted over the past decade. We have included this summary in this year's Strategic Directions paper to indicate that the work mandated by these past five conventions continues and forms the core of our work. Chapter 2 affirms that this work will continue.

This document will be brought to the convention floor for debate in sections. Delegates will have an open and free discussion on each section, taking the usual step of ignoring the pro and con microphones so that any amendment or comment could be made without having to worry too much about procedure.

Following a sufficient discussion period, the chairperson will ask delegates to refer the strategic directions document to the committee members who will modify the document to reflect the points rose at the microphones.

After the last debate, all sections of the strategic directions program will have been discussed and the document will be rewritten. A new and revised version will be presented on the last day of convention for debate and a final vote, this time using microphones for the pros and cons.

Discussions took place on the section titled "Strategic Priority 1a: Strengthen and Expand our Membership" Directions 2013-2015, Proud of our Past – Ready for the Future, paragraphs 1 to 51.

(M/S – M. Hurley, K. Moist – Carried)

## **REPORT OF THE NATIONAL POLITICAL ACTION COMMITTEE**

The members of the National Political Action Committee are: Marlene Hunt, co-chair, Prince Edward Island; Paul Faoro, co-chair, British Columbia; Michael Murphy and Susan Shiner, Newfoundland and Labrador; Neeraj Bhanot and Jim Laverie, Nova Scotia; Serge Plourde, New Brunswick, Réjean Porlier, Quebec; Colleen Costa and Bevorina Martin Clark, Ontario; Gerry Flood, Manitoba; Debbie Hubick, Saskatchewan; Mike Scott, Alberta; Marcel Marsolais, British Columbia; Pat Shaw, Hospital Employees' Union, British Columbia; Michael Reed, Airline Division; Wayne Lucas, NEB liaison; Tania Jarzebiak, Chris Watson and Archana Rampure, staff advisors.

### *"video presentation"*

The National Political Action Committee (NPAC) was first established in 2003 and makes recommendations through the officers to the NEB on CUPE political action. After developing a framework of CUPE political action strategies in 2011, we have been moving forward to increase political action capacity within CUPE. As with all CUPE committees, our committee was reconstituted after our 2011 convention and has since been working on integrating our political action work with the broader work of the union.

We began work with the all-committees meeting of the new committee in April 2012. We were able to meet with staff from the Office of the Leader of the Official Opposition and have a detailed briefing from them of the legislative process. We also met with CUPE Communications and had a robust discussion with us about the best ways to communicate our messages to CUPE members and to the general public. This was also an opportunity for us to underline the urgent need for CUPE to gather member contact information and to use the information we have more effectively to mobilize members.

At our first meeting, the NPAC also spent some time mapping out the ground on election-related political action in various regions as well as within the HEU and the Airline Division. There is a lot of variation between regions in the degree to which CUPE members are involved and engaged with promoting the NDP, for instance. There are also variations in



the levels of engagement on municipal and provincial elections. This mapping exercise was very useful in demonstrating that while our goal in every region remains the same – to engage CUPE members in political action – how we go about it will have to depend upon the particular circumstances. We agreed that we would continue to share information about upcoming elections and the election work that locals and regions engage in on a regular basis.

The NPAC has been busy advocating for the integration of CUPE political action initiatives with other CUPE initiatives and campaigns – rather than reinventing lobbying for each of our many campaigns, we have worked to develop lobby training materials that CUPE members and staff can use on whichever campaign they are involved with because we believe that it is important that CUPE members from a variety of sectors and regions are able to lobby on a range of issues: for instance, our committee participated in a Health Care Accord lobby with the Health Care Issues Committee (HCIC) in December 2011. NPAC members from ridings with incumbent Conservative MPs also participated in the CLC’s lobby on Bill C-377 in October 2012. NPAC members have also been active participants in local lobbies that have been organized by CUPE or the CLC or our allies such as the Council of Canadians, the national and provincial Health Coalitions, and Common Causes on issues such as retirement security, employment insurance and workers’ rights.

The NPAC is pleased to note that CUPE was able to successfully pilot our election training course with 12 members and staff across the country. We have trained this new generation of CUPE activists to be voter contact organizers, Election Day organizers and campaign managers with the assistance of the Broadbent Institute.

Our British Columbia-based trainees are already putting their skills to use and we hope that the rest of those who were trained will be able try out their skills in the next few months. We anticipate that upcoming elections in Ontario and Nova Scotia will provide some opportunities for this.

Our ultimate goal with this training program is to help prepare a new generation of trained union activists who will work to elect worker-friendly governments municipally, provincially and federally.

One of the other goals for the NPAC has been to increase CUPE member and staff activism within the

NDP; CUPE is the largest union in Canada, with over 627,000 members and we have the capacity to make a difference. We have been following the anti-union agenda of the federal and provincial Conservatives closely. We welcome CUPE’s initiatives to fight back against these attacks, starting with Bill C-377 and encompassing the many other attacks on organized labour and such as the threatened attack on the Rand Formula from the federal government. We are also following closely provincial legislation currently being brought in Saskatchewan and the anti-worker and anti-union legislation tabled in Queen’s Park by the Ontario Progressive Conservatives.

Our first meeting this year was in March in Toronto to allow members to attend the CLC’s Political Action Conference, “Standing Up for Fairness.” The CLC conference was incredibly well attended, with so many last minute registrations that the CLC had to book an overflow room to accommodate them. Many CUPE NPAC members were able to attend the CLC conference and had an opportunity to debrief after this conference at our March meeting with key CLC staff. At this meeting, the NPAC also participated in a hands-on session on social media, learning how to enhance their political communication skills. At the same session, they were briefed on the history and trajectory of anti-worker 38 legislation and engaged in a strategic discussion on how to respond to such legislation. They agreed to share this information with CUPE members in their locals and divisions.

The committee has been working to increase the coordination of CUPE political action initiatives with the NDP and the CLC. NPAC members are also involved with the CUPE’s election efforts both provincially and municipally. In 2012, we were involved with provincial elections in Alberta and municipal and school board elections in Saskatchewan, New Brunswick and a number of by-elections at the federal and provincial levels.

In 2013, provincial elections took place in British Columbia and are expected in Nova Scotia. The British Columbia election was critical in terms of the potential to elect an NDP government; while that did not happen, two high-profile CUPE candidates were elected – Judy Darcy, former National President, is now the MLA from New Westminster and former CUPE staff researcher Kathy Corrigan held her seat in Burnaby. The Nova Scotia election is another crucial opportunity to keep in place another NDP provincial

government. We are also planning for municipal and school board in Newfoundland and Labrador as well as in Alberta. We will be working closely with the CLC's "Municipalities Matter" campaigns on these elections.

Members of the NPAC are also active within the New Democratic Party, at both the provincial and federal levels and over the last two years, have been involved in the local ridings and associations. Members were in attendance at both the Federal Leadership Convention in Toronto in March 2012 and the Federal Policy Convention in Montreal in April 2013 as well as at various provincial NDP conventions. At these conventions, NPAC members have been working with the CUPE delegations, advocating for CUPE's positions on issues such as privatization, public health care, water and trade.

The NPAC will be hosting a convention event with the Federal NDP in order to showcase the connections between the party and our union. We invite all delegates at National Convention to join us for this event!

This NPAC is planning its next meeting, to be held in November of 2013, after this National Convention. We are looking forward to continuing our work which we hope is helping CUPE members understand the importance of engaging in political action on an ongoing basis, especially as we face down the coming attacks on the union movement. We know that there is no solution to these attacks that does not involve political action work.

#### **REPORT OF THE NATIONAL CONTRACTING OUT AND PRIVATIZATION COORDINATING COMMITTEE**

The members of the committee are: Cindy McQueen, co-chair, British Columbia; Mark Ferguson, co-chair, Ontario; Warrick Cluney, Newfoundland and Labrador; Mike MacIsaac and James Laverie, Nova Scotia; Nancy Ingalls and Robert Coughlin, Prince Edward Island; Joey Kelly, New Brunswick; Pierre Soucy, Quebec; Brian Madden, Ontario; Howard McCubbin and Mike Davidson, Manitoba; Helen Sawatsky, Saskatchewan; Joyce E. Baker, Alberta; Gerry Cunningham, British Columbia; Darlene Brown and Rhonda Bruce, Hospital Employees' Union, British Columbia; Candace Rennick, NEB Liaison; Ed White, Betty Jean Sutherland; Bill McKinnon; Thomas Steep; Pierre-Guy

Sylvestre; Simon Collins; Wally Skomoroh; Kim Aschenbrenner; Keith Reynolds and Mary Catherine McCarthy, staff advisors.

#### *"video presentation"*

The National Contracting Out and Privatization Coordinating Committee (NCPCC) is one of CUPE's longest standing committees with representation from across the country and from a variety of sectors. Since the National Convention in 2011, the committee members have been addressing privatization threats in their regions and as a committee, have been learning about new privatization threats and strategizing on how to strengthen our capacity to take on privatization across the country.

At each committee meeting members identify common threats, share strategies and successes in dealing with privatization. Members have the opportunity to profile campaigns in their region that have had an impact on privatization with a focus on how CUPE organized members and with allies. Members discuss the effectiveness of using new social media, telephone town halls, and videos as well as conventional media and face to face conversations for their campaigns. Over the last two years, we have heard in detail about campaigns in Toronto through local 416, local 503 in Ottawa, Winnipeg's local 500 – positively public campaign, local 3300 campaign and video *Hôtel-Dieu de Québec - PPP ou traditionnelle*, Abbotsford, British Columbia Water P3 campaign and St. John, New Brunswick campaign to name a few.

Contracting-in continues to be a key issue for the committee and successes, strategies and new resources for locals are a priority. Committee members have been involved with successful contracting-in campaigns, primarily in municipal locals in several provinces including Newfoundland, Nova Scotia, Quebec, Ontario, and British Columbia.

#### **Public-Private Partnerships (P3s)**

Since 2011, the Harper Conservative budgets have promoted P3 for infrastructure funding through PPP Canada focusing on municipalities, transportation, First Nations and water utilities. The committee has been keeping up to date on P3 developments and P3s are a standing item for committee meetings. Committee members have use of an action kit for

municipal locals to resist the push toward P3 procurement. The action kit includes a backgrounder on PPP Canada, speaker's notes and a model resolution for municipalities to adopt that calls on the federal government to remove the requirement to use P3s for infrastructure development.

Toby Sanger, senior economist, presented to the committee in October 2012 following our participation in the National Infrastructure Summit in Regina, in September 2012, the national infrastructure consultation and our release of *"Asking the right questions: A guide for Municipalities considering P3s."* Members have been using the guide for conferences, trade shows and meetings especially where municipal councillors are in attendance and P3s are being promoted. The guide has also been a key tool for educating and lobbying municipal and provincial politicians.

The P3 resolution advanced by the committee and carried at the 2011 National Convention committed CUPE to conducting a study on the impact of P3s on communities where P3s have been in operation, comparing what was promised with the P3 and what actually was delivered to the community.

The project has looked at the impact of P3s and details the problems with the P3 procurement process as well as the issues with service delivery including quality, cost and access and, the impact on the workers affected by the P3. Case studies will be available by convention 2013. Committee members and staff have been involved with identifying operational P3 projects and assisting with providing information on the P3 and its impact. The target communities selected for this year are: Ottawa, Ontario (Ray Friel Recreation Centre); Calgary, Alberta (ASAP Schools); Québec (Health Care P3s); British Columbia (Canada Line); New Brunswick (P3 Highways).

The case studies resulting from the project will be a valuable resource for locals when fighting P3s.

### **Social Impact Bonds/Social Financing/Payment by Results**

This is a relatively new form of privatization or P3 geared toward private financing for social services that is being touted as a solution to reduce government debt. Private investors run social services e.g. corrections facilities, and reap a profit if predetermined targets are met. Social Impact Bonds

(SIB) apply a market driven model onto social services and are likely to lead to unstable financing of long-term social programs that serve the most vulnerable in our society.

At two committee meetings, members discussed the implications of SIB and recommended that further resources to fight privatization in the social services sector be made available for locals and provincial divisions. We are also looking to learn from the experience in the UK and Australia where SIB are more established.

### **Water**

Committee members Cindy McQueen and former NEB Liaison, Mike Davidson attended the World Water Forum in 2012. Pierre-Guy Sylvestre presented a report on the Alternative Forum and CUPE's participation. The presentation covered the CUPE delegation, major issues concerning water including the need to recognize water as a human right, the harm privatization presents, key statistics, the World Water Forum and the Alternative World Water Forum.

Don Moran, staff person for the National Aboriginal Council, has attended committee meetings to give updates on the water campaign of the CUPE Aboriginal Council. Committee members have recommended that cultural sensitivity training be organized for CUPE members with a view to supporting the CUPE Aboriginal Water Campaign. Anti-privatization committees in the regions can invite council members to provincial committee meetings to work out the specifics of support for the campaign. First Nations are a target for P3s by the federal government.

The committee members participate in Bottled Water Free Day and keep abreast of the new federal regulations and how a lack of federal funding may lead to privatization.

### **Support for National Campaigns**

- National Health Accord Campaign: The committee had a joint planning meeting with the National Health Care Issues Committee in April 2012 to gain a better understanding of the issues and to strategize about campaign implementation in the regions that will engage members in all of CUPE's sectors. Members have

committed to inviting speakers on the health accord campaign to events in their regions. Regional privatization committees are encouraged to meet with health sector committees and political action committees to plan campaign activities.

- National Child Care Working Group representatives met with the committee to discuss the National Child Care Campaign, “*Let’s rethink child care*” and how they can engage their locals and provincial divisions in hosting campaign ‘kitchen table discussions’ to engage members through their issues related to child care. The campaign will build on these experiences and identify public child care solutions that will drive the campaign toward the federal election.
- The NCPCC and the National Global Justice Committee had a joint session with Stewart Trew from the Council of Canadians who provided an update on CETA and information about the new Trans Pacific Partnership (TPP). It was noted that should these trade deals come into effect contracting work back in-house may become more difficult if not impossible. Members are encouraged to participate in CETA actions and TPP actions and provide an update to locals and provincial leaders (e.g. newsletter or telephone town halls).

Committee members Mike Maclsaac and Helen Sawatsky participated in the BC Privatization Conference in November 2012, where they had a direct learning experience with members and other unions about privatization issues and campaigns in British Columbia. Helen was impressed with the liquor board employees’ campaign tactics of using a Jack Daniels bag and face-to-face interaction with the public.

The committee recommends that CUPE continue to explore ways to build our capacity to work with our labour union allies and allies in social movements, coalitions and groups like the Canadian Health Coalition, the Council of Canadians, Child Care Advocacy groups, the Canadian Centre for Policy Alternatives, the Polaris Institute and the Trade Justice Network and the labour movement especially as we head toward a federal election. Some suggested future activities to include:

- Promoting resources for combating core service reviews that recommend privatizing and contracting out public services using communities like Toronto and Prince George as case studies. Alternative Service Delivery (ASD) is also a recommendation coming from these reviews where companies like Sodexo are contracted to provide an entire service in a long-term contract.
- Continue to monitor and participate in combating privatization of water and wastewater services. Support campaigns and projects in conjunction with First Nations communities to improve access to high quality water and water worker mentoring programs like the project in British Columbia with CUPE 401, the City of Nanaimo and the Snuneymuxw First Nation.
- Use tools including corporate profiles developed from the partnership with Polaris to combat the privatization of water. Expand our reach with privatization education for CUPE members and allies.
- Using resources including fact sheets, speaker’s notes, presentations and case studies to raise awareness and challenge the introduction of social financing or Social Impact Bonds.
- Improving lobbying skills to be able to lobby in their regions in the lead up to the 2015 federal election.
- Learning more about how “LEAN” production methods are being applied to public services which may lead to privatization. In Saskatchewan, up to 300 projects are underway in the health regions and the Ministry of Health. Shared services initiatives can lead to contracting out, since bundled services are more attractive to contractors for privatization.
- Promote alternatives to Privatization including public-public partnerships (PuPs).
- Continue to support campaigns to oppose all forms of privatization.

#### **REPORT OF THE NATIONAL HEALTH CARE ISSUES COMMITTEE**

The members of the committee are: Karen MacKenzie, co-chair, Nova Scotia; Gordon Campbell,

co-chair, Saskatchewan; Sherry Hillier, Newfoundland and Labrador; Lisa Mason, Nova Scotia; Wanda Livingstone and Leonard Crawford, Prince Edward Island; Wayne Brown and Norma Robinson, New Brunswick; Marco Lutfy, Quebec; Pam Parks and Susan Schmidt, Ontario; Rose Streick, Manitoba; Darleen Olinyk, Alberta; Patricia Taylor, British Columbia; Beverly Trynchy, Mike Old and Deborah Bourque, Hospital Employees' Union, British Columbia; Michael Hurley, NEB Liaison; Carl Crouse, Bill McKinnon; Ralph McBride; Alain Tessier; Donna Ryan; Doug Allan; Nicole Campbell (until April 2013), Mark Kernaghan (from April 2013), Suzanne Posyniak; Maxine Copeland; Heather Farrow, Irene Jansen and Govind Rao, staff advisors.

*"video presentation"*

CUPE is Canada's largest health care union, with more than 190,000 members in the health care sector. CUPE members are the backbone of our health care system.

For 11 years, the CUPE National Health Care Issues Committee has served the National Executive Board and CUPE members in supporting campaigns for good working and caring conditions in the health care sector. The past two years have been busy ones as the attacks on Medicare and health care workers intensified.

**National Health Care Issues Committee activities: November 2011 – October 2013**

The committee has worked hard over the last two years. With the support of the National Executive Board, we held four face-to-face meetings and three conference call meetings and undertook the following activities:

Health Accord Campaign

We supported implementation of Resolution 147, which committed the union to a broad-based campaign for federal leadership and a new Health Accord.

- Provided input on messaging, fact sheets and campaign strategy.
- Contributed to an inventory of coalitions and other allies on health care.

- Assisted CUPE's submission to the Senate Committee review of the current Health Accord.
- Participated in the pilot of the Health Accord workshop in October 2012.
- Participated in two Canadian Health Coalition MP Lobby days: December 2011 and December 2012.
- Helped organize Health Accord presentations and workshops in our regions, for example at the Saskatchewan Division Convention February 2012, New Brunswick Division Solidarity Conference March 2013, Saskatchewan Health Care Council Conference May 2013, PEI Division Convention May 2013 and other events.

*Background*

The federal-provincial Health Accord expires in 2014. If Harper wins the next election, he will cut health care funding by \$36 billion over 10 years and let provinces go their own way, with no national goals and no commitment to uphold even current standards.

This would lead to 13 different health care systems, most of them privatized. Harper is already ignoring violations of the *Canada Health Act* and has encouraged "alternative service delivery", which is code for private for-profit health care delivery.

Nursing Team

We defended the contract rights and professional interests of nursing team members.

- Helped CUPE prepare a submission on nursing team innovation to the Council of the Federation Health Care Innovation Working Group.
- Provided input to the Officers' annual nursing week letters and coordination on nursing week communication.
- Supported each other's campaigns for Licensed Practical Nurses (LPNs) and Registered Practical Nurses (RPNs) through exchanges, strategy sessions and other forms of solidarity.

*Background*

CUPE is proud to represent workers in all parts of the health care system, in hundreds of classifications,

providing both direct and non-direct care services. One group of members has come under a particular threat recently. LPNs/RPNs are experiencing increased resistance to the development of their profession. Registered nurse unions in many provinces are either raiding CUPE or aggressively challenging the utilization of LPNs/RPNs.

In Newfoundland and Ontario, registered nurse unions have filed grievances regarding the role of RPNs/LPNs in providing nursing care. In British Columbia, many LPNs in HEU were raided this year by the BC Nurses' Union. In Saskatchewan, CUPE's Health Care Council estimates that 50 per cent of LPNs are not permitted to work to their full scope of practice. In Ontario, the Ontario Nurses' Association and the Registered Nurses Association of Ontario run aggressive campaigns targeting RPN scope of practice and utilization.

#### 26 Health Care Associated Infections

We advocated for public solutions on health care associated infections (HAIs) and hospital overcrowding.

- Supported each others' campaigns; for example, HEU sent a delegation to the June 2012 OCHU Conference on medical errors and HAIs, and OCHU loaned CUPE NS health care locals its mobile hospital room (the "bug bus") for an education and media tour.
- Advised CUPE National on the "Safe Health Care" component of the Health Accord campaign.

#### *Background*

Up to 12,000 Canadians die from hospital-acquired infections each year. At least 30 per cent of these infections are preventable. Hospital overcrowding, contracting out and understaffing are major factors. The federal government has no national strategy and fails to even track the problem adequately. CUPE has been a leader in fighting for safer hospitals and drawing attention to cleaning and overcrowding, two overlooked and critical factors.

#### Continuing Care

We shared information and advised CUPE National on policy and strategy to advance residential long-term care and home/community care.

- Advised CUPE National on the "Continuing Care" component of the Health Accord campaign.
- Exchanged information and strategy on challenges in bargaining and policy campaigns.

#### *Background*

In the absence of federal standards, continuing care is a patchwork of programs where access is two-tiered, waits are long, and quality is uneven. Underfunding and privatization are making access and quality problems worse. Employers and governments exploit the low unionization rate in home care in many provinces, keeping down wages and working conditions and shifting services from facility to home/community settings.

With help from this committee, CUPE National published the groundbreaking 2008 *Vision for Better Seniors' Care* and ran a national tour to promote that vision. CUPE is a leader provincially on continuing care, and at the federal level, we play a key role by advocating for a comprehensive (facility and home-based care) and fully public national program.

#### Hospitals

We monitored national trends in the hospital sector and collaborated on campaign strategy.

- Shared information on cuts to hospital beds and services and effective strategies to promote public hospitals.
- Provided input to CUPE National's lobbying and advocacy on health care reform, challenging the anti-facility bias dominating health care debates across the political spectrum.

#### *Background*

Tens of thousands of hospital beds and many hospital services have been cut across Canada; many more are threatened. Canada now has one of the lowest bed-to-population ratios and highest occupancy rates among developed countries. High bed occupancy and overcrowding is connected with the spread of hospital acquired infections, cancelled surgeries, overflowing emergency rooms, long waits and delayed care, barriers to long-term care for patients outside of hospital, and ambulance

diversion and delays. These cuts are often designed to move work to unorganized, lower-paid private health care providers.

Hospital privatization has increased since 2011 at all levels: payment, administration, infrastructure and delivery. Private for-profit clinics have expanded in number and size; user fees and extra billing are on the rise; contracting out of support services and nursing care has continued; activity-based (fee-for-service) funding has spread; and public-private partnerships continue to be built.

### Bargaining

We advised CUPE National and worked together in fighting to protect our bargaining and collective agreement rights.

- Helped CUPE produce snapshots of the health care sector for the National Bargaining Conference in February 2013.
- Contributed to updates of the bargaining and membership “sector snapshot” database maintained by CUPE Research.

### *Background*

CUPE health care members are confronting unprecedented challenges in bargaining. Top bargaining priorities include wages, benefits, workload, job security, funding and service cuts/gaps and attacks on bargaining rights.

Two-tier wages, pay equity, benefits, pensions and other provisions are a major concern. In all but Saskatchewan and Quebec, members in continuing care (LTC facilities and home care) earn less than their hospital counterparts. Wages and benefits are also tiered by job status, employer type (for-profits are worse, on average) and age, depending on the province.

Inadequate funding and staffing are priorities across the board. High injury rates, violence and stress are widespread.

The right to strike, interest arbitration systems and other bargaining rights are at risk in many places.

Privatization is increasing, with more outsourcing, public-private partnerships, competitive bidding and for-profit delivery.

In the face of “revenue neutral” bargaining in British Columbia and essential services legislation in Saskatchewan, we’ve fought off concessions. In Ontario, we face attacks on collective bargaining and threats to make binding interest arbitration more favorable to employers.

Representation votes, raids and inter-union conflict influence bargaining, as do changes to education standards and professional regulation.

In the face of steady attacks, CUPE health care members have achieved a number of gains over the last two years. For examples, see:

- <http://cupe.ca/bargaining/sector-profile-acute-care-emergency>
- <http://cupe.ca/bargaining/sector-profile-long-term-care>

### Other Activities

Additional activities undertaken by HCIC staff advisors include:

- Supported our campaign against the Canada-EU trade agreement, the Comprehensive Economic and Trade Agreement (CETA), which threatens to extend drug patent protection.
- Lobbied the federal NDP on their health care policies and activities.
- Participated in various CUPE and academic research projects on residential long-term care (CUPE data on beds by ownership type; ACCC national care aide education standards; York University’s Re-imagining Long-Term Care; CUPE-Parklands project on continuing care privatization).
- Supported the Canadian Health Coalition, most notably with input on lobby demands, polling questions and campaign strategy.
- Helped lobby the Nova Scotia government on changes to provincial health care legislation.

- Supported media work on health care.
- Acted as a clearinghouse on health policy, monitoring media, journals and websites and sharing important events and reports through email lists and social media.

#### Action plan for the next two years

Over the next two years, the committee hopes to work on the following issues, and we look forward to direction from this convention and the National Executive Board to further this work:

- Campaign for a strong federal role in health care and a new Health Accord.
- Campaign for a national continuing care program covering long-term care facilities, home and community care.
- Continue advocacy work and national campaigning on health care associated infections (HAIs).
- Oppose hospital cuts and promote better access to hospital beds and services.
- Fight to protect the contract rights and professional interests of nursing team members.
- Resist the privatization of health care in all forms and in all sub-sectors: hospital, long-term care, home care, emergency medical services, and primary health care services.
- Demonstrate to governments, employers, policy makers and the public that support workers are integral to health care.
- Support CUPE efforts to negotiate improved wages, benefits, pensions and working conditions for health care workers through coordinated bargaining, centralized bargaining and solidarity pacts.
- Support health coalition work with other unions and with social partners in Canada and around the world.
- Support CUPE initiatives to organize health care workers.

Finally, the committee would like to thank the National Executive Board for its support for health care issues over the past two years, and the members and staff who work hard to defend working conditions in health care and protect our public health care system.

In the past two years, some committee members have moved on from National Health Care Issues Committee. We thank them for their work and dedication.

(M/S unidentified delegate,  
unidentified delegate – Carried)

#### **RESOLUTIONS COMMITTEE REPORT**

**Resolution 229 covering Resolution 230** (submitted by CUPE Newfoundland and Labrador)

CUPE NATIONAL shall concentrate efforts in the following areas:

- Collect membership contact data for all members within the confines of provincial privacy laws;
- Develop fact sheets on so-called Right to Work laws; the Lavigne case and the Rand formula;
- Develop a set of key messages for all CUPE leaders to use in upcoming events both within CUPE and externally;
- Develop a membership pledge card including support for political action;
- Work with staff in all regions to develop local union organizing plans to reach each and every member for a conversation and re-commitment to CUPE membership;
- Work with the CLC on a Canadian wide response to the attack on labour.

BECAUSE:

- The Harper Conservative Government is preparing to attack the right of labour unions to mandatory dues check-off either completely, or with respect to curtailing political actions;



- The Ontario Progressive Conservative Party is preparing to put an end to mandatory dues check-off in Ontario if that party is elected to government;
- The labour movement must prepare for these upcoming attacks on the very nature of our movement;
- These attacks are aimed at curtailing our collective strengths and our political voice;
- All workers need a strong movement with the ability to take all means of political action to represent the interest of working people in Canada;
- In order to meet this challenge, CUPE must solidify the loyalty and support of its rank-and-file membership;
- Participants to CUPE's National Bargaining Conference in February 2013 identified direct communication with every CUPE member as an immediate priority.

(M/S committee member, committee member – Carried)

**Resolution 248** (submitted by CUPE Newfoundland and Labrador)

CUPE NATIONAL shall lobby the Federal Government to:

1. Eliminate the requirement of the use of P3's or any other form of privatization in order to qualify for infrastructure funding
2. To establish a fund for infrastructure projects to build and renew our communities without these requirements
3. Educate our members and public bodies about additional costs imposed by P3's and the costs of accountability and transparency of all levels of government.

BECAUSE:

- P3's are a costly form of corporate welfare leading to corruption and erosion of democratic processes and accountability in our communities; and
- The Harper Conservatives have aggressively been promoting and subsidizing P3's at the municipal, provincial, federal levels and on First Nations communities even when it can be

demonstrated that projects will cost more and be less transparent and less accountable than traditional design/build methods of procurement.

(M/S S. Doucet, D. Douglas – Carried)

**Resolution 157** (submitted by CUPE Saskatchewan, the Ontario Council of Hospital Unions, the Saskatchewan Health Care Council of Unions, Local 2525, Nova Scotia; Local 4308, Ontario and Locals 4980 and 5111, Saskatchewan)

CUPE NATIONAL WILL:

1. Continue to build a broad-based campaign for a strong federal role in health care and a new Health Accord that includes:
  - Stable and sufficient federal funding, including - at minimum - the 6 per cent escalator;
  - Enforcement of the *Canada Health Act* and closing of gaps in monitoring and reporting;
  - A national continuing care program, covering long-term care facilities, home and community care;
  - A national strategy to reduce healthcare associated infections;
  - A national Pharmacare program; and
  - New and expanded community health centres.
2. Dedicate funding for this as a major public campaign in 2014/15;
3. Educate members and the public about protecting, strengthening and expanding Medicare;
4. Train and support members to lobby and mobilize for actions; and
5. Work with allies in the labour movement and health coalitions.

BECAUSE:

- The Health Accord expires in 2014;

- Harper Conservatives' cuts to federal health funding will mean \$36 billion less over 10 years;
- The federal government is ignoring *Canada Health Act* violations and encouraging health care privatization;
- Federal Conservatives want to get out of funding and regulating health care altogether;
- Medicare should include seniors' care, Pharmacare and primary health care; and
- Canada has the second highest rate of healthcare associated infections among high-income countries, and we have no national strategy.

(M/S committee member, S. Doucet – Carried)

**Resolution 49** (submitted by CUPE Nova Scotia, Locals 3912 and 5050, Nova Scotia)

CUPE NATIONAL WILL:

- Take a serious look at how we educate our new members, by working with union development to develop a half-day workshop on unions: their role, structure, a brief history of the Trade Union Movement including CUPE and why solidarity is crucial in pushing forward the union agenda.
- Place this high on the agenda of priority items at the bargaining table across the country to replace minimal orientation periods presently negotiated in most collective agreements with a full-day union orientation period.

BECAUSE:

- Many new members are only given brief periods of time to have a quick review of their local's collective agreement, by-laws, etc., and are not given any background as to who we are as a union and the importance of being involved.
- New members would be better served by having a full-day of Union orientation combining the half-day educational and orientation to the Local's documents.
- Having these sessions negotiated in collective agreements would require all employees to receive this mandatory training as opposed to providing optional training further down the road in CUPE workshops.
- Training new members on our union movement as they come through the door may in fact

promote interest from day one and ultimately get them interested in the optional training provided at our union workshops.

- There is an urgency to find ways to promote more members to get involved at the local provincial and national levels.

(M/S S. Doucet, D. Douglas – Carried)

**WEDNESDAY, OCTOBER 23, 2013**

**MORNING SESSION**

“video presentation – the third decade”

**REPORT OF THE NATIONAL  
GLOBAL JUSTICE COMMITTEE**

The members of the committee are: Marian White, co-chair, CUSO International; Doug Sprenger, co-chair, British Columbia; Elizabeth A. White, Newfoundland and Labrador; Jonathan Fourdraine; Nova Scotia; Maciej (Matthew) Zawadzki, Prince Edward Island; Debbie Downey, New Brunswick; Pierre Girard, Quebec; Safia Gahayr, Ontario; Sue Roth, Manitoba; Jose Juarez and Vickie Angell-Scheler, Saskatchewan; Mike R. McCann, Alberta, Carol Bunch and John Fraser, Hospital Employees' Union; Bill Hynd, Oxfam; Barbara Wood, Co-Development Canada; Karene Benabou, Airline Division; Denis Bolduc, NEB Liaison; Kelti Cameron, staff advisor.

“video presentation”

**Introduction**

Solidarity with workers around the world is the source of our strength. International solidarity is the way forward toward a strong global labour movement to fight back against privatization and austerity, the economic system that oppresses us and toward Global Justice. CUPE's commitment to promote public services and to defend trade union and human rights is the foundation we build and strengthen this solidarity.

People all over the world continue to experience hardship and the negative impact of a chronic economic and climate crisis. The past two years have been a period of tremendous resistance as workers around the world have courageously fought back against these crises, against austerity measures and

the concentration of corporate power. Workers and communities in every corner of the globe are rising up to defend their right to the land and its resources, to a viable public sector and access to its services, and are demanding decent work and a living wage.

The CUPE National Global Justice Committee is committed to supporting workers' struggles internationally, and has developed stronger union-to-union and worker-to-worker partnerships through the Global Justice Fund. We strive to integrate a global lens into all tasks of the union and, guided by our strategic directions, continue to look for ways to expand this work by developing a sustainable strategy for our international solidarity work moving forward.

#### Human rights, labour rights and environmental justice

At the heart of CUPE's international solidarity work, is the recognition and protection of human and labour rights around the world. Over the past two years CUPE has raised concern regarding the repressive activities and the safety of activists in Mexico, Colombia, Burma, the Philippines, Palestine and Israel, and Iran to name a few.

Our solidarity with labour and social movements in Colombia is ongoing and strong. CUPE participated in a frontlines delegation with several Canadian public sector unions in 2013. The threats of privatization, union busting, and violence continue unabated in Colombia where in 2012 at least 40 human rights defenders and 20 trade union members were murdered. Our partners in Colombia, NOMADESC and SINTRACUAVALLE, have asked for our continued support and solidarity.

The National Global Justice Committee received country briefing and education on an ongoing basis. Over the past two years, representatives from the International Alliance in Support of Workers in Iran (IASWI), the Canadian Friends of Burma (CFOB), the Ontario Committee for Human Rights in the Philippines (OCHRP), and CoDevelopment Canada (CoDev), have participated in the committee meetings.

Our solidarity with others strengthens our collective capacity to fight against privatization, for quality public services and our right to collectively organize. This fight is more important than ever in Canada, with legislative attacks on workers' rights mounting.

#### International Trade and Investment

As long as unjust free trade agreements are negotiated behind closed doors in the interest of large corporations CUPE will continue to rise in opposition. The federal government supports a neo-liberal agenda in Canada and abroad and is pursuing a free trade and investment agenda that supports privatization, threatens access to generic medication, and hinders our ability to develop public policy in the interest of communities.

Canada continues to negotiate the Canada-EU Comprehensive Economic and Trade Agreement (CETA) and has recently joined the Trans Pacific Partnership (TPP) trade negotiations. The TPP is a multi-nation free trade negotiation which includes Australia, Brunei, Chile, Malaysia, New Zealand, Peru, Singapore, United States, Vietnam and Japan. We continue to prioritize our work opposing these unfair agreements with coalition partners from the Trade Justice Network and Common Frontiers, and with the Public Service International. In October 2012, the National Global Justice Committee and the National Contracting Out and Privatization Coordinating Committee together participated in a trade briefing from Stuart Trew, Trade Campaigner from the Council of Canadians.

CUPE fought hard with our allies against Canada signing a Free Trade Agreement (FTA) with Colombia (CCFTA) in 2011. Public pressure was strong and forced the government to add a provision to the CCFTA that legally requires the Canadian Government to present a report on the human rights impact of this agreement to Parliament. CUPE, with our partners and allies, continue to monitor the commitment of the Canadian Government to present yearly human rights impact reports to Parliament in the future as a means to expose the ongoing human rights crisis in Colombia.

#### HIV/AIDS

We continue to move forward on CUPE's 2009 commitment to renew our work on HIV/AIDS. With the Canadian Labour Congress (CLC) and African trade unions affiliated to the International Trade Union Confederation – Africa (ITUC) we continue to push Canada and other G8 and G20 nations to live up to commitments to fund universal access to HIV/AIDS services. Our priority work moving forward is the implementation of International Labour

Organization (ILO) resolution 200 addressing HIV through the promotion of human rights, job security and enhancing access to HIV prevention, treatment, care and support services from a workplace perspective.

CUPE's second national strategic meeting on HIV/AIDS was held in October 2012 where ITUC Africa HIV/AIDS coordinator, Yahya Msangi, participated and provided a valuable perspective in the fight against HIV/AIDS globally. CUPE continues to work with unions and civil society organizations worldwide in the campaign for universal access to treatment, prevention and support for person's living with HIV/AIDS.

During the 19<sup>th</sup> International AIDS Conference in Washington in 2012, CUPE participated with the International Trade Union Confederation (ITUC) and the Council of Global Unions. Action on HIV and AIDS is a workplace issues, and CUPE took this opportunity to voice our opposition to unjust free trade and investment agreements which threaten access to life saving generic pharmaceuticals, in addition to the need to strengthen the public sector and social protection, through increased corporate taxation and the financial transaction tax (FTT).

#### Environment and water justice

CUPE, with the Public Service International (PSI), participated in the 2012 Alternative World Water Forum where we took on a leadership role addressing the impact of free trade and investment agreements on access to public water and sanitation services. CUPE has a valuable contribution to make at both the international and domestic level as one of the most credible spokespersons on the importance of public water and sanitation.

Disturbing evidence is emerging about the involvement and complicity of Canadian mining companies in human and labour rights violations around the world; Canada is now home to 75% of the world's mining companies. International attention and solidarity is needed in the regions where these companies operate. CUPE sent a delegate on a mining solidarity tour to Mexico in February 2013, to gather information about the impact of Canadian mining operations in several communities. We are concerned about the promotion of the Canadian mining and resource extraction industry at the expense of workers' rights,

peoples' well being and the communities' right to self determination.

#### Worker-to-worker solidarity through our Global Justice Fund

Through the Global Justice Fund we are able to provide necessary support to unions and progressive organizations in the global south. Most importantly, we are able to develop relationships and opportunities for critical exchange between CUPE members and trade union members and activists from around the world.

Support for our fund is growing. Over the years, locals and divisions have generously contributed to the fund and through convention resolutions have called on others to do the same. The challenge to implement these resolutions however continues. Building a sustainable Global Justice Fund continues to be a priority for the committee, and we are pleased with the commitment and the progress made toward building a sustainable fund that is no longer dependant on donations.

CUPE is now supporting the work of AIDS Free World, an international organization advocating for human rights associated with the AIDS epidemic. We also started an exciting new project with CUPE Nova Scotia and a water workers union in Colombia to develop a citizen education campaign against the privatization of their water and wastewater sector.

We are pleased to report we have renewed our work with partners in the Philippines, Burma, Honduras, Nicaragua, Colombia and Cuba where we work with sisters unions in the public sector, human rights defenders, maquila workers, and organizations active in the women's movement.

Our partnership with the South African Municipal Workers Union (SAMWU) concluded when our CIDA funding was cut but we are continuing to work with them to shape future work and solidarity together. These funding cuts preceded the perverse decision to formally merge CIDA's development aid with Canada's economic, trade and investment interests. CUPE received funding from the CIDA funded Labour International Development Program, led by the CLC. Funding cuts have also undermined the good work of many other organizations in Canada, such as Kairos and CoDevelopment Canada, whose commitment to support poverty alleviation, human rights, equality and solidarity in the global south is clear.

### Solidarity and humanitarian assistance

Climate change makes extreme weather events more likely which can turn into disasters, especially when communities are ill-prepared. Often, it is the unions who are on the frontlines of recovery efforts and efforts to rebuild the region following a natural disaster. CUPE provides critical assistance when requested by partner organizations and allies.

CUPE participated in the opening of the new Confederation of Private and Public Sector Workers (CTSP) office in Port-au-Prince, Haiti in 2012. CUPE supported the effort to build a new office to support the Haitian labour movement's efforts to rebuild their country following a devastating earthquake in 2010.

In 2012, when floods devastated communities in the Philippines, CUPE provided financial support to the Confederation for Unity, Recognition, Advancement of Government Employees (COURAGE) for their efforts to provide emergency relief to communities in distress.

### Strengthening union to union relationships

CUPE National President Paul Moist has just concluded a three-year term on the PSI executive board as the Canada and Quebec representative. Union to union relationships are developed through affiliation with Global Union Federations (GUFs) and CUPE is an active member in the Public Service International (PSI). Our recent work with PSI has included participation of their 29<sup>th</sup> World Congress, joint campaign work on CETA, and a campaign for a global transaction tax such as the Robin Hood Tax.

### Education and local action

The CUPE National Global Justice Committee works hard to provide information to members with the intention of linking our local conditions at the bargaining table and in our communities with global struggles for economic and social justice. Committee members have supported our presence at division conventions by hosting booths and distributing material including the *Global Justice newsletter* and our *International Solidarity Annual Report*.

International speakers often participate in the CUPE National and Division conventions which present an important opportunity to highlight struggles which

need international attention, and to build relationships as workers.

For a full picture of the extent of CUPE's international work please read our yearly *International Solidarity report* available on cupe.ca. You can subscribe to the *Global Justice newsletter* at cupe.ca/globaljustice. Follow us on twitter @cupesolidarity and check in regularly to cupe.ca to read web postings on a host of international issues.

## **REPORT OF THE NATIONAL LIBRARY WORKERS' COMMITTEE**

The members of the committee are: Dawn Lahey, co-chair, Newfoundland and Labrador; Maureen O'Reilly, co-chair, Ontario; Francine Warner, Nova Scotia; Dorothy Peters, Prince Edward Island; Debra Tozer, New Brunswick; Janna Munkittrick-Colton, Ontario; Joan McMahon and Alice Klumper, Manitoba; Thom Knutson, Saskatchewan; Terrill Budd, Alberta; Denise Parks and Heather Masson, British Columbia; Judy Henley, NEB liaison; Joseph Courtney, staff advisor.

*"video presentation"*

### Introduction

The National Library Workers' Committee (NLWC) is proud to present its first ever report to the CUPE National Convention 2013. The NLWC was established by resolution at the 2011 National Convention in Vancouver. Since that time, the committee has developed its terms of reference, held face-to-face meetings, developed an action plan, and worked to raise the profile of library workers both within CUPE and in the broader library community.

### About the National Library Workers' Committee

The NLWC provides advice to the National Executive Board (NEB) and the National Officers on how CUPE can support library workers. It monitors privatization and contracting out in the library sector and provides advice on strategies to fight back against these threats. The committee discusses new and emerging issues in the sector including new workplace technologies, workload, health and safety, violence in the workplace, and intellectual property rights. Equality initiatives are also integrated into the work of the committee. The committee provides advice

and recommendations to CUPE on how to best support library workers by bargaining improved compensation and working conditions, organizing library workers, developing tools and strategies to stop privatization, and advocating against library closures.

#### Current work – Raising the profile of library workers

To date, the committee's work has focussed primarily on establishing and raising the profile of library workers within the labour movement and beyond. We are pleased to report that our efforts have met with much success.

For example, the committee was interested in developing an article on the topic of libraries from a worker's perspective for publication in *Felicitier* magazine, the official publication of the Canadian Library Association (CLA). Co-chair, Maureen O'Reilly took it upon herself, with editorial input from staff, to develop an article titled, "*Melvil's Girls: Still Struggling to Survive*", which is featured in the April 2013 edition of the magazine.

O'Reilly rightly argues that the founder of the first library school, Melvil Dewey, helped to set in motion a chain of events that in many ways hindered the development of the library profession such that library work has become synonymous with low pay and struggles to be recognized as a valuable public service. O'Reilly argues that the importance of the labour movement cannot be overstated. Unions work to raise the wages of library workers through collective bargaining thereby raising the "floor" for all workers in the sector, including the unorganized. Organized labour works to defend workers' jobs and ensure that the value of work is properly recognized and compensated.

The NLWC has been working to raise the profile of library workers at the national level through its work with the Canadian Library Association (CLA). For the past several years CUPE has been a platinum sponsor of the annual CLA Conference and trade show. We have been a major sponsor of keynote speakers at the CLA Conference and trade show which gives the union maximum exposure to the wider library community.

CUPE also provides a booth in the trade show to showcase the union's work on library issues and develop materials especially for the event. CUPE library workers from the host city are encouraged to

volunteer at the booth and share their knowledge of library worker issues with the larger library community.

For the first time at the 2013 CLA Conference this past summer, the committee hosted a panel discussion titled, "*Working in Your Library – Rooted in Your Community: The Role of Unions in the Library Community*." The panel was comprised of NLWC co-chairs Dawn Lahey and Maureen O'Reilly. Our feature panelist was Maurice (Mitch) Freedman, past president of the American Library Association.

The panelists discussed the importance and relevance of the labour movement in the context of an ever changing work environment, and brought awareness to the many challenges that affect library workers such as new technologies, underfunding, understaffing, deskilling and precarious work arrangements. The panel members argued that unions play an important role in protecting the rights of library workers and thereby protecting the vital public services that library workers provide to all Canadians. The panel discussion was well received with plenty of good discussion.

The committee is also working with the Communications Branch to raise the library sector's profile on the CUPE National website.

#### Cross-sector work

The NLWC has outreached to the National Literacy Working Group to identify issues of common concern with a view to potentially collaborating on project work. The committee has expressed an interest in staying connected with the National Literacy Working Group and have commenced networking with literacy committee members in their respective regions. Members are working to identify issues of common concern and ways to support each other.

#### Future work – Radio Frequency Identification (RFID)

The NLWC has identified Radio Frequency Identification (RFID) technology as a threat to the work of CUPE library bargaining units. RFID allows patrons to check materials in and out of the library themselves without staff assistance. Library materials are tagged with an electronic bar code that are scanned and used to track the location of library materials.

RFID tags are tracking consumer products worldwide. They're now commonly used in the self check-out aisle in grocery stores. RFID technology is also being used to track vehicles, airline passengers, pets and even Alzheimer patients.

Initially, RFID technology was touted as a support to existing staff but it is increasingly used by management as a cost-savings measure to reduce staffing positions. The committee will be developing a fact sheet on the pitfalls of RFID. The fact sheet will be an educational tool for members and staff, and will include bargaining language for bargaining teams to consider.

#### Political work

The committee is interested in lobbying the CLA so that it is more responsive to the needs of library workers across Canada. The CLA paints itself as the national voice for Canada's library communities; however, it has for the most part been less concerned with issues that impact library workers and more focussed on the needs of libraries as institutions. To that end, the committee has expressed an interest in either writing to and/or meeting with the CLA's elected leadership. To date, the committee has met with the CLA's Executive Director as a first step to forging what is hoped to be a stronger working relationship with the CLA.

#### Library technician community

The committee has also expressed an interest in forging stronger ties with the library technician community. In Ontario, for example, we have made initial contact with the Ontario Association of Library Technicians and have been invited to submit an article for publication in the association's newsletter; the committee will add the item to its action plan.

#### **REPORT OF THE NATIONAL ABORIGINAL COUNCIL**

The members of the council are: Joanne Webb, co-chair, Ontario; Dale Whitford, co-chair, British Columbia; Dan Webber, Newfoundland and Labrador; Sheila Hartley-Gallion, Nova Scotia; Marina DeRoy, Prince Edward Island; Stella Ward, New Brunswick; Daniel Blacksmith, Quebec; Frederick Loft, Ontario; Shirley Langan and Roger Procyk, Manitoba; Heather Acoose and Nakoda Hassler, Saskatchewan; Gloria Lepine and Dale White, Alberta; Leanne Toderian, British Columbia; Valerie Sailer and Sheldon Agecouty, Hospital Employees'

Union; Daniel Lafontaine, Airline Division; Brian Barron, NEB liaison; Audrey Barr and Don Moran, staff advisors.

*"video presentation"*

#### Elders

The council's composition reflects aboriginal traditions of governance to ensure gender parity, elder advice, aboriginal selection processes and consensus decision-making. NAC would like to recognize the late Elder John Shingoose who opened our inaugural meeting held in Saskatoon in 2006, Sister Minnie Denis, and Elder Thomas Louttit who continues to assist us in guiding all of our proceedings.

#### Mandate

The council's mandate is to promote and defend the rights of First Peoples in our union and communities, locally, nationally and internationally.

#### Diversity Vice-President (DVP)

The Aboriginal Diversity Vice-President developed an action plan drawing from the ongoing work and the recommendations of the National Aboriginal Council.

#### Enough is Enough Campaign

The Assembly of First Nations and the Safe Drinking Water Foundation (SDWF) in partnership with CUPE National launched an *Enough is Enough* campaign. The campaign was meant to bring to the attention of union and non-union members the concerns surrounding First Nations water. We jointly designed a poster and a petition which available online at [www.cupe.ca/enough-is-enough](http://www.cupe.ca/enough-is-enough). Our partners have linked the petition to their site. We made presentations at every spring convention we could get to and displayed our material at booths. We sponsored SDWF water testing educational kits for elementary and high schools in every region in Canada. The Assembly of First Nations (AFN) sent the posters to all the reserves in their jurisdiction. The greatest outcome was the promotion of CUPE's image as a strong supporter of First Peoples and their activism on the issues that affect them.

#### Ooma database

The NAC is always seeking to increase our connection with the CUPE community. This has been

ongoing, successful work. Ooma means 'what's new' in aboriginal language and we are collecting names for our database of members to receive information about aboriginal issues and events. (See sign-up form at the equality table in the Village.)

#### Equity-seeking members' representation

Aboriginal elected leadership is lacking, but it is crucial at all levels to encourage and promote diversity and inclusiveness among locals and at educational events, conferences and conventions.

#### Networking and coalition-building

It is vital that our union leadership continue to strive to meet with the leadership from aboriginal organizations. Since last convention the council has forged strong relationships with the Native Women's Association of Canada, Families of Sisters In Spirit, and the Assembly of First Nations. We must form relationships with the Métis National Council, the Inuit Tapiriit Kanatami (ITK) and the National Association of Friendship Centres (NAFC). We have worked with Defenders of the Land and the Indigenous Sovereignty and Solidarity Network to organize events for Indigenous Sovereignty Week, and we promote participation in Back to Batoche in Saskatchewan every July. We will continue this work, including supporting Barrière Lake First Nation and mining and pipeline issues throughout Canada.

#### Working with committees/Canadian Labour Congress

We must continue to work closely with all committees and ensure that the aboriginal/equality agenda is kept on the front burner of the Union. Since last convention we have worked closely with all national committees. One of the priority issues we have worked on together is the HIV/AIDS file. NAC continually monitors privatization issues. Our reserves are feeling the effects of colonialism and broken promises and are continually looking at a way to resolve infrastructure problems. The federal budget is pushing First Nations to seek P3's to solve infrastructure crises. We also continue working on Aboriginal issues through the CLC Human Rights Advisory Committee and its Aboriginal Working Group.

#### Mining

We need to pressure the federal government on the impact of mining on aboriginal communities and the need to protect traditional lands from exploitation. The Barrière Lake resolution from the 2011 CUPE National Convention continues to be a priority for us. We have also supported the Gitksan Unity Movement against the Enbridge pipeline, as well as Kitchenuhmaykoosib Inninuwug (KI), in its efforts to resist mining exploration.

#### Attawapiskat First Nation

The remote James Bay community of Attawapiskat has received attention after declaring a state of emergency over its housing crisis, a crisis which is similar to that faced by many reserves and predominately First Peoples' communities CUPE has financially supported this community and have attended fund-raising and awareness-raising events.

#### Aboriginal Veterans Day

Council members have been working to promote ceremonies on November 8, Aboriginal Veterans Day, which honours the participation of Aboriginal peoples in war efforts. Aboriginal veterans who served in World War II experienced discrimination by the federal government on their return home.

#### Leonard Peltier

CUPE donates annually to the Canadian Coalition for the release of Leonard Peltier, an aboriginal who was born in Canada, and has been unjustly imprisoned in the United States.

#### Aboriginal Awareness Training

Our plan maintains that equality and anti-racism training become an integral part of all CUPE educational programs. We must strive to get training offered in all schools and encourage participation as schools have been cancelled for lack of enrollment. NAC also assisted in the development of a presentation on privatization and aboriginal water issues.

#### Aboriginal councils

We continue to assist in establishing regional aboriginal councils. We have councils in Saskatchewan, Manitoba, British Columbia, Alberta,



Ontario, Québec, in the Hospital Employees' Union (HEU) division and representation from the Airline division. We are striving to form councils in the Maritimes and the Atlantic regions. We look forward to be represented nationally from coast to coast.

#### Partnership agreements

Partnership agreements have always been of great importance to NAC because they promote a workforce which is more representative of First Peoples. We will continue to promote partnership agreements in all provinces through our aboriginal councils to overcome under-representation in our workplaces.

#### River of Unity Video

This video is now on YouTube. It showcases CUPE's involvement in "Back to Batoche", the CUPE Saskatchewan Aboriginal Council's annual canoe trip, and the historic signing of a major partnership agreement with the Métis Nation of Saskatchewan.

#### First Nations Child and Family Caring Society of Canada (FNFCSC)

NAC has partnered with the FNFCSC through participating on an advisory committee to help guide the integrity and growth of the "I am a witness," "Jordan's Principle" and "Shannen's Dream" movements. For more information on these movements, please see the FNFCSC website at <http://www.fnfcsc.com/>

#### HIV/AIDS

Council members have been involved nationally and internationally in the issue of HIV and AIDS. We were represented at the International AIDS conference in Washington and the development of CUPE's policy on HIV/AIDS.

#### Violence against Aboriginal women and girls

NAC works closely with Sisters In Spirit and Families of Sisters In Spirit. We have supported Sisters In Spirit vigils every October 4. CUPE Alberta also completed their postcard campaign "Have you seen our sisters", calling upon the federal government to hold a national public inquiry on the issue of missing and murdered aboriginal women and girls. CUPE also endorsed the letter to the United Nations Committee on the Elimination of Discrimination against Women, asking them to investigate the

issue. NAC has also been directly involved in highlighting the Highway of Tears and participating in the Walk for Justice.

#### Idle No More

NAC members participated in Idle No More events and activities throughout the year. CUPE National has signed a joint statement with various NGO's in support of the movement. CUPE has also contributed financially to Common Causes which supports Idle No More and has financially supported numerous Idle No More events. Many regions across Canada have invited Idle No More speakers at CUPE events and CUPE representatives have been asked to speak at Idle No More events. At its convention in 2013, the Manitoba Division passed a resolution supporting the movement.

#### National Aboriginal Council's Strategic Plan

NAC believes that the 2011 resolutions on First Peoples, the "1987 CUPE Aboriginal Rights Policy Paper" (updated) must be continued to be implemented to effectively address aboriginal issues, along with the Vancouver Declaration and the 2011 CUPE National "Strategic Plan." The following priorities were initiated at the Council's inaugural meeting and continue to be relevant today:

- Youth awareness
- Organizing
- Under-representation in the workplace and in CUPE
- Aboriginal awareness training
- The formation of aboriginal councils

In addition to the above, NAC has also initiated action on: the environment, global warming, water, and Indigenous communities; East Coast "fracking"; employment equity in workplaces; diabetes, disability, and traditional healing; Indian residential school abuse, justice systems and the over-representation of First Peoples in Canada's prisons; and land treaties.

#### Recommendations

- Work closely with the diversity vice-president to advance CUPE's work on aboriginal issues both within the union and with CUPE's aboriginal allies in the community.

- Fully support the joint statement on Idle no More and support the movement and events in all regions of Canada. The Idle movement is much like the CUPE movement and highlights many common issues.
- Support and assist members to form aboriginal councils. We encourage the formation of aboriginal councils in locals to assist in addressing socio-economic challenges faced by First Peoples.
- Explore ways of putting in place partnership agreements with governments, CUPE locals and aboriginal communities to increase the representation of aboriginal peoples in CUPE's membership.
- Encourage CUPE to develop a representative workforce strategy as a model employer. CUPE can only become stronger as we increase our staffing complement with the young and growing aboriginal labour force.
- Support the provision of information and education to the NEB on aboriginal issues and activism such as Idle No More; promote education for staff on aboriginal awareness, organizing and bargaining for aboriginal peoples; and promote education for members on aboriginal awareness and issues affecting aboriginal communities such as under-representation in the Canadian labour force, and gaps in water infrastructure, education, and health and social services in aboriginal communities.
- Support our allies in the community on common issues, such as the Assembly of First Nations, the Métis National Council, the Inuit Tapiriit Kanatami, the Native Women's Association of Canada, and the National Association of Friendship Centres.
- Recognize and support the needs of aboriginal members to participate in culturally appropriate events and activities.
- Global indigenous rights remain a priority. However, equal attention should be paid to actual issues occurring within the borders of our country to promote connections to aboriginal communities.

- Support the full implementation of all resolutions, the 1987 CUPE Aboriginal Rights Policy Paper, the strategic directions and the Vancouver Declaration.
- Work with our youth and mentor them within the workplace. We must ensure aboriginal youth representation on all committees and at labour-sponsored youth camps. Attend job fairs and continue to fund youth camps.
- Continuously take on systemic racism through legal and legislative action and continue to push aboriginal issues and anti-racism through collective bargaining.
- Make organizing aboriginal workers a top priority using organizers from the Aboriginal community.

We offer our "Heartfelt Thanks" to the National Officers, the National Executive Committee, the National Executive Board and the staff of the Equality Branch for their commitment and assistance beyond customary expectation.

(M/S unidentified delegate,  
Unidentified delegate – Carried)

### **CREDENTIALS COMMITTEE REPORT**

This is the third report.

From Newfoundland and Labrador: 44 delegates representing 23 local unions; 1 delegate representing 1 provincial division; for a total of 45 delegates and 8 alternates.

From Nova Scotia: 73 delegates representing 34 local unions; 1 delegate representing 1 provincial division; for a total of 74 delegates and 5 alternates.

From Prince Edward Island: 29 delegates representing 12 local unions; 1 delegate representing 1 council of unions; 1 delegate representing 1 provincial division; for a total of 31 delegates and 2 alternates.

From New Brunswick: 116 delegates representing 56 local unions; 3 delegates representing 3 councils of unions; 1 delegate representing 1 provincial division; for a total of 120 delegates and 8 alternates.

From Québec: 317 delegates representing 115 local unions; 6 delegates representing 6 councils of

unions; 1 delegate representing 1 service division; 10 delegates representing 3 contracts of service; 1 delegate representing 1 provincial division; for a total of 335 delegates and 14 alternates.

From Ontario: 873 delegates representing 301 local unions; 1 delegate representing 1 council of unions; 11 delegates representing 11 district councils; 2 delegates representing 2 service divisions; 1 delegate representing 1 provincial division; for a total of 888 delegates and 107 alternates.

From Manitoba: 90 delegates representing 35 local unions; 1 delegate representing 1 provincial division; for a total of 91 delegates and 10 alternates.

From Saskatchewan: 95 delegates representing 33 local unions; 1 delegate representing 1 council of unions; 1 delegate representing 1 provincial division; for a total of 97 delegates and 4 alternates.

From Alberta and the Northwest Territories: 129 delegates representing 53 local unions; 1 delegate representing 1 District Council; 1 delegate representing 1 provincial division; for a total of 131 delegates and 10 alternates.

From British Columbia: 352 delegates representing 136 local unions; 5 delegates representing 5 district councils; 1 delegate representing 1 provincial division; for a total of 358 delegates and 11 alternates.

At this time, there are 2,177 delegates and 182 alternates representing 798 sections locales, 12 council of unions; 17 district councils; 3 service divisions; 3 service contracts; 10 provincial divisions; 2 national officers; 5 general vice-presidents and 2 diversity vice-presidents.

We also have 5 equity-seeking group delegates with voice but no vote as per Article 6.4 of the National Constitution.

On behalf of the Committee, I move adoption of this report.

(M/S S. Allard, L. Rugg – Carried)

#### **ELECTION OF NATIONAL PRESIDENT**

*Sister Barb Byers, Chief Electoral Officer, declared nominations open for the position of National President, in accordance with the provisions of Article 11 of the CUPE Constitution.*

*Sister Lydia Dobson and Brother Paul Moist were nominated. Brother Paul Moist was elected and duly sworn in.*

#### **WEDNESDAY, OCTOBER 23, 2013**

#### **AFTERNOON SESSION**

#### **INTRODUCTION OF GUEST SPEAKER**

CHAIRPERSON PAUL MOIST: We have a very, very special guest all the way from Europe. Sister Rosa Pavanelli was elected General Secretary at the November 2012 World Congress of PSI held in Durban, South Africa. Sister Pavanelli served as President of the Public Sector Branch of the Italian General Confederation of Labour, Vice-President of the European Public Service Union Federation and Vice-President for PSI previously in the European region. She is a true leader, leading our global union, standing up for public services and public sector workers throughout the world. A warm pan-Canadian welcome for our General Secretary, Rosa Pavanelli.

*Following Sister Rosa Pavanelli's address, Brother Paul Moist thanked her and presented her with a gift.*

#### **ELECTION OF THE NATIONAL SECRETARY-TREASURER**

*Sister Barb Byers, Chief Electoral Officer, declared nominations open for the position of National Secretary-Treasurer, in accordance with the provisions of Article 11 of the CUPE Constitution.*

*Brother Charles Fleury was acclaimed and duly sworn in.*

#### **REPORT OF THE RESOLUTIONS COMMITTEE**

**Resolution 181** (submitted by the National Executive Board)

CUPE NATIONAL WILL:

Convene a strategic meeting in 2014 to consider CUPE's international solidarity work moving forward. This meeting would bring together the National Global Justice Committee, activists, leaders, staff, and allies to consider the vision and goals for CUPE's future international solidarity, including ways to stabilize the resourcing of CUPE's global justice work.

BECAUSE:

- Our commitment to global justice must be founded on the principle of solidarity and involvement on a long-term basis;
- CUPE needs a vision for international solidarity work to ensure our work is focused, sustainable, and does not rely on fundraising to be maintained;
- Issues facing public sector workers in other countries are the same issues facing Canadian workers;
- Speaking out on international solidarity issues and defending human rights and workers' rights with our sisters and brothers in other countries is necessary in the fight back against neo-liberal globalization;
- Greater understanding of the connections between CUPE's work in Canada and the conditions of workers in other countries informs our fight back strategy here in Canada;
- There is a growing momentum to support CUPE's international work as a way of energizing CUPE members in Canada.

(M/S Committee Member, S. Drost – Carried)

**Resolution 193** (submitted by local 391, British Columbia)

CUPE NATIONAL WILL:

Continue to lobby on the importance of a professional force of librarians and their skills, knowledge and experience as educators, facilitators, and sources of community outreach and support for urban, rural and remote communities that cannot be matched by less trained and less paid workers.

BECAUSE:

- Budget cuts have made public and private sector libraries look to new ways to over work existing librarians or over utilize non-librarians in librarian work over the past 5 years.
- Librarians are continually under pressure from other perceived cheaper solutions to their services that are technology based.
- Librarians have the training in research skills, technological trends, and people interaction skills that cannot be substituted by technology, or lesser trained and lesser paid workers.

(M/S S. Doucet, D. Douglas – Referred back to Committee)

**Resolution 283** (submitted by CUPE Newfoundland and Labrador)

CUPE NATIONAL shall strongly lobby the Provincial and Federal Governments to amend the criminal codes to increase penalties for all incidents of violence against women and thereby increasing protection for women.

BECAUSE:

- Half of Canadian women have experienced at least one (1) incident of physical or sexual violence in their lifetime; and
- In just one year in Canada, 427,000 women over the age of 15 reported they had been sexually assaulted. Since only about 10% of all sexual assaults are reported to the police, the actual number is much higher; and
- On any given day in Canada, more than 3,000 women (along with 2,500 children) are living in an emergency shelter to escape domestic violence; and
- Young women experience the highest rates of family violence; and
- Each week, one or two women are murdered in Canada by a current or former partner; and
- There are over 600 missing and murdered Aboriginal women, a crisis that is now being investigated by the United Nations; and
- Aboriginal women are almost three times as likely as non-Aboriginal women to report being the victim of a violent crime, including spousal violence; and
- Violence against women in Canada cost us over \$4 billion each year; and
- With the recent tragic incident of domestic violence that cost the life of one of our own, it makes the need for increased criminal code penalties even more urgent.

(M/S Committee Members, Committee Member – Defeated)

**Resolution 269** (submitted by the National Executive Board and CUPE BC)

CUPE NATIONAL WILL:

As per Article 14.3 of the National Constitution, mandate the National Executive Board to amend

Article 7 of the Strike Fund Regulations to increase strike pay to \$60 per day beginning the 10<sup>th</sup> calendar day of the strike, to a maximum of \$300 per week.

BECAUSE:

- The last increase in strike pay was in 1997, the longest period in CUPE history without any increase;
- The strike fund stands today at \$62 million and can handle this increase based on recent strike experiences;
- CUPE needs to ensure its members on strike have adequate financial support on the picket line, and the cost of living has increased significantly since the last increase 16 years ago.

(M/S S. Doucet, D. Douglas – Carried)

#### **PRESENTATION OF THE NATIONAL DISABILITY RIGHTS ACTIVISM AWARD**

CHAIRPERSON PAUL MOIST: Sisters and brothers, it's my pleasure to present at this time the National Disability Rights Activism Award. This award was established at the 2007 National Convention to recognize the achievement and activism of a CUPE member, retiree or chartered organization, who has fought for disability rights in the workplace.

This year's winner is Brother Ray Smith from Local 1750 in Ontario. Ray is a long-time disability rights activist. He has been involved in disability rights' issues at CUPE's national and provincial levels and at the Canadian Labour Congress. As a member of Local 1750, the WSIB, Workers' Compensation system in Ontario, Ray joined CUPE Ontario's Workers with Disabilities Committee and, eventually, the Persons with Disabilities National Working Group where he has been the co-chair for the last four years. He has also served as the CLC's vice-president representing workers with disabilities, elected in 2011.

In his work at the Ontario Workplace Safety and Insurance Board, Ray specialized in identifying barriers for persons with disabilities. He has a talent for educating others on disability awareness, diversity and inclusion, accessibility and health and safety. Ray's passion for health and safety education was spurred by his own experience with injury on the job. This, in turn, has shaped his disability rights activism. As co-chair of the Persons with Disabilities

National Working Group, he worked closely with CUPE's National Health and Safety Committee to produce a fact sheet on health and safety for workers with disabilities.

Ray, and I know this to be true, is a very natural people person. This has made him an effective advocate for disability rights. During his tenure as National co-chair of CUPE's committee, Ray has helped cultivate increased connections with national disability organizations outside of the labour movement. Perhaps one of his greatest achievements was launching the CUPE National campaign for disability rights awareness, a resolution adopted at the last National Convention, the name of the campaign, A Solidarity of Abilities. For the past year, Ray has acted as the coordinator for this campaign which has promoted disability rights awareness across the regions of CUPE and it has involved the development of a CUPE National duty to accommodate workshop and educational materials that will be useful for years to come.

Brother Ray has credited the union, his union, CUPE, with strong accommodation practices in giving him confidence and self-esteem, as well as networking and public speaking skills. I am sure you will agree that our union has, in turn, benefited greatly from Ray's steadfast commitment and hard work on disability rights in the workplace and in our communities.

Brother Ray Smith is a committed trade unionist and social justice activist who believes passionately in advancing the rights of persons with disabilities. He is a most worthy recipient of our Disability Rights Activism Award.

Congratulations to Brother Ray Smith.

#### **ELECTIONS OF GENERAL VICE-PRESIDENTS**

*Sister Barb Byers, Chief Electoral Officer, declared nominations open for the elections of the five general vice-presidents. The following members were acclaimed and duly sworn in.*

*Daniel Légère, Atlantic and Maritimes  
Kelly Moist, Manitoba and Saskatchewan  
Fred Hahn, Ontario  
Lucie Levasseur, Québec  
Marle Roberts, Alberta and British Columbia*

**REPORT OF THE SPECIAL NEB COMMITTEE  
ON STRATEGIC DIRECTIONS**

Discussions were held on Strategic Directions 1b: Achieve Real Gains For Our Members – It’s Time For a Raise!, paragraphs 52 to 60 and Strategic Priority 1C: Making Progress Politically and Socially, paragraphs 61 to 69.

(M/S Unidentified delegate, unidentified delegate – Referred back to Committee)

**THURSDAY, OCTOBER 24, 2013**

**MORNING SESSION**

**PRESENTATION OF THE NATIONAL LITERACY  
AWARD**

Our union is a leader in literacy. For CUPE, reading and writing are not ends in themselves. We understand literacy to be about reading the world, not just about reading the words. CUPE has developed and implemented literacy programs for 13 years, empowering members to be full participants in their workplace, in their communities and at home. I have personally seen examples of workplace literacy programs transforming the lives of CUPE members and it's truly heart-warming and fulfilling for our union to be part of this.

The CUPE Literacy Award recognizes a literacy champion or a group of champions within our membership. This year, the Selection Committee had a difficult time choosing between a well-deserving candidate and a well-deserving Local. Both were very prominent candidates. The nominees were Brother Chad Innis from Local 37, City of Calgary outside workers and CUPE Local 835, hospital workers from Yarmouth, Nova Scotia.

For the first time in the history of the Literacy program since our award started, I am proud to present this year's award to a group of members, CUPE Local 835, representing members in the health care sector in Yarmouth, Nova Scotia.

Local 835 has been promoting literacy since 1989 amongst the membership. The Local believes and ensures that its members have opportunities to improve their lives at work and at home. A few examples, just a few of their accomplishments: providing support to members for purchasing books for the General Educational Development (GED)

program, the grade 12 equivalency; providing ongoing support for workplace education programs in conjunction with their employer and the Nova Scotia government; ensuring that Local 835's documentation and communication is in clear language from the Local's bylaws which were completed revised in 2006, to newsletters and to social media sites. That is a fraction of a very long list of accomplishments by Local 835 who have introduced a culture of literacy work within their entire membership.

I want you to join me in welcoming four of the members of the Local who are present today and I want to present the award to all of them, including President, John Deveau, on behalf of all the members present here today, the recipients of the 2013 CUPE Literacy Award, CUPE Local 835.

“video presentation – the fourth decade”

**REPORT OF THE SPECIAL NEB COMMITTEE ON  
STRATEGIC DIRECTIONS**

Discussions were held on Strategic Directions Priority 1d, paragraphs 70 to 77 and Chapter 2, paragraphs 78 and 79.

(M/S V. Elkins, Y. McLean – Referred back to Committee)

**ELECTIONS OF REGIONAL VICE-PRESIDENTS,  
DIVERSITY VICE-PRESIDENTS AND NATIONAL  
TRUSTEE**

*Sister Barb Byers, Chief Electoral Officer, opened nominations for the positions of regional vice-presidents in accordance with Article 7.2 of the CUPE Constitution. The following members were elected and duly sworn in.*

Newfoundland and Labrador  
*Wayne Lucas*

Nova Scotia  
*Danny Cavanagh*

New Brunswick  
*Sandy Harding*

Prince Edward Island  
*Lori MacKay*

Québec  
*Marco Lutfy and Denis Bolduc*

Ontario

Candace Rennick and Michael Hurley

Northern Ontario

Henri Giroux

Manitoba

Mike Davidson

Saskatchewan

Judy Henley

Alberta

Don Monroe

British Columbia

Mark Hancock and Victor Elkins

*Sister Barb Byers next opened nominations for the positions of diversity vice-presidents. Sister Yolanda McClean and Brother Brian Barron were elected and duly sworn in.*

*Sister Barb Byers next opened nominations for the position of national trustee in accordance with Article 11.1 of the CUPE Constitution. Brother Christian Trudeau was elected for a two-year term.*

**RESOLUTIONS COMMITTEE REPORT**

**Emergency Resolution 801** (submitted by Local 1418)

CUPE NATIONAL WILL:

Call on all levels of government to place an immediate moratorium on any further Shale Gas Fracking, including exploration for the purpose of hydraulic fracking.

Offer support and solidarity to the people of Elsipogtog First Nation, Chief Arren Sock and Council, community grassroots groups, as well as all other First Nation Communities as they protect Mother Earth for the benefit of all Canadians.

Because the New Brunswick Chief Medical Officer has spoken against proceeding with Shale Gas developments without further study to protect public health.

Because the available evidence of risk to public health is too great to ignore.

(M/S Committee member, Committee member – Referred back to the committee)

**Substitute Resolution 904 (amended) replacing Resolution 74** (submitted by the National Executive Board)

CUPE NATIONAL WILL:

1. Create a National Sector Council to provide for an increased focus on information-sharing and communication for key CUPE sectors on a national basis;
2. Convene a biennial National Sector Council Conference in the off-year from national convention;
3. Appoint co-chairs, via the National Executive Board, for a two-year term for each of the following key sectors:

Health Care;  
 Education;  
 Municipal;  
 Social Services;  
 Post Secondary;  
 Library;  
 Emergency Service Workers;  
 Energy;  
 Airlines;  
 Child Care  
 Provincial Government and Crown Corps.

4. Assign staff to each sector group to assist the appointed co-chairs with coordinating information-sharing and communication with locals in each sector;
5. Establish a steering committee for each sector with representation from provincially based sector committees or a regional representative where no committee exists;
6. Steering committee members will be appointed in consultation with Provincial Divisions taking into account the diversity of our membership;
7. Ensure that the co-chairs, working with the steering committee, develop a work and communications plan and report regularly to the NEB;

8. Ensure the sector co-chairs have the resources to enable virtual meetings and conference calls with their steering committee;
9. Establish the mandate of the Sector Council working through each steering committee to plan information sharing and communication with all locals in the sector and provincial bodies using a variety of technologies such as webinars, virtual meetings, closed facebook pages and telephone town halls;
10. Request that each local identify a member of their executive to participate in and report on the sector work to their local;
11. Work with the co-chairs, in consultation with the steering committees, to plan the biennial sector conference and sector meetings at national convention.
12. Provide more access to bargaining education and discussion for rank and file members through the new Sector Council;
13. Prepare a report for review of the Sector Council at the 2015 convention to determine if this new structure meets the need to meet more regularly for sector based discussions and strengthen our Bargaining power.

(M/S S. Doucet, D. Douglas – Carried as amended)

#### **THURSDAY, OCTOBER 24, 2013**

#### **AFTERNOON SESSION**

#### **PRESENTATION OF THE COMMUNICATIONS AWARD**

CHAIRPERSON PAUL MOIST: Union solidarity depends on communication. Technology has changed how we communicate over the years. It has reinforced the importance of quality and timely information. An informed membership is a powerful tool for our locals. That's why the work of communicators is so important, whether it's maintaining Local websites, designing and distributing newsletters, taking pictures of our members at work. These communicators volunteer countless hours of their time and are crucial to making the work of our union known. They help share information that makes our union strong. The CUPE Communications Awards recognize excellence in union newsletters, websites and photography.

#### **For French-language newsletter by membership size**

For locals with less than 1,000 members: Local 2960, Montreal, Quebec

For locals with more than 1000 members: Local 4250, Montreal, Quebec

#### **For English-language newsletter by membership size**

For locals with less than 1,000 members: Local 2669, Saskatoon, Saskatchewan

For locals with more than 1,000 members: Local 3902, Toronto, Ontario

For divisions, provincial or service divisions: CUPE British Columbia

#### **For English-Language website by membership size**

For locals with less than 1,000 members: Local 3908, Peterborough, Ontario

For locals with more than 1,000 members: Local 500, Winnipeg, Manitoba

#### **For French-Language website by membership size**

For locals with more than 1,000 members: Local 1294, Montreal, Quebec

#### **REPORT OF THE NATIONAL WORKING COMMITTEE ON RACISM, DISCRIMINATION AND EMPLOYMENT EQUITY (NATIONAL RAINBOW COMMITTEE)**

The members of the committee are: Shelina Hassanali, co-chair, Alberta; Liz Paris, co-chair, Nova Scotia; Mona Yammine, Prince Edward Island; Joseph Theriault, New Brunswick; Chérie Thomas, Quebec; Amar Bajwa and Veriline Howe, Ontario; Zully F. Trujillo, Manitoba; Sophia Samani, Saskatchewan; Marvin Mayes, Alberta; Dal Benning and Michele Alexander, British Columbia; Amarjit (Ami) Dosanj, Hospital Employees' Union; Sajid Sheikh, Airline Division; Yolanda McClean, NEB liaison; Harminder Singh Magon, staff advisor.

#### *“video presentation”*

The National Rainbow Committee was established in April 1988 by the National Executive Board to address racism, discrimination and employment equity within CUPE.



We would like to thank the National Officers and members of the National Executive Board for their ongoing support for the work of the committee. We have also received invaluable support and assistance from CUPE staff and members who helped us stay on the cutting edge of our fight against racism.

Since our last report to the convention, despite the inroads we made on equity issues, we still do not have equality. A closer look at our workplaces, union and in our communities shows that systemic racism and bigotry continues and represents stumbling blocks to achieving racial equality.

Under the national security agenda, officials at Canada's borders often ignore the legitimacy of passport and target the passport holder's racial origin. The citizenship of Canadians is often challenged at home and abroad. The media has carried numerous stories whereby Canadian citizens' rights in the name of security have been challenged and violated.

Workers suffer everywhere but racialized workers suffer even more. Until we understand our common ground and organize for economic justice, we will continue to blame each other and lose ground.

Those with skills and skills from abroad often contend with the devaluing of their human capital. Many highly trained and educated people end up doing janitorial work or driving cabs. Such experiences manifest racism and social exclusion.

Looking into the future, the rapidly changing Canadian demographics project that by 2025, 20% of the population will be racialized and a large percentage will inhabit our urban areas. Our labour force growth will increasingly rely on immigration, young workers and the growing aboriginal population over the coming years.

As Canada becomes more and more diverse, there is a growing division between public sector, unionized workers and private sector, non-unionized, often casualized workers who are predominantly racialized. This is supported by the Conservative government's racist and exploitative immigration and labour market policies, and it serves to divide workers at a time when it is essential that labour strengthens its solidarity. The high rate of unemployment among Aboriginal Peoples and

newcomers to Canada creates further divisions in the labour force.

#### Our work in the regions and communities

As a public union, much of our support comes from the public and organizations within the communities. We continue to strengthen our links and work with communities, not only with the services that we provide, but also by working with and supporting issues of mutual concerns such as racial profiling, security certificate concerns, recognition of foreign credentials, employment equity and human rights legislation review and refugee and immigration issues.

Our committee members continue to play a pivotal role in commemorating the days of action such as March 21, International Day for the Elimination of Racial Discrimination, Black History Month, June 21, National Aboriginal Day and the Asian Heritage Month. In celebrating these days of action, our general mailing every year includes a statement from the Officers highlighting the significance of these important days. Following are some examples of the activities of our members:

- In BC members participated in Chinese New Year, Black History Month, Vaisakhi, Caribbean and other multicultural events.
- In this year's Provincial Elections, many racialized candidates ran for the BC NDP, our members worked with candidates on their campaign trails throughout the province.
- At CUPE BC Convention this year, one of our members was elected General Vice-President.
- An equity survey was conducted to show the diversity of the delegates attending the BC convention.
- A resolution was passed at the convention: *"Lobby the BC Provincial Government to establish minimum housing requirements for migrant workers, and to establish fines for employers that do not meet these minimum standards."*
- Our past co-chair was re-elected onto the BC FED Human Rights Committee.
- Our Quebec member remains focused on the promotion and recruitment of members to be

part of the new committee at all regional or sectoral meetings and/or conventions.

- Members rallied in opposition to unemployment changes in Summerside and Charlottetown PEI.
- Members also participated in a candlelight vigil to honour the memory of Rehtaeh Parsons, the Nova Scotian teen who committed suicide after alleged sexual assault and months of bullying.
- NRC members participated in the Mosaic Group of diverse students who talk about their experiences, as new comers to Canada.
- Our member participated in the “Day of Mourning” Ceremony in Charlottetown, PEI.
- Ontario members are gearing up for the second phase of Employment Equity Campaign.
- This year, committee members participated in a very successful Carnival in Toronto. Plans for next year are in progress.
- In Ontario members are preparing for an “Annual Racialized Event” in conjunction with this year’s Human Rights conference.
- Our member participated in the OFL Equality Workers of Colour Retreat.
- A luncheon at the 2013 CUPE OD Convention highlighted “Idle No More” and “Environmental Racism”.
- Members participated and organized the Days of Action in their respective provinces.

#### Employment Equity

For some time, employment equity has encountered strong opposition from employers and other conservative forces who would rather maintain the status quo, for fears that are unfounded. We urge CUPE to continue to develop a comprehensive new approach that engages our membership with enthusiasm to keep it on the bargaining tables and move our employment equity agenda forward. This would lead to greater diversity in our workplaces. The more our workplaces reflect the community, the better we can serve the public. Making this a priority, welcomes marginalized workers among our

ranks to be more active in the union. This ensures the union is in touch with, and can respond better to the needs of our members through bargaining, legislative and education initiatives.

It is also important that CUPE demonstrates leadership in responding to the changing demographics of the Canadian labour force by putting in place similar measures to ensure that its staff complement increasingly reflects the growing diversity of Canadian communities.

CUPE provides several opportunities on our national committees and we always encourage racialized workers to apply for positions on these committees.

#### DVP Work Plan

Our Diversity Vice-President (DVP) represents our constituents’ needs and concerns from coast to coast on issues of race and equality.

The work of our DVP is guided by the resolutions and strategic directions adopted at National Convention, recommendations from our National Rainbow Committee, the Vancouver Declaration and recent priorities established by CUPE in responding to the right-wing attack on labour across Canada.

The following priorities have been identified for 2013:

- 1) Strengthening the Union through diversity.
- 2) Promoting member-to-member conversations.
- 3) Building the movement for political change.

The DVP plan to carry out the above priorities was developed and submitted to the officers. Our committee members continue to work closely with our DVP and would like to thank the officers for their ongoing support for the work and implementation of the proposed plan.

#### Creating Racial Justice – Education

This one-week workshop examines how racism functions to divide workers and the role race plays in privatization and contracting out. It provides tools and information to address conflict around racism in the workplace and union and supports diverse leadership, participation and working together

effectively in diverse locals. It deals with many racial issues head-on. Aboriginal workers and workers learn about power, privilege and leadership. Also, white workers learn to build anti-racism work in their locals and the benefits of getting involved.

It also draws links between racism and privatization within a global perspective as well as identifies strategies to fight our common enemy – the big corporations.

We continue to promote and offer this course at the regional weeklong schools. The feedback has been very positive. Working closely with the Union Development Department, we constantly revise and update the course based on the evaluations from the participants.

#### Our Anti-Racism materials

We continue to work closely with our Communications Branch in developing new and revising our existing anti-racism materials.

CUPE produced a bookmark with the text on the significance of Black History Month for our members use. These popular bookmarks were well received by our members and the communities across Canada. This year we produced a new anti-racism brochure “Diversity Our Strength – We can defeat discrimination”. We have received a lot of positive feedback on this new publication.

The above materials are available from the CUPE’s Equality Branch at the National Office in Ottawa.

There is still much work to do on racial discrimination:

- Continue to work closely with our Diversity Vice-President in assisting with the implementation of the Action Plan.
- CUPE needs to put in place mechanisms to gather hard data on who works in CUPE workplaces and where. Our anti-racism fight can only be effective if we reach out to our members from these communities to find out what their experiences are in the workplace.
- Some regions that lack formal committees to deal with anti-racism issues and concerns. We

need to redouble our efforts and work closely with the leadership and staff in those regions to get such committees established.

- Organize workers of colour using organizers from their communities.
- Campaign against precarious work and fight for the rights of migrant workers.
- The committee continues to encourage CUPE to put in place employment equity plans as a model employer, and as a way to continue to diversify the CUPE staff complement in response to the changing demographics of the Canadian labour force.
- Continue to strive to develop a comprehensive new approach that would engage our membership with enthusiasm to keep employment equity on the bargaining tables and move our agenda forward.
- The committee strongly recommends that CUPE Leadership at all levels and all CUPE staff undergo training on “*Anti Oppression and Anti-Racism*”, before the next CUPE National Convention in 2015.
- CUPE must take on systemic racism through legal and legislative action and continue to push anti-racism through collective bargaining process.
- In building and strengthening solidarity our committee members must continue to build links with other like-minded groups fighting racism in the labour movement and the community at large.

In conclusion, the work of the committee depends on the work of so many and our sincere thanks go out to all those who have done so much work on our behalf, in the locals, regions and nationally. Special thanks also go to our National Officers, the NEB and the support staff in the Equality Branch for providing enormous support and ongoing commitment to our work.

Finally, we wish to thank and bid farewell to all our sisters and brothers who left having made insurmountable contribution to the work of the committee. It was indeed a pleasure working with them over the years and we wish them well and

every success in their new endeavors: Neeraj Bhanot, Frank Lee, Margaret Mukakeigeli, Charlene Gordon; Tom Eng; Marvin Mayes, Shehnaz Mutani, David Hylton, Precious Mayo, Jerome Wa-Kaijuka.

### **REPORT OF THE NATIONAL PINK TRIANGLE COMMITTEE**

The members of the committee are: Gerry Lavallée, co-chair, Airline Division; Kathy McMahon, co-chair, British Columbia; Lawrence McCarthy, (until September 2012) Newfoundland and Labrador; Julie Van Tassell, Nova Scotia; Brenda Deagle, Prince Edward Island; Mike Connors and Terry Mullin, New Brunswick; Line Blackburn, Quebec; Nancy Hanschmann and Stephen Seaborn, Ontario; Lorenzo Dufrane, Manitoba; Donna Smith, Saskatchewan; Annaliese Hunt, British Columbia; Karen McVeigh, Hospital Employees' Union; Audrey Gauthier, Deidra Roberts and Martine Stonehouse, Trans representatives; Ginette Paul, NEB liaison; Wendy Johnston, staff advisor

#### *"video presentation"*

The National Pink Triangle Committee (NPTC) was created in 1991 as the result of a resolution passed by delegates at that year's CUPE National Convention. The committee takes its name from the pink triangle badge worn by men targeted as homosexuals in the Nazi concentration camps of the Second World War. Once used as a weapon of cruelty and humiliation, the pink triangle has been reclaimed by the lesbian and gay community as a symbol of struggle, survival and pride.

The committee is dedicated to promoting and defending the rights and freedoms of lesbian, gay, bisexual, transgender, transsexual and intersex (LGBTTI) persons within CUPE and the broader society. The committee members work for change in collaboration with other equality committees, labour organizations, community groups and activists throughout Canada.

Since its formation, the committee has grown to include representation from every province and service division within CUPE. Seats for transgender and transsexual persons were first added a decade ago, as the result of a national convention resolution. Three trans representatives currently sit on the committee.

This report will provide an overview of the committee's work since the 2011 convention and

outline some of the challenges ahead.

#### Committee composition

Five dynamic new members have joined the committee since last convention: Sister Julie Van Tassell from Nova Scotia, Sister Annaliese Hunt from British Columbia, Sister Audrey Gauthier, Transgender/Transsexual representative from Quebec, Sister Nancy Hanschmann from Ontario and her alternate, Stephen Seaborn. New National Executive Board (NEB) Liaison Sister Ginette Paul and new staff person Sister Wendy Johnston were assigned to the committee. The committee unfortunately lost its Newfoundland and Labrador representative when Lawrence McCarthy resigned to pursue his studies in the fall of 2012.

#### Education

Homophobia and transphobia are still rampant in workplaces and communities across the country and around the world. Ongoing and constantly revitalized education and awareness-raising efforts are needed to combat discrimination and violence and to promote respect, understanding and acceptance for LGBTTI persons in all spheres of life.

Over the years, the committee has advocated for more and improved training on LGBTTI issues for CUPE members, leaders and staff. The "Pride in CUPE" workshop was developed in 1999 by a working group of members from the National and Ontario Pink Triangle Committees along with staff from the Equality Branch and the Union Development Department (UDD). An updated English version of the workshop was produced in 2006.

"Pride in CUPE" has attracted few participants in recent years, raising concerns about the course title, content and promotion efforts. A French translation of the updated workshop is also long overdue. The committee members have discussed the problem with UDD and provided input for a new course rationale.

Several committee members have completed the member facilitator training. Following up on resolution 305 from the 2007 national convention, the committee encourages members to apply for the training in their regions. One of our co-chairs was recently trained in a diversity-rich member facilitator

training session with Canada-wide participation.

#### Anti-homophobic and anti-transphobic bullying campaign

LGBTTI youth and adults continue to experience alarmingly high rates of harassment and bullying in schools, workplaces and communities throughout Canada. Since the adoption of national resolution 114 at the 2011 convention, CUPE National has launched the Day of Pink campaign to address this problem. The committee is an active promoter of the campaign, distributing many copies of the new brochure along with the popular pink frisbees and bandanas on the second Wednesday in April and at Pride parades, meetings and youth events throughout the year.

#### Community outreach

CUPE supports the awareness-raising and advocacy work of *Egale* in English Canada, including the Safe Schools campaign and the powerful documentary, *Courage in the Face of Hate*. In Quebec, the *Fondation Émergence* provides bilingual materials for the International Day against Homophobia, sponsors a crisis phone line and support services. The committee recommends that donation buttons or links for *Egale* and the *Fondation Émergence* be added to the CUPE National website. We also favour an increased CUPE presence at major organization events like the *Egale* annual gala.

The committee members are involved with a host of community groups and services, including the family support group PFLAG, Regina's Rainbow Wellness Resource Centre, and Quebec's *Aide aux transexuels et transexuelles*.

#### Pride events

The committee members lend their support and organizing experience to the Pride celebrations that take place in Canada from June through August each year. In cities like Toronto, Montreal and Vancouver, Pride parades and other events are supported by businesses and attended by thousands of people. In smaller towns and regions, Pride events are much smaller, with little or no business support. It is important that CUPE have a more visible presence at events across the country.

#### Legislative and policy reform

The past two years have seen several important victories for trans persons, who remain among the most marginalized people in our society.

In April 2012, the Ontario Human Rights Tribunal ruled that sexual reassignment surgery is not required to change gender identity on birth certificates. This historic decision followed a challenge by a trans woman who noted the injustice of refusing to recognize her lived identity unless she had surgery.

In June 2012, after more than a decade of lobbying by Trans activists, the *Ontario's Human Rights Code* was amended to include explicit protection for gender identity and gender expression. Nova Scotia followed the Ontario lead in December 2012, while Manitoba added gender identity but not gender expression as protected grounds in June 2012.

The committee members are monitoring the situation in other regions and will lobby for visible trans protection in human rights legislation.

An amended version of federal private members Bill C-279 passed third reading in the House of Commons in March 2013 and awaits Senate approval. As originally presented by NDP MP Randall Garrison, the Bill would have included protection against discrimination and hate crimes based on gender identity and gender expression in the Canadian *Human Rights Act* and the *Criminal Code of Canada*. A last minute compromise to gain some needed Conservative support removed protection for gender expression.

In February 2013, after more than a decade of legal challenges, a Supreme Court of Canada decision in the *Whatcott* case upheld hate speech provisions for two of four flyers distributed by the anti-gay activist in Saskatchewan.

#### Transgender health and inclusion

Transgendered individuals in many regions face high costs and difficulties in obtaining health services required for gender transition, as well as acute problems in accessing washrooms and changing facilities. The committee is calling on CUPE National to lobby all provincial, territorial and federal governments to fully fund the cost of sex reassignment surgeries, hormone treatments and other necessary procedures. We also recommend that CUPE National communicate with CUPE locals to

encourage them to initiate discussions with employers about creating “safer spaces” by providing gender neutral washrooms and changing facilities.

A recent documentary film tells the story of committee member and trans activist Martine Stonehouse, as she prepares for sex reassignment surgery. *Transfixed* shows Martine’s struggle to get funding for her surgery after it had been delisted by the Ontario Ministry of Health, and her role in the legal battle to restore access for all trans people in the province.

The committee is pleased that CUPE supported a research project exploring the needs of workers who transition while remaining in the workplace. The project is conducted by Dr. Line Chamberland, who holds the research chair on homophobia at the University of Quebec in Montreal. We have also promoted the use of an excellent guide produced by the Canadian Labour Congress (CLC) for union representatives to aid workers transitioning in the workplace. Our three trans representatives have spoken eloquently about their transitioning experiences at public events and rallies.

#### HIV/AIDS

The committee continues to monitor the situation of the HIV/AIDS pandemic and propose actions for prevention and support to people living with HIV/AIDS. We share the sense of urgency of other equity-seeking groups when we consider the dramatic impact of HIV/AIDS on women, LGBTTI people, Aboriginal peoples and workers in the global south, migrants and sex workers.

Committee co-chair Gerry Lavallée was part of the CUPE delegation attending the 19<sup>th</sup> Edition of the International AIDS Conference held in Washington in July 2012. Conference participants heard about advances in treatment as a means of prevention, but were also reminded that stigma and discrimination still keep many people from seeking information, using protection and getting tested.

Several committee members and the staff person to the committee participated in the 2<sup>nd</sup> CUPE HIV/AIDS Planning Strategy meeting held in Ottawa in late October 2012. The NPTC representatives identified education of union members as a priority action for CUPE, starting with the preparation of a plain

language booklet based on a recent CAW publication (*HIV/AIDS: A Worker’s Issue, a Union Issue*, 2010) for wide distribution to members.

Since that meeting, CUPE has developed a new HIV and AIDS Policy. The committee applauds this initiative and urges all members to consult the policy on the CUPE National website.

#### Senior care and support services for elderly LGBTTI persons

Our committee has begun investigating the issues facing the LGBTTI community in aging, in particular the quality of long-term care and home support services. It is imperative that the elderly receive respectful treatment in nursing homes and seniors’ residences and that health care providers have the knowledge and sensitivity to deal with their needs and their concerns. Some promising action-research projects are ongoing in British Columbia, Quebec and Ontario. A Quebec-based project under the direction of Dr. Line Chamberland has developed training on the needs of trans seniors for service providers.

#### International Solidarity

Lobbying efforts to defeat the federal refugee reform Bill C-31 were unsuccessful. The amendments that came into effect in December 2012 weaken refugee protection in Canada and raise concerns for those most at risk of persecution, including LGBTTI refugees.

Two committee members were part of the CUPE National delegation attending the World Outgames Human Rights Conference in Antwerp, Belgium, from July 31-August 2, 2013. World Outgames is an international sporting, cultural and human rights event that aims to raise awareness and to improve acceptance for LGBTTI people throughout the world. This third edition provided valuable opportunities for learning, networking and making global connections.

#### REPORT OF THE NATIONAL WOMEN’S COMMITTEE

The members of the committee are: Joëlle Ravary, co-chair, Quebec; Arlene Macklem, co-chair, Manitoba; Susan Shiner, Newfoundland and Labrador; Dianne Frittenburg, Nova Scotia; Melissa Bruce, Prince Edward Island; Marilyn MacCormack, New Brunswick; Angela Connors and Helen Kennedy, Ontario; Kristin Trondson, Saskatchewan; Linda

Joyce, Alberta; Tamara Laza and Debbie Taylor, British Columbia; Gillian Valentine, Hospital Employees' Union; Pamela Lloyd, Airline Division; Debra Kendall and Kelli Lawrence, COPE; Sheryl Burns, Persons with Disabilities Representative; Joanne Foote, Aboriginal Member; Lori MacKay, NEB liaison; Annick Desjardins and Maureen Morrison, staff advisors.

*"video presentation"*

The members of the National Women's Committee (NWC) have been very active over the past two years in the fightback against governments' so-called "austerity" programs. This attack on working people and the anti-union agenda are essentially attacks on women and other equity-seeking groups which will add to the growing inequity in our society.

In this context where women and equality are under attack, it is important to remember that the mandate of the National Women's Committee is to promote the active participation of diverse women at all levels of the union and to fight for women's issues in CUPE and the broader society.

Sometimes the question is raised as to why we still need women's committees. This is a good time to think about that as we celebrate CUPE's 50<sup>th</sup> anniversary and look forward to the next 50 years. Or to put it another way, where have we come from and where are we going?

Looking back: where have we come from?

When CUPE was founded in Winnipeg in 1963, there was only one woman in the picture taken of that event. Things have changed over the years, thanks in part to the leadership of sisters such as Grace Hartman in those early days. In 1970, the Royal Commission on the Status of Women submitted its report and recommendations on how to improve the situation of women in Canada. The next year CUPE adopted a program titled "*The Status of Women in CUPE*". This document was developed as a guideline to help the union make progress on those Royal Commission recommendations which were applicable to CUPE members.

The Royal Commission had commented on the fact that women were under-represented in unions when looking at their numbers as union members. "*The Status of Women in CUPE*" responded to this

observation with a recommendation that "...every effort must be made to increase the representation of women in all bodies of CUPE", in proportion to their numbers.

In 1975 CUPE produced a report called "*The New Status of Women in CUPE*", to review the progress made in implementing the 1971 recommendations. It covered such areas as participation of women in CUPE, equal pay, pensions and benefits, maternity leave, child care, part-time workers.

Much has changed since these reports were written, such as the elimination of overt discriminatory practices like separate wage schedules for men and women, and the requirement that women quit their job if they marry. However, many of the issues identified in the 1970s remain challenges, including the lack of pay equity, limited access to child care, the lack of universal coverage for full pay during maternity/parental leave, limited access to good pensions and benefits, and the under-representation of women at all levels of the union.'

The 2007 CUPE's National Women's Task Force (NWTF) was another step in the process of working to improve the status of women in the union. The NWTF made several recommendations and while not everything has been accomplished, there have been a number of significant steps, including the holding of the Bargaining Women's Equality conference, the development of the **Code of Conduct**, the creation of more user-friendly Model By-Laws, and the inclusion of Equality modules in the Steward Training course.

As well, the representation of women in CUPE has certainly changed over the years: in 1968 only 10% of the delegates to the national convention were women, while in 2011 it was 55% also, in 1968 only 12% of the NEB were sisters while in 2013 it is 39%.

Accomplishments/ongoing work: where are we going?

The NWC was very pleased to see that the resolution submitted to the 2011 convention calling for a comprehensive campaign to highlight the issue of access to clean water for Aboriginal peoples was passed, as it was our number one priority. The NWC felt that it is a travesty that so many First Nations communities do not have access to this most basic right – **the right to clean water**.

The NWC met with the members of the National Aboriginal Council to brainstorm on how to move

forward on the *Enough is Enough* campaign, and the members are working with their aboriginal brothers and sisters in their regions to actively promote it.

The NWC has also identified **child care** as one of its top priorities, as we recognize that child care is an issue which is integrally connected to the struggle for women's equality. We are very excited about the new national child care campaign – *Let's Rethink Child Care* – and are actively promoting it. The members of the NWC have been working on this campaign in the regions to get people engaged in the Kitchen Table discussions to try to reframe how we look at child care and to make it an issue for the 2015 federal election.

In terms of the NWC **Work Plan**, the committee established the following priorities in addition to the *Enough is Enough* campaign and the Child Care campaign:

- The Living Wage/Decent Work initiatives to address women's economic and social inequality in terms of workplace issues. The NWC was pleased to meet with CUPE Economist, Brother Toby Sanger to talk about the *Battle of the Wages* research. This focuses on the attack on public sector wages and the implications for women. The fact that there is less inequality in wages in the public sector than the private sector is due largely to pay equity victories across the country. The sisters are committed to raise this issue in fighting back against the attacks on the public sector happening in their regions and to highlight how these cuts will have a very adverse impact on women. The sisters recognize that the provision of quality public services is directly linked to the fight for women's equality.
- We were pleased to see that the issue of the persistent wage gap between men and women was highlighted by CUPE in *The Economy at Work* piece for March 8, International Women's Day. Information like this is critical to the work being done by the sisters on the NWC who are involved in **pay equity** struggles in their regions, particularly in Quebec, Ontario, New Brunswick, Manitoba, and Saskatchewan.
- Pensions are also an important component of the Living Wage/Decent Work campaign. The NWC members are working in their regions to actively

support CUPE and the CLC pension campaigns to fight for reforms to the public pension system and to highlight the negative impact of inadequate pensions on women. As well, the members are fighting back against the right-wing agenda that wants to get rid of defined pension plans, and are also engaged in the discussion about how the raising of the age for eligibility for OAS will punish women.

- Education and training, including leadership development and mentoring programs for women: The NWC believes there is a need for targeted programs for women to ensure sisters can access the training they need to assist in the goal of increased representation of women at all levels of the union, and also mentoring programs to ensure succession planning and building women leaders for the future. Mentoring is of particular importance given that 2013 is the Year of the Young and New Worker in CUPE. The NWC is liaising with the Union Development Department to review the *Women Breaking Barriers* workshop to ensure it remains an important tool for developing women's leadership in the union.
- The issue of employment Insurance reform was added to the priorities of the NWC as the cuts to Employment Insurance (EI) will have a devastating impact on women in Canada, including thousands of our CUPE sisters in sectors such as school divisions. The NWC met with Brother Graham Cox, CUPE Research, to discuss CUPE's campaign against these cuts and to discuss ways to highlight how this will impact women, such as developing a fact sheet. The members are actively involved in the demonstrations and rallies across the country to highlight these cutbacks to EI.
- As well as the priorities listed above, the NWC continues to have an interest in the work being done by CUPE on **HIV/AIDS**, as this is an issue which has a very direct impact on the lives of so many women in Canada and throughout the world. Sister Sheryl Burns attended the XIX International AIDS Conference in Washington, DC in July 2012, as the NWC representative on the CUPE delegation. Following up on the work done at the Strategic Planning meetings, the NWC is



very excited to see that CUPE has produced an updated HIV/AIDS Policy.

- In addition to the work on the national priorities, the NWC sisters are very active in a variety of women's struggles across the country, including organizing and promoting participation in events to highlight violence against women, in particular the plight of missing and murdered aboriginal women; involvement in women's canvasses in elections; lobbying for better funding for women's shelters and transition centres; supporting the student strike against increased tuition costs in Quebec; raising women members' health and safety concerns; mobilizing the community to fight back against threats to women's right to reproductive choice; organizing December 6 and March 8 activities; participating in workshops and conferences on various human rights' issues such as cuts to immigrants' health benefits, and work life/family balance.

### Conclusion

The National Women's Committee would like to thank the staff who assist us with our work, including Sister Maureen Morrison, staff person, as well as Sister Elizabeth Dandy, Equality Branch Director, and Sisters Joanna Simpson, Irene Jansen, Danielle Wright, Debbie Rebeiro at National Office, and Sister Annick Desjardins from Quebec, as well as the other Equality Branch staff at National and across the country. Also, thank you to Sister Lori MacKay from the NEB who is a staunch supporter of the work of the NWC. Special thanks to Sister Darcie Beggs on her retirement as Sister Darcie was an integral part of the Equality Branch team working on women's issues. The members of the National Women's Committee would also like to take this opportunity to thank Brother Stan Marshall for his steadfast support for the work of the NWC over his many years in CUPE and wish him all the best in retirement.

At the beginning of this report we posed the question that is sometimes asked of those of us who are involved in the struggle for women's equality: *Why do we still need women's committees?* The NWC believes that the answer to that question is self evident on looking at the work that is still necessary to ensure that women have true equality in our workplaces and in our society. We go back to the words of wisdom contained in the "The New Status

of Women in CUPE" in 1975:

*"In order to speed up the progress in establishing equality on-the-job for working women, two steps are required:*

1. A strong commitment by CUPE at all levels to make Women's Rights a top priority.
2. A strong organizational mechanism to bring about required change. Status of Women committees must be established at all levels to act as a watchdog to ensure that all vestiges of discrimination, both by the employer and the union, are eliminated.

Both CUPE men and women must join the fight for equality. In the end, we will all gain, as individuals, as a union, and as a nation."

### **REPORT OF THE PERSONS WITH DISABILITIES NATIONAL WORKING GROUP**

The members of the committee are: Ann Ramsay, co-chair, Prince Edward Island; Raymond Smith, co-chair, Ontario; Michael Graham White, Nova Scotia; Stephen Drost, New Brunswick; Joanne Dowswell, Ontario; Jacquie Robertshaw, Manitoba; Laurie Shiels, Saskatchewan.

*"video presentation"*

### National level

CUPE's Persons with Disabilities National Working Group (PVDN WG) has been in effect informally since the late 1990s, and formally once its terms of reference and action plan were accepted by CUPE National in the spring of 2004. After carrying out a number of projects related to increasing awareness of issues related to members with disabilities, educating our membership about their rights both within the workplace and the union, and generally advising the National Union Officers about pertinent disability issues, the working group was successful at the 2011 National Convention in having a resolution passed that led to the formation of a national campaign designed to increase awareness of, and educate the membership about, disability rights and the duty to accommodate disabilities.

Since the campaign was launched on December 3, 2012, there have been a number of successful initiatives, including the following:

- A special poster entitled "Showing Our Mettle", picturing four CUPE disability activists in a playful

pose, has created a very positive sensation across the country.

- The development of a brochure entitled “Ready and Able: Creating an Ability Smart Work Environment”, which is designed to advise our members with disabilities about CUPE’s commitment to and specific action on a range of disability issues.
- CUPE has created a “Duty to Accommodate” mini-pamphlet which sets out the basic principles applicable to the employer’s legal obligation to accommodate as worker’s disability and the rights and obligations of the worker in this regard.
- This past May, the first Canada-wide “Duty to Accommodate” course was developed by the Union Development Department and piloted in the province of Saskatchewan. Work is continuing on formulating a week-long version of the course as well. The PWDNWG has been actively involved in the development of the course and has been provided with resources from external disability rights organizations.
- CUPE has continued to place articles in disability-related magazines such as Abilities, the magazine of the Canadian Abilities Foundation, and to work with the Canadian Abilities Foundation, the Canadian Council of People with Disabilities, the DisAbled Women’s Network and the Canadian Working Group on HIV and Rehabilitation, sharing information and statistics and exploring ways of working together. Once the federal government’s report with respect to the UN Convention on Disability Rights is released, the Persons with Disabilities National Working Group will follow-up with CUPE National.
- A web page on the CUPE National website has been developed to update the membership, as the campaign progresses, and to highlight pictures from events that occur across the country. For example, Sister Conni Kilfoil, the staff person to the working group, and Brother Raymond Smith, the co-chair of the working group, were guest speakers at a conference for the blind and low visioned in New Westminster, BC in February. In April, Sister Conni was one of the co-recipients of the inaugural Carol McGregor Disability Rights Activism Award from the Canadian Labour Congress.

- As part of the development of materials and workshops on employment equity, CUPE National has undertaken to develop materials related specifically to a representative workforce initiative for persons with disabilities.
- Of course, many other branches of CUPE, other than the Equality Branch, have been involved in exciting disability-related initiatives as well. The Union Development Department has created materials to ensure that all CUPE educationals are fully accessible to all of its members regardless of ability or disability. The creation of several fact sheets consisting of “Accommodating a Disability”, “What is a Disability”, a fact sheet related to disability issues, and the Occupational Health and Safety Branch has created a new fact sheet dealing with emergency preparedness plans for workers with disabilities.
- The PWDNWG has provided input into a revised “Bargaining Equality” resource being developed by the Union Development Department and the Equality Branch.

#### Division level

The members of the Persons with Disabilities National Working Group have been extremely busy at the division/provincial level.

- In Newfoundland, CUPE has raised awareness of the campaign and materials at convention.
- In Nova Scotia, Brother Michael White and CUPE are part of a coalition trying to increase housing options for the disabled. Staff has already met with the NDP to explore ways in which CUPE can work with them to establish partnerships between labour and the disability community.
- In New Brunswick, campaign posters have been distributed, articles in local CUPE newsletters have been written, a presentation to the Premiers Council on the Status of Disabled Persons was made; several duty to accommodate information sessions and courses were held with staff and the membership. A powerful presentation was made by Brother Stephen Drost at the CUPE New Brunswick convention which resulted in a standing ovation.
- In PEI, ads were taken out in the local papers, featuring the PWDNWG member and group co-

chair Ann Ramsay. CUPE PEI President Lori Mackay (who is the NEB liaison to the PWDNWG) has worked with the equality representative, Wendy Johnston, and Ann Ramsay to explore possibilities of working with disability rights advocacy organizations. Fact sheets have been prepared and presented.

- In Quebec, the poster and campaign information has been presented on the website with a link to the campaign material and the CUPE Quebec Health and Safety Committee has been involved in accommodation rights. Materials were distributed at the Quebec convention as well.
- In Ontario, Brother Raymond Smith, a co-chair of the PWDNWG who is also active on CUPE Ontario's Workers with Disabilities Committee, has been actively involved in CUPE Ontario's accessibility awareness campaign. Brother Raymond and equality representative, Gina Gignac, prepared and presented an accessibility workshop to the Toronto District School Board, which was a tremendous success. Other duty to accommodate workshops have been presented throughout the province.
- Sister Joanne Dowswell presented and promoted the "Solidarity of Abilities" campaign at her general membership meeting where she handed out materials and talked to many members about the duty to accommodate. She is currently supporting a member with a mental disability who has faced discipline and has a last chance agreement, to have all discipline reversed and to be reinstated to his position. She put disability-related articles in her local newsletter. She worked with the school board to make the Board office more accessible and with Canadian Mental Health Association and Ontario Disability Support program to try to stop the closure of the St. Thomas ODSP office. She is now working on trying to make the local accessible transportation system more equitable for persons with disabilities.
- In Manitoba, PWDNWG member Jacquie Robertshaw appeared as a guest on "Say it, Sister" radio show, and discussed the campaign with a focus on women with disabilities in December 2012. As co-host and member of the "Say it, Sister" radio collective, she recently produced another show with Emily Ternette who

spoke on "Disabled Women and Bullying" in April 2013. Duty to accommodate workshops for staff by equality representative, Sister Maureen Morrison, are planned for the fall. Sister Robertshaw spoke on the Solidarity of Abilities campaign during the recent Equality Caucus at the CUPE Manitoba convention on May 2, 2013. Sister Maureen and Sister Jacquie continue to brainstorm and work on further ideas. Sister Jacquie is a citizen-member on the Accessibility Advisory Committee for the City of Winnipeg, and on their Policy Committee. She also sits on the Employment and Income Committee of the Manitoba League for Persons with Disabilities.

- In Saskatchewan, aspects of the campaign have been posted on the Saskatchewan Division website and featured in a weekly e-newsletter to members. The working group is delighted that we have a new member, Sister Laurie Shiels from Saskatchewan, who has just joined us.
- In Alberta, Sister Karen Davis presented the campaign to Local 46 and distributed campaign material and luggage tags to the CUPE Alberta Office, and conducted an educational session with the Alberta Municipal Employees Committee, as well as setting up an information booth at CUPE Alberta's convention.
- In British Columbia, an article written by Sister Conni Kilfoil, staff person to the PWDNWG appeared in *Transition* magazine, the magazine the BC Coalition of People with Disabilities. CUPE BC produced a 10-minute mini-documentary designed to be shown on Working TV, a community cable station which will feature members from CUPE BC's PWDWG. Brother Pat Shade has been actively promoting his local's successful strategy of creating local accommodation officers who are specialized shop stewards that negotiate accommodations for members with disabilities. Sister Debbie Fraess from the HEU has filed a successful disability-based discrimination complaint and is lobbying for improved access at her worksite.

The working group continues to self-educate with specialized accommodation training from its staff person and training on the Accommodation of Episodic Disabilities put on by the Canadian Working Group on HIV and Rehabilitation. The working group looks forward to growing its membership and its

activities, and wishes to thank the CUPE National Officers for their relentless support of CUPE members with disabilities and their accessibility and accommodation-related needs.

(M/S unidentified delegate, unidentified delegate – Carried)

### **RESOLUTIONS COMMITTEE REPORT**

**Resolution 293 covering Resolution 294** (submitted by Locals 4308 and 5555, Ontario, 500, Manitoba)

CUPE NATIONAL WILL:

- Establish the Ed Blackman Worker of Colour Award to recognize achievement and activism in ending racism, promoting diversity, and advancing equality and social justice for all racialized people; and
- Present the award at each National Convention to a CUPE racialized member, beginning in 2015; and
- Establish criteria and a selection process for the award through the Office of the National President in consultation with the National Rainbow Committee.

BECAUSE:

- CUPE has been a leader in the pursuit of social justice and racial equality through the creation of our National Rainbow Committee in 1988; and
- The late Brother Ed Blackman was a committed trade unionist on the local and national scenes, as a founding member of the CUPE National Rainbow Committee and a prominent local and national leader of our union, serving for many years as President of CUPE Local 500 and as a General Vice-President on CUPE's National Executive Board; and
- He was also a committed activist in the community, and demonstrated a strong commitment to social unionism; and
- Brother Ed Blackman's contribution to building a strong labour movement and a better society makes him a fitting trade unionist to name this award after.

(M/S D. Frittenburg, unidentified delegate – Referred to committee)

**Resolution 175** (submitted by the Air Transat Component, the Hospital Employees' Union, British Columbia, Locals 3017, Newfoundland and Labrador; 4308, Ontario; 4828, Saskatchewan and 3550, Alberta)

CUPE NATIONAL WILL:

- Develop, update, adapt and/or distribute to locals, educational materials that address HIV/AIDS prevention, testing, access to care, treatment and support.

BECAUSE:

- HIV/AIDS is a workplace issue, a union issue and a social justice issue and
- Tens of thousands of Canadian workers, many of whom are CUPE members are living with HIV/AIDS and
- These workers are losing their health, their income, their rights and their lives to HIV/AIDS and
- Stigma, discrimination and the threat of job loss suffered by CUPE workers affected by HIV/AIDS are barriers to knowing one's HIV status and
- There is a steady rise of new HIV infections among Canadian women of ALL ages compared to men as a result of gender inequality and
- Continued social and economic inequality and lack of information increase the risk of HIV transmission and
- CUPE as a champion of workers' rights, has a key role in addressing the response to HIV/AIDS in the world of work, and in particular with regards to educating its members in the areas of prevention, treatment, care and support and
- Critical elements for combating the HIV/AIDS pandemic require an intensified, much more urgent and comprehensive approach by our union.

(M/S unidentified delegate, unidentified delegate – Carried)

**Resolution 288** (submitted by Submitted by Locals 3017, Newfoundland and Labrador; 4308 and 5555, Ontario; 998, Manitoba and 4078, British Columbia)

CUPE NATIONAL WILL:

1. Develop a module on violence against women for health and safety, bargaining, and other workshops;
2. Negotiate contract language and programs that challenge domestic violence, including women's advocates modeled after the CAW program;
3. Support the CLC - Western University research project on domestic violence and the workplace;
4. Participate in actions for this year's 25<sup>th</sup> anniversary of December 6;
5. Campaign for a federal inquiry into missing and murdered Aboriginal women and girls;
6. Pressure the Canadian Government to (a) meet the United Nations call to have a national action plan to address violence against women by 2015, and (b) fight violence against women at the UN and in other international forums;
7. Link violence against women to neoliberal "austerity" and union-busting campaigns and the social, economic and political marginalization of women.

BECAUSE:

- Half of all women in Canada have experienced at least one incident of physical or sexual violence;
- On average, every six days a woman in Canada is killed by her intimate partner;
- Over 600 Aboriginal women in Canada have gone missing or been murdered;
- Good jobs and public services are key to women leaving a violent relationship;
- Perpetrators often extend their abuse to the work setting, escalating the violence.

(M/S unidentified delegate, unidentified delegate – Carried)

**Resolution 45** (submitted by Locals 4308 and 5555, Ontario)

CUPE NATIONAL WILL:

Develop a policy for the delivery of equity-related courses to the membership, that is based on the principle that CUPE courses dealing with a particular equity-seeking group (such as Gay Pride courses, anti-racism courses, Aboriginal sensitivity training, or disability rights courses) will be co-facilitated, to the extent possible, by a CUPE member from such equity-seeking group.

BECAUSE:

- Courses dealing with the above issues require the expertise of a CUPE member who has lived experience respecting what it means to be a member of that group; and
- CUPE members with lived experience in that group have a world of insight, practical knowledge, empathy, and understanding of the particular needs and challenges faced by group members; and
- Many CUPE facilitators are already following this practice as it is common sense to do so; and
- CUPE members from equity-seeking groups are under-represented in the pool of available facilitators in most regions; and
- Becoming a facilitator is an important step in developing capacity for members from equity-seeking groups who are not yet union activists.

(M/S S. Doucet, D. Douglas – Carried)

**CONSTITUTION COMMITTEE REPORT**

**Resolution C19** (submitted by the National Executive Board)

CUPE NATIONAL WILL:

Amend Article B.3.12 (c) (i) to read:

“(i) A Trustees’ Report on the form ~~provided~~ approved by the National Secretary-Treasurer;”

BECAUSE:

- Chartered organizations are more and more using electronic software to complete their financial statements and trustees’ reports and it becomes cumbersome to require these reports to be submitted on a form

provided by the National Secretary-Treasurer;

- Chartered organizations, if using professional electronic software, will be providing all the necessary information to CUPE National to fulfill the requirements of Article B.3.12.

(M/S committee member, committee member – Carried)

**Resolution 86** (submitted by CUPE British Columbia)

CUPE NATIONAL WILL:

Amend the constitution to require all locals to have a minimum dues structure of at least 1.5%

BECAUSE:

- Many local unions are unable to provide the necessary service needs of their members, or participate fully in the broader labour movement through affiliations to labour bodies because of inadequate finances; and
- Often the National Union is called upon to assist locals with campaigns and legal aid because the local does not have adequate resources; and
- There should be equality among CUPE members as to what they receive from CUPE and what they pay to CUPE.

(M/S committee member, committee member – Defeated)

**Resolution C8** (submitted by the National Executive Board)

CUPE NATIONAL WILL:

Amend Article 7.4 to read as follow:

“A quorum is a majority of members. The National Executive Board makes decisions by majority vote, except as provided in **Articles 7.7 and 7.8 (g)**. The rules of order for convention apply to meetings of the Board where appropriate.”

BECAUSE:

- Article 7.8 (g) also requires a two-thirds majority

of members of the National Executive Board voting.

(M/S J. Ravary, committee member – Carried)

**Resolution C18** (submitted by CUPE Saskatchewan)

CUPE NATIONAL WILL:

Amend Appendix B, By-laws Governing Chartered Affiliates, B.3.8, Payments and Report to National Union, to read:

The Secretary-Treasurer will send all monies owed to the National Union for each month to the National Secretary-Treasurer no later than the last day of the next month. The monies owed include the initiation fee of \$1 for each person admitted to membership and per capita tax on all dues received by the Local Union. The Secretary-Treasurer will also send an official monthly report to the National Secretary-Treasurer on the form provided. The official monthly report will set out the number of members initiated, reinstated, suspended and expelled and the number of members for whom per capita tax is paid. **The monthly report will also include an alphabetical list of all members of the Local Union in good standing and their contact information including personal email address if in possession by the Local Union.**

BECAUSE:

- The Harper Conservative Government is preparing to attack the right of labour unions to mandatory dues check-off;
- All workers need a strong Labour Movement with the ability to take all means of political action to represent the interests of union members and all working people in Canada;
- In order to meet this challenge, CUPE must solidify the loyalty and support of its rank and file membership and have the internal capacity to communicate with members.

(M/S committee member, committee member – Defeated)

**REPORT OF THE NATIONAL POST-SECONDARY EDUCATION TASK FORCE**

The members of the task force are: Leo Cheverie, co-chair, Prince Edward Island; Janice Folk-Dawson, co-chair, Ontario; Theresa Antle, Newfoundland and Labrador; Jennifer Dimoff, Nova Scotia; Matt McLean, Manitoba; Bill Rafoss, Saskatchewan; Robert Wiznura, Alberta; Michelle Waite and Laurie Whyte, British Columbia; Henri Giroux, NEB liaison; Guy De Blois, David Michor, Scott Clark, Sharleen Rayner, Tracey Mathieson, Ian McLean and Margot Young, staff advisors.

*“video presentation”*

The CUPE Post-Secondary Education Task Force is pleased to celebrate CUPE’s 50<sup>th</sup> anniversary and its first time reporting to National Convention. We believe that funding for post-secondary education and the tuition fee crisis is a critical social policy objective as we celebrate our 50 years as a union and form policy for the future that will resonate with our current and future members.

The task force provides advice on how CUPE can advocate for publicly funded and delivered post-secondary education through an integrated system of public community colleges and universities. It makes recommendations on strategies to increase funding for post-secondary education, resist privatization, and engage employers in coordinated bargaining.

We are proud to have developed our booklet *Post-Secondary Education: Our Choices, Our Future*. We are launching it at this convention and believe it to be an invaluable tool to promote our vision of PSE to CUPE members and our allies. We believe that the booklet will provide the foundation to our work on post-secondary education issues and be a useful tool for organizing.

Upon formation of the task force, our immediate priorities were to increase the visibility of post-secondary issues and the sector in CUPE and to strengthen our profile with other unions and allies in the sector so we can improve our effectiveness to advocate for increased funding for post-secondary education and to reduce tuition fees.

We have participated in conferences on post-secondary education in the past two years such as the Coalition of Graduate Employees Union (CGEU) where CUPE contributed to the funding and organization of the conference. We also had a strong presence at the Coalition of Contingent Academic

Labour (COCAL) conference where we supported the participation of two members making presentations of the de-skilling of academic work. We have continued to participate in the annual Association of Canadian Community Colleges (ACCC) conference and host a table to show CUPE’s involvement in post-secondary education issues.

The five areas of work for the task force revolve around developing a campaign for increased funding for post-secondary education, organizing more members in the sector, coordinated bargaining, privatization fightback, and the development of a biennial conference for the sector.

Tuition Fees

The Quebec students have drawn the public's attention to the crisis of high tuition fees, both in Quebec and the rest of Canada. The issue is now inextricably linked to social justice and activism for youth and socially progressive organizations in Canada and around the world. It will be critically important to work in coalition with other organizations on the issue of tuition fees and the need for legislation and funding from the federal government.

The tuition fee issue is important for CUPE to profile because so many of our members are both workers and students and another large portion are parents of students in post-secondary education. Students and their families are struggling to find ways of covering the cost of tuition and students are left with debts that can exceed \$100,000. Access to PSE is an equality issue. Aboriginal and many racialized groups are under-represented in post-secondary education and lack of education further worsens inequality.

CUPE showed great solidarity with the students of Quebec protesting rising tuitions fees and student debt loads. Please go to the CUPE website <https://cupe.ca/post-secondary> to read the coverage.

Representatives of the task force participated in the biannual Canadian Federation of Students (CFS) meeting in Ottawa last year. This is the first time CUPE has been invited to participate as a delegation. We want to develop a good working relationship with the CFS. We plan to reach out to unions in the sector.

### Privatization

We have established a working relationship with the Canadian Centre for Policy Alternatives (CCPA) and have plans for projects. There is a great deal of potential for deepening our collaborative work. For example:

- Continue investigating employers' use of consulting firms to restructure our institutions with a view to privatize.
- Develop resources for CUPE members on how distance education is being restructured by some institutions as a way to privatize and reduce services.

### Funding

We have advocated for the federal government to take a leadership role in post-secondary education and this work has just begun. Continued work would include advocating to enshrine the right to post-secondary education in law, and create a dedicated transfer to the provinces and territories that addresses funding shortfalls and tuition fee hikes since 1992.

We want to join students and other organizations in campaigns to pressure federal and provincial/territorial governments to commit to public investments in the sector to achieve:

- lower tuition fees and reduced student debt;
- increase funding for student grants and research; and
- increase funding for the operation, building and renewal of our campus infrastructure.

The task force is committed to push for investments to ensure that First Nations and Inuit learners are adequately funded to attend post-secondary education institutions and have access to appropriate support services.

### Organizing

Resolution 199 passed at the 2011 CUPE National Convention. It states that CUPE will:

1. Organize all academic and non-academic workers in Canada's post-secondary education sector; and

2. Organize all student and non-student workers in Canada's post-secondary education sector; and

3. Produce materials promoting unionization specifically for the post-secondary education sector.

Organizing and Servicing has produced a mapping project that shows where opportunities exist to increase CUPE density in our sector. There are campaigns taking place and we look forward to welcoming new CUPE post-secondary education members.

### Bargaining

Our members have faced the austerity agenda at post-secondary bargaining tables across Canada. Many institutions have hired consulting firms to propose restructuring of important services with a view to privatization. We are proud of the CUPE locals that have engaged in campaigns to protect public delivery of post-secondary education and to protect CUPE members.

We have worked to obtain up-to-date collective agreements for the CUPE Collective Agreement Information System (CAIS). CAIS is invaluable for the post-secondary sector as our employers coordinate on their bargaining agendas. We need the best information to coordinate our bargaining through CAIS.

Pensions have been a key issue at bargaining tables. CUPE research provided the task force with an overview of the attacks on pension plans and we have started to explore how to increase pension coverage for CUPE members. Pensions will continue to be an area of work for us as these attacks continue.

### **REPORT OF THE NATIONAL CHILD CARE WORKING GROUP**

The members of the working group are: Jamie Kass, co-chair, Ontario; Randi Gurholt-Seary, co-chair, British Columbia; Gail Brinston, Newfoundland and Labrador; Lisa Stewart, Nova Scotia; Shawna Quinn and Joy Sentner, Prince Edward Island; Sharon Thompson, New Brunswick; Julie Guilbault, Quebec; Shellie Bird, Ontario; Lori Schroen, Manitoba; Kristina Atherton, Saskatchewan; Elizabeth Tweedale, Alberta; Louella Vincent, Hospital Employees' Union; Michael Lanier, British Columbia;



Sandy Harding, NEB liaison; Michelle Cohen and Margot Young, staff advisors.

*“video presentation”*

CUPE celebrates its 50<sup>th</sup> anniversary this year. The National Child Care Working Group established at the 1981 convention is pleased to be one of the earliest working groups of our union. We continue to promote universal child care services as a key social goal for workers and a better society. The past two years has given us hope for the future through our campaign work.

The *Let’s rethink child care* campaign has been rolling out across CUPE since the last convention. In the first stage of the campaign our goal is to develop awareness of the current child care situation, shift public attitudes, engage, educate and mobilize CUPE members, and to strengthen coalitions and connection with civil society before next federal election.

CUPE members have been engaged in small group conversations called “kitchen table conversations” to discuss how child care has affected them in their family, work, and community life. Everyone has stories to tell – it could be as a parent, aunt, uncle, grandparent, or friend. These conversations show that child care should be a collective responsibility and not an individual responsibility or a matter of luck that you can find and afford good quality child care. Shifting attitudes like “you had children so you take care of them” is key. The goal is to build expectations that we can have something better for our children and families and models for child care programs exist in many other societies.

We also want to identify activists to host these conversations in their local and community. We have already started to document poignant stories we have heard at these kitchen table conversations.

Collaboration on the campaign has been unprecedented for us. We have worked with several CUPE branches to develop the materials. We have all the tools to carry out the kitchen table conversations such as the guide, posters, invitations, report back tools, banners, and fact sheets. We have a web page [www.rethinkchildcare.ca](http://www.rethinkchildcare.ca), and a multitude of social media tools including Twitter and Facebook. The popular video developed for the campaign, outlines the issues by using parents’ experience in way that is informative and funny, while building hope. CUPE

staff and activists and CUPE National, provincial, and local committees across Canada have joined forces to make this campaign a success and spread the reach of the conversations. This campaign has reached members well beyond child care activists and we see it as a model for engaging members on an issue that touches them personally and shows them their union is interested.

The campaign collaboration between the unions has been unique. A working group has been established and so far the CLC, CUPE, CUPW, PSAC, CAW, CEP, UFCW, IAMAW, CFNU, and NUPGE are enthusiastically engaged. The Child Care Resource and Research Unit (CRRU), and the Child Care Advocacy Association of Canada (CCAAC) are also partners in the working group with more to come.

We will document the reality of people’s experience with child care and start to provide examples of what quality child care looks like. The second stage in 2013-2014 will involve education about alternatives and promoting success stories. The third stage in 2014-2015 will involve political work with opposition parties and in provinces/territories. We are hoping to have a national summit hosted by the NDP on child care on Parliament Hill along with pan-Canadian community actions.

We will develop a proposed platform for the political parties based on building consensus with our union and community partners. We continue to work with the New Democratic Party of Canada to promote policy and positions on child care. In August 2014, we hope to join other child care partners and bring to Winnipeg a large national child care conference before a federal election. Making child care a vote determining issue in advance of the federal election is our goal and mobilizing our members is our goal.

CUPE is a proud leader on this campaign and we couldn’t be successful without the engagement of members and staff. We want to thank Shellie Bird (CUPE 2204) for her tireless work building enthusiasm and coordinating the kitchen table conversations. We couldn’t have had such success without such dedicated campaign work.

As part of the campaign, CUPE is working with the CRRU to produce new anti-privatization tools to show why for-profit child care is the wrong way to go.

These anti-privatization tools equip CUPE advocates with more effective arguments for public/non-profit

child care. The main issues will be addressing why public/non-profit child care is best and showing why for-profit child care doesn't measure up from quality, public efficiency, and for the public good.

### Child Care Sector Council

CUPE was a founding member of the child care sector council. In 2011, Human Resources and Skills Development Canada announced the elimination of core funding for all councils by March 2013. The CCHRSC Board made the difficult decision to dissolve the organization. It was clear that the organization could not continue to exist unless there was a way to maintain the excellence and timeliness of its work—the two foundational elements that built the sector council's reputation.

The child care sector has been enriched and strengthened by the CCHRSC on many levels – from the development of more collaborative ways of working together, to the major research, products and resources that were developed during the past 10 years.

The council legacy includes the results of our final three projects: an expansion of the HR Toolkit released earlier in 2012; an update of the Occupational Standards for Child Care Administrators first developed in 2006; and an expansive employer-employee survey known as You Bet We Still Care!, all available still on the website. The Council documented its existence in a paper: *In Just 10 Years: A History of the Child Care Human Resources Sector Council*. It was important not to lose the historical memory of the work and the instrumental role the union played. CUPE is part of a trust to oversee the use of the Council's research and resources and to preserve the website. This work has been groundbreaking, and always of high quality and relevance to the human resource issues and of great use to unions representing child care workers in the sector.

The original You Bet We still Care! data was used by CUPE to conduct a research on the link to quality child care and unionization. We produced important work from this which has been used to promote unionization and a resource to organizing. We want to use the data from the 2012 You Bet We Still Care! report to update this important work.

Coming out of the end of the Council the three national child care organizations, CCAAC, CRRU and

the Canadian Child Care Federation (CCCF) along with CUPE have agreed to work together in a more coordinated way to benefit the full sector. This group will be hosting the National Child Care Conference.

### Organizing

Last CUPE convention, resolution 198 was passed to develop a Canada-wide organizing campaign of the YM-YWCA and other large public/non-profit child care centres. The YM-YWCA exists across Canada and is one of the largest early learning and child care employers.

The Organizing and Regional Services Department had an extensive mapping project completed. Child care workers remain among the lowest paid, forced to bear the burden of the existing fragmented under-funded patchwork of services. CUPE has started on this organizing work and the National Child Care Working Group looks forward to providing advice and assistance on this. The child care campaign and research showing the positive relationship between unions and quality child care will assist us in our attempts to increase union density in this still largely unorganized sector.

### Advocacy

The Child Care Advocacy of Canada (CCAAC) has been a key partner of CUPE since its inception. Like so many other advocacy groups, the CCAAC has suffered under the current federal Conservative government and no longer receives federal funding. CUPE has been a strong supporter of the CCAAC and we are proud of CUPE contributions to help maintain their vibrant work. CUPE has contributed financial and other resources to the CCAAC and also participates on the board. We encourage CUPE advocates to join us in this wonderful tenacious advocacy organization.

### Child care at CUPE events

We will continue to promote and implement *Welcome Children*, the manual for providing child care at CUPE functions and work with other national committees and advise the National Executive Board on a family care policy to remove barriers to participation at CUPE events.

There continues to be much work to do including:

- Continue the *Let's rethink child care* campaign building towards the next federal election.
- Track and oppose growth in the private sector.
- Work with our coalition partners on the campaign and advocacy.
- Encourage organizing of child care members.
- Promote and implement *Welcome Children*, the manual for providing child care at CUPE functions.

### **REPORT OF THE NATIONAL ENVIRONMENT COMMITTEE**

The members of the committee are: Robert Coelho, co-chair, Ontario; Carolyn Unsworth, co-chair, Hospital Employees' Union; Debra Nichol, Newfoundland and Labrador; Carmel Forde, Nova Scotia; Donna Gormley, Prince Edward Island; Denis Brun and Serge Plourde, New Brunswick; Denis Petitclerc, Quebec; Stefan Sommer, Ontario; Kyle Lucyk, Manitoba; Donna Krawetz, Saskatchewan; Derek Benson and Peter Kaufmann, Alberta; Doug Elford, British Columbia; Arleta Keppler, Hospital Employees' Union; Carina Ebnoether, Airline Division; Victor Elkins, NEB liaison; Matthew Firth, staff advisor

*"video presentation"*

#### **Introduction**

CUPE's National Environment Committee provides advice and recommendations for action on environmental issues to the National Executive Board. Since the last national convention, the committee has focused its work on CUPE's environmental policy, climate change, green jobs, greening the workplace, Earth Day and other environmental days, greening CUPE, promoting environmental awareness, and building alliances. The committee has continued to meet and communicate regularly. The following report to the Twenty-sixth Biennial CUPE National Convention outlines our activities over the past two years.

#### **Committee activities in the past two years**

#### **Environmental policy**

The committee played an instrumental role in the adoption of CUPE's first national environmental policy, entitled: *Working Harmoniously on the Earth*. The policy was adopted at the National Executive Board in March 2013 but there was a long road of work that led to that point. The committee helped develop the resolution that was submitted to 2011 National Convention that called upon CUPE to create an environmental policy in response to the climate crisis. The committee then presented its ideas of the core environmental concerns that needed to be addressed in the policy. It consulted with other CUPE groups, such as the National Aboriginal Council, and helped develop early drafts of the policy. The National Environment Committee then met for two-days with other key activists within CUPE – such as some energy, aboriginal and young workers – to help put the pieces in place for the policy. The resulting document sets a course for future environmental work within CUPE. The policy also encourages CUPE to press for better environmental practices where CUPE members work and within CUPE as an organization. It describes actions that should be taken to help mitigate today's most urgent environmental issues.

#### **Climate Change**

CUPE's National Environment Committee has responded to climate change in many ways. Climate change is front and centre in CUPE's national environmental policy and was the impetus for the original resolution that led to the policy's eventual development and adoption. The National Environment Committee has maintained a strong presence on cupe.ca, the national website, using it as a tool for educating members on climate change and updating readers on the latest climate change science and news.

The committee closely monitored and reported on international climate change negotiations at the last two United Nations Conference of the Parties (COP) meetings on climate change in Durban, South Africa (COP17, in December 2011) and Doha, Qatar (COP18, in December 2012).

The committee helped implement various initiatives to green national convention, with the chief step being establishing a full carbon offsetting program for 2011 National Convention that resulted in that convention being carbon neutral – a first for

any CUPE event. The committee contributed to a workshop entitled “*Environmental Health/Environmental Workplace Action*” that was delivered at the CUPE National Health and Safety Conference in October, 2012. This workshop had a significant focus on climate change. At the same conference, committee co-chair Sister Carolyn Unsworth gave a presentation on her international climate change work during a session that focused on the successful work of CUPE activists.

#### Green Jobs

The committee has been very active in promoting a green jobs agenda for CUPE and Canadian society more generally as a way to reduce environmental harm and chart a cleaner and more sustainable path for the future. Specifically, the committee has been a major contributor to Canada’s Green Economy Network (GEN), which is comprised of members from labour, environmental and social justice groups calling on federal leaders and others to green our economy to foster greater green job growth. CUPE has helped develop new print materials for GEN. The committee is contributing to GEN’s first national strategy meeting, set for November 2013.

#### Greening the Workplace

The committee has encouraged CUPE locals and all workplaces to make changes that reduce the harmful environmental impact of our work. The committee contributed to two new Enviro Action fact sheets aimed at promoting greener workplace practices: one describes ways to establish workplace environmental committees; the other describes strategies for bargaining green provisions into CUPE collective agreements. Representatives of the National Environment Committee have participated in events that promote greening the workplace, such as the annual Federation of Canadian Municipalities Sustainable Communities Conferences where CUPE has a strong presence and has been able to share its message that greener workplaces are an integral part of sustainable communities.

#### Earth Day and other environmental Days

The committee has continued to promote environmental action by focussing on Earth Day and other environmental days that draw societal awareness to environmental issues. The committee updated its Earth Day materials for 2012 and 2013, with an essay component for older students in 2012

and a photography contest for CUPE members in 2013. The annual Earth Day newsletter provides background facts on current environmental issues. The newsletter also publicizes a young students Earth Day colouring contest. The poster contest attracts hundreds of submissions of colourfully and thoughtfully rendered posters from students across Canada and internationally.

The committee has also highlighted actions CUPE members and others can take to reduce our environmental impact on Clean Air Day, Buy Nothing Day, Car Free Day, Bottled Water Free Day, and during Earth Hour. The committee has recognized that these days help draw attention to environmental issues, while at the same time the committee has promoted positive environmental change in workplaces and communities throughout the year.

#### Greening CUPE

The committee has continued to improve the environmental performance of committee business by holding meetings by videoconference. This practice drastically reduces the environmental impact of committee meetings, by, for example, reducing carbon emissions caused by travel by 48-53%. The committee was also instrumental in making changes to CUPE National convention to reduce its environmental impact. The 2011 National Convention was the first carbon neutral event for CUPE, thanks to an offsetting program recommended by the National Environment Committee. The committee also encouraged other green steps at convention, such as a full auditing of carbon emissions, promoting green transportation options for delegates, helping to implement paper use and materials reductions leading to less waste and energy consumption at convention, promoting public tap water and other steps.

#### Promoting environmental awareness

The committee used communication tools to promote environmental awareness. The environment section of cupe.ca was redesigned in 2012 to ensure information is accessible and clear. A Facebook group called the CUPE Environment Network was created in 2012 for CUPE activists and our allies from other organizations to share information using social media. More than 120 CUPE activists participated in the “*Environmental*

*Health/Environmental Workplace Action*” workshop that was delivered at the CUPE National Health and Safety Conference in October, 2012. This was the first time an environmental workshop was delivered at a national CUPE event. CUPE environmental activists also took part in civil society events, such as Earth Day rallies and the “Defend Our Coast” demonstration in Victoria, British Columbia in October 2012. CUPE National took part in the Black Out/Speak Out campaign in June 2012 by shutting down its national website to draw attention to the federal government’s deplorable environmental record and its wider attack on the principles of Canadian democracy.

#### Building Alliances

The committee has continued to work with allies within labour and with environmental and social justice groups to strengthen actions taken on environmental issues. CUPE’s new environmental policy was developed in part following close collaboration with CUPE’s National Aboriginal Council. Some committee members sit on the Canadian Labour Congress Environment Committee. The committee also works to varying degrees with the International Trade Union Confederation, Green Economy Network, Climate Action Network – Canada, Work in a Warming World and others.

#### Action plan and committee priorities for the next two years

The committee knows its role to play advising our union on today’s pressing environmental issues. We recommend a continued focus on these areas:

- CUPE environmental policy
- Climate change
- Greening the workplace
- Green jobs
- Earth Day and other environmental days
- Greening CUPE
- Natural resource and energy issues

#### CUPE environmental policy

- Build upon the momentum generated by the adoption of CUPE’s first national environmental policy by acting on the strong steps laid out in the policy.

- Work to promote the policy, so that CUPE workplaces and CUPE members can take up the best practices of the policy.
- Urge other partners within labour to similarly adopt environmental policies to further unite progressive action on environmental issues that embeds equality and meaningful work at the heart of our push toward a more environmentally sustainable society.

#### Climate Change

- Advocate for greenhouse gas reductions in CUPE workplaces, within CUPE organizationally, and in our communities to slow climate change.
- Encourage workplace and community actions to adapt to the impacts of climate change and ensure community resilience is a priority in the coming years. Also urge the federal government to adopt progressive policies and implement strong actions that will help lead Canada to an equitable and prosperous low-carbon future where good green jobs are plentiful.

#### Greening the Workplace

Many strong steps have been taken to green CUPE workplaces.

- Expand on this work by promoting workplace environment committees and green collective agreement language.

#### Green jobs

The environmental challenges facing us today are leading to new ways of working. Work is becoming increasingly green as our society learns how to become sustainable. Green jobs present new opportunities for meaningful work.

- Explore how our jobs can be made greener, while keeping our work in the public sphere.

#### Earth Day and other environmental days

- Use Earth Day to promote environmental awareness. We will engage workplaces and communities by keeping the Earth Day poster contest vibrant.
- Promote actions CUPE members can take at work to green their workplace on Earth Day and

other environmental days and throughout the year.

#### Greening CUPE

- Build upon successes and the tremendous support CUPE has demonstrated toward environmentalism by implementing greener practices throughout CUPE. CUPE has shown great leadership in this area.
- Ensure that CUPE continues to have success by reducing the harmful environmental impacts of its operations. National convention, in particular, has become a shining example of improved environmental performance. The committee will encourage that similar green actions be applied to all CUPE events.

#### Natural resource and energy issues

With the new federal government environment policy, and the federal government's aggressive natural resource exploitation agenda, there is a need to expand work centred on natural resources and energy.

- Assess the environmental impact of rapid tarsands developments in Western Canada and its impact on the climate, aboriginal communities, water and natural habitats in particular.
- Oppose shale gas fracking. and encourage the development and expansion of publicly-owned renewable energy generation and transmission throughout Canada.

#### Conclusion

The committee's work is of critical importance as the planet confronts climate change and moves toward a more sustainable and equitable low-carbon future where green jobs will flourish. CUPE must play a leading role advocating for action on climate change, environmental protection, green jobs and sustainability. The National Environment Committee will work to embed environmental awareness and action into all elements of our union. CUPE's new environmental policy will be used a lever for enhanced work on environmental issues in the workplace, our communities, nationally and internationally.

In the past two years, some committee members have moved on from the National Environment

Committee. We thank them sincerely for their work and dedication: Peter Kaufmann, Alberta; Rachel Champagne, British Columbia; Ken Robinson, NEB liaison.

#### REPORT OF THE NATIONAL LITERACY WORKING GROUP

The members of the working group are: Karyn Noble, co-chair, Prince Edward Island; Cindy Jessop, co-chair, Saskatchewan; Dianne A. Martin, Newfoundland and Labrador, Darlene Hynes, Nova Scotia; Kimberley Estabrooks, New Brunswick; Tammy Prescod and Keith Allen, Ontario, Philip Dembicki, Manitoba; Ruth Shymka and John Vradenburgh, Alberta; Marilyn Mottola, British Columbia; Francine Brisson, Francophone Representative, British Columbia; Margaret Anderson, Hospital Employees' Union; Danny Cavanagh, NEB liaison; Dawn Learning, Louise Firlotte, Ann Lennarson and Isabelle Boucher, staff advisors

*"video presentation"*

*Literacy and essential skills are required to function in society, at work and in the family.*

*Essential skills are also known as basic skills or foundation skills. These skills include reading, writing, math, using computers, oral communication, English or French as a second language or a third language, critical thinking and upgrading for certification or further education.*

*Literacy and essential skills are the combination of skills we need to analyze and use information to control our own lives, achieve our own goals and develop our knowledge and potential.*

#### Who we are

We are a group of activists and staff who are passionate about workers right to learn and fully participate in their union, their workplace, and their community. We believe in education and lifelong learning.

#### What we do

- We promote literacy and clear language in our union and in our community.

- We develop tools and resources to help locals claim our right to learn.
- We develop clear language tools and resources to make our union and the workplace more accessible.
- We work with literacy organizations and other allies to put literacy on the public agenda.

#### Why it matters

Do your members face technological change or demands for certification? Are union jobs on the line because of contracting out or privatization?

Locals that negotiate upgrading programs are not only helping union members improve their skills – they are also protecting their jobs.

An international literacy survey tells us that four in 10 Canadians do not have the literacy skills they need to meet the ever increasing demands of today's world. The majority of adults with low literacy skills are employed.

Literacy must be a right for all. It is increasingly important in the workplace, helping workers to succeed at work and in life.

CUPE locals that put literacy on their agenda have made it possible for their members to:

- build skills
- adapt to changing job requirements
- bid into a better paying job
- develop an interest in further learning
- become more active in their union and community

#### What we have been up to

Since the last convention, we've been pursuing our important work within our regions and nationally.

Over the last two years our work has focussed on:

- promoting a culture of learning while establishing CUPE as a literacy and workplace learning leader;
- stepping up our advocacy work to make sure that training dollars create lasting programs;
- increasing access to learning opportunities beyond the mainstream.

#### Learning at work

We are working with our allies to make sure that Labour Market Agreement dollars, which use to be transferred from the federal government to the provinces and territories, continue to be invested in upgrading programs at work.

#### E-learning

- We have finished our two-year pilot project on e-learning. We now know the best ways to reduce barriers for learners, how to minimize challenges for learners and facilitators and how to create an accessible e-learning program.
- We are currently exploring and developing e-learning material to complement existing workshops to create a blended-learning approach. Blended-learning is a combination of online and in-person learning program.

#### Learners' Council

- The Learners' Council is a group of members who are learners in CUPE literacy programs. The members of the Learners Council work with sisters and brothers in their workplaces to support and help members' literacy training. The Learners Council also works with the National Literacy Working Group to make sure that learners' voices are included in the work we do.
- The members of the Learners' Council are currently developing a Workplace Learners' Charter. The Learners' Charter is a statement of principles and values that support the importance of establishing and investing in workplace learning within our locals and workplaces.
- The Learners' Council continues to play an important role in promoting literacy and essential skills training by developing a network of learner champions. The members of the Learners' Council were provided training to become champions of learning in the workplace.
- The champions are working with the National Literacy Working Group to promote literacy and encourage learning in the workplace.

#### Aboriginal workers

We have completed a project with the National Aboriginal Council to pilot a Learning Representative

program modelled after the New Zealand initiative. Learning Representatives encourage workers to seek advice and guidance in order to improve their skills. They were trained to find out workers' learning needs and aspirations and advise them about opportunities.

#### Clear language

- We continued our work in raising awareness for clear language and training for staff, such as staff in the National Office.
- We are currently working to develop tools to promote clear language in the workplace.

#### Francophone Project

We are currently working with literacy partners in the community on a project to learn more about the needs of Francophone learners outside Quebec. We hope to use the information to improve our advocacy work for minority Francophones outside the province of Quebec.

#### Making Literacy a priority

We are pleased to report that we continue to work with members, CUPE provincial divisions, federations of labour and literacy partners in the community, in putting the literacy agenda forward.

- We continue to work with employers in setting up programs in the workplace, such as joint projects with CUPE locals and employers in Alberta, Nova Scotia and Ontario.
- We are currently working on multiple community projects with literacy partners about workplace learning. One of these projects is about learners and providing them with the tools to ensure their success in learning in the workplace.
- We tirelessly work within our communities to raise awareness by supporting literacy events such as community activities on Family Literacy Day.
- Finally, because we believe in lifelong learning, we actively pursue learning opportunities for ourselves to help us at work, in the community and in our literacy work.

#### What's coming up

Over the next two years we hope to:

- continue to build a culture of learning in CUPE workplaces;
- put literacy funding on the forefront of the political agenda of federal and provincial governments; and
- expand our base of literacy activists to continue putting literacy forward.

#### A new chapter

Last year, Sister Sylvia Sioufi staff advisor of the National Literacy Working Group and Literacy Program Coordinator, has moved on to the labour education program of the CUPE Education Department.

We take this opportunity to recognize Sister Sioufi's hard work in helping to setup and develop CUPE's literacy program since it was established in 2000. Sister Sylvia has supported us during the last 12 years in promoting literacy in the workplace, in our lives and our communities.

She has been and continues to be a strong advocate for literacy, lifelong learning and the right to learn at work.

Sister Sioufi, we are forever grateful for the hard work and time you invested in making CUPE's literacy program a success and in being a strong voice for activists and learners in our workplaces, our locals and our communities.

We wish you great success in your new CUPE chapter!

#### **RESOLUTIONS COMMITTEE REPORT**

***Resolution 32 covering Resolution 31*** (submitted by the Hospital Employees' Union, Local 3017, Newfoundland, Locals 109, 4308 and 5555, Ontario, Local 998, Manitoba, Local 15, British Columbia)

CUPE NATIONAL WILL:

Engage CUPE Locals and advocates to develop a national early learning and child care policy position in advance of the 2015 federal election.

BECAUSE:

- Child care is a pressing issue for many working families including CUPE members across the country; and



- CUPE needs to have a clear direction in advancing a child care policy position that calls for federal funding and action to support the development of publicly funded and delivered child care in all provinces and territories in Canada; and
- A national child care policy position will set a course for future CUPE work on child care.

(M/S committee member, committee member – Carried)

**Resolution 196** (submitted by CUPE Nova Scotia, Local 3912 and Local 5050, Nova Scotia)

CUPE NATIONAL WILL:

Initiate a National Campaign forcefully and publicly to defend the disbursement of the Labour Market Agreement funds in its current format.

BECAUSE:

- The Labour Market Agreements provide funding for literacy and essential skills for front line workers.
- This has made it possible to support training in the workplace in meaningful ways.
- National awareness is necessary to stop the proposed changes to the Labour Market Agreements.
- The Labour Market Agreements' funding for literacy and essential skills for front line workers has made it possible to support training in the workplace in meaningful ways.
- Money is required in all provinces and territories for essential skills education and training in the public sector.

(M/S S. Doucet, D. Douglas – Carried)

**Resolution 241** (submitted by Local 1615, Newfoundland, Local 3912, Nova Scotia, Local 1870, Prince Edward Island, Locals 1334 and 3908, Ontario, Local 3911, Alberta)

CUPE NATIONAL WILL:

- Develop, resource and implement a comprehensive campaign that sets as policy CUPE's commitment to the adoption of the *Post-Secondary Act*, a publically-funded, accessible post-secondary education system and the elimination of tuition fees.

- Use social media, videos, print ads, TV ads, union publications and local media to promote CUPE's vision and the societal and economic benefits of an accessible public post-secondary education system of high quality across this country.

- Hold a National-Post Secondary Education Conference in 2014 to launch the campaign.

- **BECAUSE** the Federal Government should provide dedicated envelopes of funding for post-secondary education to each of the provinces. Provinces and institutions should not be competing for funding. There should be no discrepancies in quality or access because of where you live.

- **BECAUSE** public post-secondary education is the most significant tool/resource we can give our future generations.

- **BECAUSE** user fees are the cornerstone of privatization and tuition fees are user fees. We don't believe in a little privatization!

(M/S committee member, committee member – Carried)

**Resolution 127** (submitted by the Hospital Employees' Union, Local 2329, Newfoundland, Local 3912, Nova Scotia, Local 4980, Saskatchewan)

CUPE NATIONAL WILL:

1. Continue to be a leader in defending the environment by working with allies from labour, environmental, Aboriginal Nations and other social justice groups.

BECAUSE:

- Stephen Harper's federal government has removed or silenced scientists or agencies that we have relied on for best practices and truth on environmental issues; and
- CUPE is one of the largest organizations that is able to educate and activate the public to oppose Harper's anti-environmental agenda; and
- Climate change is affecting all CUPE workplaces and our communities.

(M/S S. Doucet, D. Douglas – Carried)

**Resolution 27 covering Resolutions 24, 25 and 26**  
(submitted by Local 4092, Ontario):

CUPE NATIONAL MUST:

Take any appropriate measure to assist CUPE affiliated flight attendants in their ongoing campaign to prevent the Federal Government and Transport Canada from:

- a) Granting exemptions to airlines from the existing 1 flight attendant per 40 passengers ratio regulation; and
- b) Changing existing regulation, aiming to reduce the current ratio of flight attendants to passengers.

BECAUSE:

- The government, via Transport Canada, is interfering with the travelling public's safety in order to benefit large corporations instead of fulfilling their mandate of prioritizing safety for passengers and workers;
- Transport Canada's stated priority is 'Passenger Safety is our Top Priority';
- The consequences of corporate transportation exemptions to public safety were recently witnessed with the catastrophic train derailment in Lac Mégantic;
- Air France 358's crash in Toronto Pearson (2005) had a ratio of 1:35, which allowed every passenger to evacuate quickly and survive;
- Asiana 214's recent crash in San Francisco had a ratio of 1:24, which allowed almost all passengers on board to evacuate quickly and survive;
- In 2013, Westjet received a backroom exemption granting them a ratio of one (1) flight attendant per fifty (50) passenger seats;
- Air Canada has recently requested the same exemption;
- Five (5) previous Transport Ministers, following public consultations on this subject, determined that a ratio of 1:50 wouldn't maintain an 'equivalent' level of safety, and specifically decided against the regulatory change;
- A 1:40 ratio insures a better coverage of emergency exits, a faster evacuation, more available personnel to ready the aircraft for a prepared emergency landing, a higher number of trained safety personnel to handle a variety

of medical or emergency situations, and improves the overall odds of survival;

- Flight attendants work in a hazardous and unpredictable environment within a confined space at high altitudes. They are trained to handle hijackings, violent and unruly behavior, medical emergencies, on-board fires, emergency evacuations, and are responsible for survival in the aftermath of major incidents.

(M/S D. Douglas, S. Drost – Carried)

**Resolution 276** (submitted by Local 675, Québec)

CUPE NATIONAL WILL:

Stand in solidarity with the J'aime Radio-Canada (I love the CBC) campaign to show support for the public broadcaster.

BECAUSE:

- CBC/Radio-Canada provides extensive coverage of all social, economic, and political issues, including labour relations;
- CBC/Radio-Canada has one of the best code of journalistic ethics in Canada and an ombudsman who investigates citizens' complaints in an impartial and independent manner;
- CBC/Radio-Canada employees are under increasing pressure both economically and professionally due to the media's rapidly changing competitive and economic climate;
- CBC/Radio-Canada suffered major cuts following the 2012 budget, which will have repercussions until 2015;
- The federal Conservative government is attacking the public broadcaster's independence and free collective bargaining; and
- The participation of affiliated unions in the J'aime Radio-Canada awareness campaign is essential.

(M/S committee member, D. Douglas – Carried)

**CONSTITUTION COMMITTEE REPORT**

**Resolution C9** (submitted by the National Executive Board)

CUPE NATIONAL WILL:

Amend Article 8.5 to read as follows:

“A majority of members of the National Executive Committee may take action or make any decision by mail or electronic communication. The National President may contact the members of the committee by ~~mail~~ **letter** or electronic communication to request them to act. The action or decision has the same effect as if taken at a meeting. The action or decision shall be reviewed at the next meeting of the committee and shall be included in the minutes of the meeting.”

BECAUSE:

- In the English version, Article 7.5 contains the word “letter” and amending Article 8.5 provides for consistency in articles of the constitution.

(M/S J. Ravary, C. Mueller – Carried)

**Resolution C4** (submitted by CUPE British Columbia)

CUPE NATIONAL WILL:

Amend article 6.12 of the National Constitution to read:

“A quorum is **40%** of the registered delegates.”

BECAUSE:

- Article 6.12 of the National Constitution provides that a quorum for the transaction of business shall be “One half of the registered delegates”; and
- Other labour bodies provide for quorums that constitute as low as 25%; and
- Those of us who are present and willing to do the work of the membership, should not be disenfranchised by those who choose to do otherwise.

(M/S committee member, C. Mueller – Defeated)

**Resolution C6** (submitted by Local 2278, British Columbia)

CUPE NATIONAL WILL:

Amend specific articles of the CUPE National Constitution as follows, to be effective at the 2015 Convention:

Amend Article 7.2 (a) to read:

“7.2 (a) The members of the National Executive

Board are elected by the majority vote at Convention. The members of the Board are: the National President, the National Secretary-Treasurer, five General Vice-Presidents, fourteen Regional Vice-Presidents, two Diversity Vice-Presidents and one Young Worker Vice-President.”

BECAUSE:

- Young workers are an equity-seeking group, regardless of gender, ethnicity or sexual orientation;
- Young workers are the future of CUPE, and without proper succession planning our union will weaken;
- Young workers bring a fresh perspective to the challenges of our union and add value to our organization.

(M/S J. Ravary, C. Mueller – Defeated)

**FRIDAY, OCTOBER 25, 2013**

**MORNING SESSION**

“video presentation – the fifth decade”

**RESOLUTIONS COMMITTEE REPORT**

***Substitute Resolution 903 covering Resolutions 133, 134, 135 and 136*** (submitted by CUPE Saskatchewan, Local 3967, Saskatchewan, Local 4047, Ontario, Local 4078, British Columbia)

CUPE NATIONAL WILL:

- Develop strong bargaining language models to prevent and handle bullying and mobbing within CUPE workplaces; and
- Develop language to include in the Equality Statement a provision for those hazards prevalent in all workplaces, including our local unions.

(M/S committee member, D. Douglas – Carried)

**Resolution 109 covering Resolutions 108 and 111** (submitted by the National Executive Board)

CUPE NATIONAL WILL:

1. Continue to fight against changes to Canada's Employment Insurance program that are

reducing benefits and adversely impacting workers;

2. Assist all provincial and service divisions in opposing the Conservative government's plan to dismantle the current Employment Insurance system;
3. Continue to lobby all levels of government including municipalities, school boards, and others to bring pressure upon the Harper government to oppose changes to Employment Insurance eligibility, reduction in benefits, and changes to the appeals process;
4. Work with local unions and activists to provide them the necessary tools to voice their opposition to the changes Harper plans for Employment Insurance. This may include factsheets, online petitions, draft letters to MPs, and talking points;
5. Continue to document the stories of workers who are affected by these changes to Employment Insurance and provide research and analysis on the broad impacts of these changes;
6. Continue our work with the Canadian Labour Congress, other affiliates, and our community coalition partners to bring about progressive changes to Employment Insurance that supports unemployed Canadians.

BECAUSE:

- The Harper government has no mandate from Canadians to make any changes to Employment Insurance that would negatively affect Canadians now or in the future;
- The Harper government's changes to Employment Insurance will penalize seasonal workers by further restricting access to Employment Insurance and reducing benefits;
- The changes will make it more difficult for claimants who are denied benefits to appeal the denial and to receive a reply to the appeal in a timely fashion;
- The changes will adversely impact upon up to 50,000 CUPE members who work seasonally in school boards, municipalities, and universities;
- Social assistance costs for provinces and municipalities will rise to support unemployed Canadians forced into poverty as a result of

Harper downloading costs through restricted access to Employment Insurance benefits;

- Employment Insurance is an insurance for unemployed Canadians, paid for by workers and employers.

(M/S S. Doucet, D. Douglas – Carried)

**Resolution 293 covering Resolution 294** (submitted by Locals 4308 and 5555, Ontario, Local 500, Manitoba)

CUPE NATIONAL WILL:

1. Establish the Ed Blackman Worker of Colour Award to recognize achievement and activism in ending racism, promoting diversity, and advancing equality and social justice for all racialized people; and
2. Present the award at each National Convention to a CUPE racialized member, beginning in 2015; and
3. Establish criteria and a selection process for the award through the Office of the National President in consultation with the National Rainbow Committee.

BECAUSE:

- CUPE has been a leader in the pursuit of social justice and racial equality through the creation of our National Rainbow Committee in 1988; and
- The late Brother Ed Blackman was a committed trade unionist on the local and national scenes, as a founding member of the CUPE National Rainbow Committee and a prominent local and national leader of our union, serving for many years as President of CUPE Local 500 and as a General Vice-President on CUPE's National Executive Board; and
- He was also a committed activist in the community, and demonstrated a strong commitment to social unionism; and
- Brother Ed Blackman's contribution to building a strong labour movement and a better society makes him a fitting trade unionist to name this award after.

(M/S S. committee member, D. Douglas – Carried)

**Emergency Resolution 802** (submitted by the National Executive Board)

CUPE NATIONAL WILL:

Oppose the ratification and implementation of Comprehensive Economic and Trade Agreement between Canada and the European Union (CETA).  
Work with our coalition partners across Canada and the European Union countries to fight against ratification of CETA through public education, campaigning and lobbying.

Work with our coalition partners to pressure the Conservative Harper government to release the full text of CETA and call for a democratic debate of the full text.

Work with our coalition partners to build public pressure to convince the provincial and municipal governments to demand an opt-out if the Conservative Harper government proceeds with ratification.

BECAUSE:

Prime Minister Harper signed the Comprehensive Economic and Trade Agreement between Canada and the European Union (CETA) last week; and

The people and provincial governments do not know what is in CETA because it has been negotiated in secret; and

The public should have the right to debate all aspects of trade agreements before they are signed because CETA will have far reaching impacts on the Canadian economy; and

CETA includes a Investor-State Dispute Settlement System which gives corporations the right to challenge democratically adopted federal, provincial and municipal laws and regulations; and

CETA will increase costs to our health care system by extending the life of patents on brand-name drugs by two years and thereby reducing timely access to cheaper generics at the estimated costs of billions of dollars; and

CETA will impose limits on the use of local procurement by municipal and provincial governments; and

CETA will undermine the public delivery, investment and ownership of services, utilities and crown corporations by promoting deregulation and privatization.

(M/S S. S. Doucet, D. Douglas – Carried)

**Resolution 167 covering Resolution 168** (submitted by the Hospital Employees' Union)

CUPE NATIONAL WILL:

1. Promote public hospital services and oppose cuts to hospital beds and services in every community;
2. Promote more and better access to hospital beds and services;
3. Promote public hospitals as hubs for community health care, hubs which provide a range of services including acute care, complex continuing care, rehabilitation, outpatient care, day surgeries, and primary care.

BECAUSE:

- Tens of thousands of hospital beds and many hospital services have been cut; many more are threatened;
- These cuts have led to the privatization of health care services, and hospital bed occupancy being among the highest in the developed world;
- High bed occupancy and overcrowding is connected with [a] the spread of hospital acquired infections and superbugs, [b] cancelled surgeries, [c] overflowing emergency rooms and long emergency room waits, [d] the inability of patients outside of a hospital to access long term care facilities; [e] delays in ambulance responses to 911 calls as ambulances are forced to wait to offload patients to overflowing hospitals;
- These cuts are also often designed to move work to unorganized, lower paid private businesses and organizations which provide only limited publicly funded care.

(M/S S. C. Unsworth, D. Douglas – Carried)

**REPORT OF THE SPECIAL NEB COMMITTEE ON  
STRATEGIC DIRECTIONS**

**Strategic Directions 2013-2015**

**Proud of our past – Ready for the future**

The Journey Ahead:

Our Members our Strength

We're celebrating 50 years as the Canadian Union of Public Employees. We are proud of what we have achieved since 1963. CUPE's strength has always been our members working together to achieve decent working conditions and fairness. Our achievements are the result of thousands of women and men who built our union. We know we stand on their shoulders.

We've grown from 78,000 to 627,000 members in 50 years.

We've achieved better wages and working conditions for our members every year.

Fifty years ago the Canada and Quebec Pension Plans didn't exist; we didn't have medicare; public sector employees had restricted bargaining rights. No one was talking about equal pay for work of equal value, or diversity, or global warming.

CUPE has been part of achieving more rights for all workers in all workplaces in Canada – health and safety laws, human rights laws, pay equity laws, public pensions, public health care, child care, safer drinking water. Workers together fought for better public services and a better world.

We are proud of what we have been able to achieve together. And our eyes are now on the future.

What will we do to ensure that CUPE is as successful in the next 50 years?

**The Vision for CUPE's Next 50 Years**

To be ready for the next 50 years, CUPE will learn from the last 50 years, re-connecting with our members to renew our union as a movement, and taking a leadership role in re-creating the labour movement.

CUPE members, now more than ever, need to assert our collective power, build on our past, and fight for

the future. The political assault on unions, government policies aimed at suppressing wages and supporting corporations, austerity budgets, and privatization are all aimed at oppressing working people.

- Together we will continue to do what we have done well, bargaining for decent wages, better working conditions for our members, and fair treatment at work. In Canada, the “union advantage” is estimated to be \$5 an hour – that is, union members make \$5 more than non-union workers, and have better benefits and pensions. That's \$10,000 per worker, each year. CUPE is going to keep fighting to make sure members get paid fair wages. We'll fight for good jobs for our members and for all workers. The money that we spend in our communities will grow our economy.
- Together we will continue to fight for excellent public services that are the foundation for a just society and a productive economy. We'll fight to make sure everyone has access to the services they need – Indigenous peoples, newcomers to our communities, seniors, and youth. We'll work to ensure that the money Canadians spend on public services goes to deliver public services, and not into the pockets of those who want to privatize them.
- Together we will continue to be champions for those who face discrimination in our workplaces and in our society. We will build solidarity in our union and with our allies fighting for the rights of women; racialized people; Indigenous peoples; people with disabilities; and lesbian, gay, bisexual, transgender, transsexual and intersex (LGBTTI) people.
- We will continue to fight for the rights of all workers, whether they are organized or not. We will fight for better protection from arbitrary and discriminatory treatment by employers, for wages that support a decent living, for health and safety laws that ensure working doesn't kill, and for pensions that support all retirees living in dignity.
- Together we will continue to fight for democracy and for a society where the 99% have more say than the 1%.

We'll get ready for the next 50 years by talking to all of our members, mobilizing the union in their daily work lives and in their communities. We'll support and grow the activism and involvement of our members in our union, and in our communities.

### Context

Workers, in and out of unions, have always had to fight for what we have won. Progress is never assured, and we cannot take our gains for granted. While we've achieved much over the past 50 years, we've also had to spend much of the last 30 years battling neo-liberalism. The growing concentration of corporate power under capitalism has been accompanied by attacks on the working class worldwide through cuts to public services, privatization, regressive tax reform, deregulation, expanded rights for corporations and weakened labour and collective rights.

These policies have resulted in stagnant real wages and incomes, a growing concentration of capital and power, and rates of inequality not seen since the 1930s. They also resulted in the global financial and economic crisis that we are still suffering from.

Despite the clear failure of these policies, conservative politicians around the world have used the crisis to further impose regressive "austerity" measures: cuts to public services, reduced social benefits, suppressed wages, rolled back environmental regulations, privatization, expanded powers for corporations, and attacks on labour unions.

These policies drive the race to the bottom between countries, communities and individual workers. Austerity policies try to pit workers against each other, to undermine our solidarity and strength. These policies may increase profits, but they're bad for the economy and bad for democracy. Unemployment is high, wage increases are low, the average income of most Canadians is no better than decades ago and economic growth is slow. The growing concentration of capital and power is destabilizing our economy and corrupting our democracy.

Stephen Harper's Conservative government has been at the forefront of implementing this austerity agenda in Canada. Now, there are provincial conservative politicians threatening to do worse.

Their policies are intended to bring down the incomes of all working people and further increase corporate profits and power. Changes to employment insurance mean seasonal workers earn even less. Sending work off-shore to low-wage countries and exploiting temporary foreign workers keeps wages down in all kinds of workplaces, from banks, to mines, to donut shops.

Conservative politicians, big corporations and their allies run campaigns to convince people nobody should have secure jobs, decent wages, sick leave, equal pay, child care, health benefits, early retirement or protected pensions. A growing number of all jobs are part-time, temporary and casual – jobs that do not pay enough for people to earn a decent living. There is growing inequality in the labour force, and young workers have bleak prospects. Working people are hurting.

In North America, the attack on unions has gained momentum in the past two years. Union density in Canada is largely in the public sector, making CUPE a target for attacks in the arena of public opinion, in legislation and at the bargaining table. The attacks on public sector unions are intended to divide workers, drive down wages, roll back labour rights, and silence opposition to austerity policies. The elimination of labour rights in Wisconsin, Michigan and other American states demonstrates exactly where conservative politicians and their allies want to go. Their aim is to destroy unions, workers' power, and any alternate vision of how governments should serve the people.

CUPE has a vision for a different future. We will fight for an economy where everyone has a chance to have a secure job, making a decent living, with good benefits and a good pension. Good jobs and decent wages are what we need to grow an economy that works for everybody.

### Legislative Threats to Unions

Imitating extremist anti-union Republicans in the United States, conservatives in Canada are now bringing in legislation to weaken unions. Before Stephen Harper's mandate is up in 2015, unions are likely to be working in a legal framework different from and more difficult than anything we have experienced in our first 50 years.

The federal government under Harper, as well as provincial governments under Dalton McGuinty in

Ontario, and Christy Clark in British Columbia, have already legislated contracts with the public sector that impose wage freezes, take away benefits we had negotiated, and eliminate the right to strike for tens of thousands of workers. These laws have effectively ended real bargaining for CUPE and other public sector unions for extended periods of time.

The next attacks we will see are laws that undermine union organizing, democracy and security.

We've already seen federal legislation, *Bill C-377*, which singled unions out for extremely detailed, intrusive and expensive financial reporting – far more than is required of any other organization or person, including members of parliament and senators. This proposed law is a first step in trying to stop unions from fighting on social issues like pensions, medicare, child care, equality, and takes special aim at stopping unions from working to elect people who share our views on these issues.

The Harper government has also moved to weaken unions in the federal sector, such as broadcasting, telecommunications and transportation, making it more difficult to form a union and much easier to decertify.

The Wall government in Saskatchewan brought in legislation to make bargaining units smaller and weaker, and weakened other labour rights under *Bill 85*.

In Ontario, the Liberal government suspended public sector bargaining rights with *Bill 115*. Now the Progressive Conservative party is threatening to bring in legislation ending automatic union membership in a unionized workplace and requiring unions to represent employees who don't pay dues.

These attacks on unions are attacks on democracy. Organizing into unions that can meaningfully represent workers is a fundamental human right. Unions are democratic organizations, more transparent and more accountable than any government or corporation.

These federal and provincial laws are attacks on union security. They are intended to weaken unions in the workplace, at the bargaining table and in our ability to campaign for strong public services. If and when any such legislation is passed, CUPE and other unions will find their finances restricted or reduced. Union members may not have the ability to decide democratically how to spend their dues.

Governments may legislate what unions can and cannot spend money on – specifically, legislating that unions can't spend money to fight the government or to elect a better one. Unions could find themselves having to put all of their resources into just staying alive, with no ability to fight back against the relentless assaults on wages and benefits, pensions, and legal protections that we have won so far.

CUPE will take whatever actions are required to fight these anti-union laws. This may include legal challenges, campaigns, and militant mass mobilization.

We will support members in every province where this type of legislation is introduced. We will work with the Canadian Labour Congress and other allies in the labour movement and in the community to prevent these anti-union laws from being passed and implemented.

#### *Unite For Fairness/Stand Up For Fairness1*

CUPE's strength is our 627,000 members. We are workers, parents, children, friends, neighbours, and activists. We support our communities through our work, our income, our taxes, and our family and volunteer time.

Unions do not have as much money as the people and organizations that are trying to destroy us. Our ultimate power is that of our members and our allies, and the democratic power we can assert when we are united.

We will respond to the attacks on unions through mobilization. We are renewing our union through the Fairness project, a comprehensive campaign to reinforce the value of union membership, to build union pride and to create the necessary conditions for members to head off and resist any and all legislative attacks on union security and the independence and autonomy of Canadian trade unions. We have committed to having 627,000 conversations with each other about what matters at work, what matters in our communities and how our union can be there for our members. CUPE will

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**1 The Ontario campaign is called "Stand Up For Fairness". Both are referred to as the Fairness project throughout this paper.**



mobilize our 627,000 members by taking our union into the lives of each and every one of our members. We will continue to work with the Canadian Labour Congress to reinforce the value of union membership and unions, to build union pride and to create the necessary conditions for members to head off attacks on unions.

We also need to build support and trust for the union movement outside the world of organized workers, because only 30% of Canadian workers belong to unions. CUPE will continue to be part of the broad coalition of those who oppose the austerity agenda. We will join with our allies outside the union movement to fight for democracy, fair and decent working conditions, support for vulnerable groups in our society, and public services for all. We will work toward these goals through our campaign for: a continued federal commitment to public health care; fair treatment at work for people with disabilities, for temporary foreign workers, and young workers; an expansion of the Canada Pension Plan/Quebec Pension Plan; safe water in First Nation communities; child care; increases to social assistance; affordable housing and more. We will mobilize on all these issues, both between and during elections.

In our first 50 years, CUPE has gained enormous respect as a social union, a progressive union. CUPE members believe that working in coalitions such as Common Causes, which build mutual support between the union and groups of Canadians working toward shared goals, is a fundamental characteristic of our union. We will continue to reach out to those who are working toward a just and equitable society for all.

#### *Building Our Union as a Movement*

To meet the immediate challenge presented by the attack on working people, the loss in real wages, the lack of good jobs, and a stagnant economy, CUPE needs to continue to build a movement of resistance.

To meet the challenge of the next 50 years in a world of changing work, demographics, pressures on time and new technology, CUPE needs to reinvent and retool itself. We need to revitalize our connection with our membership, in order to strengthen union democracy. We must engage, involve and organize young workers, women, equity-seeking groups, and precariously employed workers in new ways and

support them in becoming leaders of our union.

As Tomson Highway tells us, “Unions are the guardians of human dignity”.

#### **Strategic Priority 1a: Strengthen and Expand Our Membership**

Renewing our union through the Fairness project, CUPE members will have 627,000 conversations about the value of unions in our workplaces and in our society. CUPE’s regional and local union leaders, working closely with national staff, are rolling out the *Unite for Fairness/Stand Up for Fairness* project in each region across Canada. Using a “train the trainer” model, member and staff leads in each region are taking training and then training local leaders. These local leaders are then recruiting and orienting member activists who will fan out to listen to and talk with all CUPE members about their work and their union. The Fairness project will foster renewed volunteer activism and increase awareness about the union in every workplace. It is a project to build membership skills to create an active and powerful union. This new approach to connecting with our members will be resourced as outlined in section 1d. We will look for new ways to do this vital work, creating new opportunities for active participation and leadership development at all levels of the union, especially for young and new members and members who have been under-represented in our structure.

CUPE will track the success of this initiative in detail, so that we know where we have reached members and where we still need to go. Based on local union participation in the Fairness Project, CUPE will build a national database of our members to increase the union’s connectedness with individual members, and to create new opportunities for communication and involvement at every level of the union.

We will develop new materials to arm CUPE activists and staff with the tools to communicate the benefits of unions to unorganized workers and the broader public to organize new members. The new material will reflect a class analysis, and a gender and equity lens. Locals will be asked to assess when outreach in languages other than French and English is beneficial to the success of the Fairness Project.

The Fairness Project will provide members greater opportunities to understand, engage and participate in CUPE local, regional and national campaigns.

In order to secure our representation rights in our workplaces, we will provide locals with collective agreement language that will ensure union security clauses are contained in every collective agreement.

In addition to the Fairness Project, we will work to grow CUPE's membership, through "wall-to-wall" organizing, expanding in the workplaces we represent now, and reorganizing members when their work is contracted out. Local unions will be encouraged to review scope clauses of collective agreements to identify whether part-time, casual, itinerate or other precariously employed workers are represented. We will develop regional organizing plans, working sector by sector to build the power of our existing sectors.

CUPE recognizes current and future leaders and activists among our new, young and equity-seeking members. We will respond to changing demographics and work lives using new tools and forms of organizing.

CUPE will continue to expand its social media presence and reach out to new and young members using these new tools, including smart phone applications, and launching a new, more user friendly and interactive website.

We will build our strength by keeping our equity work at the centre of our union. To gain a comprehensive knowledge of the changing demographics and diversity of our membership, we will undertake a survey of our members in 2014. The results of the survey will underpin our renewed commitment to equity. This commitment is aimed at building our relevance to our membership and increasing our effectiveness in fighting for equality rights. At the same time, we will identify and locate our members who work in temporary and precarious jobs, and who may also be temporary foreign workers. This will be an initial step in developing tools and strategies for best defending these members' rights. To further develop all of this work, CUPE will hold a national human rights conference, bringing an equity lens to our work on pensions, benefits, public services, health and safety, and the economy.

**Strategic Priority 1b:  
Achieve Real Gains For Our Members – It's Time For a Raise!**

It's time for a raise for all workers in Canada. In the

past three decades, wages have not kept up with inflation. Profits have increased to record levels, but only on per cent of the population has benefitted, while the other 99% have not. Canadians are shouldering record levels of personal debt because their costs have grown faster than their incomes.

CUPE's primary work is in bargaining and collectively representing our members in their workplaces. In 2007 we set a target to achieve a minimum wage of \$15 an hour and a pension plan for all CUPE members by 2013. In 2013, 96% of our members earn above \$15 an hour. We must keep moving this forward.

We will achieve real gains through bargaining, especially by improving wages and benefits for our lowest-paid members and members in precarious jobs. We will fight to achieve decent living wages for all CUPE members and commit to bringing the lowest-paid members to a minimum rate of \$18 per hour with a defined benefit pension plan by 2018. We will extend this fight to push for a raise in the minimum wage in all provinces. Gains for CUPE members will help to raise the bar for all working people.

Through our economic literacy program we will continue to raise class awareness, specifically highlighting how class disparity is increased for equity-seeking groups. We will develop the capacity of CUPE members to respond to broad attacks on our wages, pensions, benefits and working conditions with particular attention to the attacks on equity-seeking members.

As economic and political challenges mount, we face increasingly difficult bargaining. Our bargaining is driven by our local unions, whether it takes place one local and employer at a time or in a coordinated way with other locals or unions. We know that bargaining strength is found in numbers, and we maintain our commitment to coordinate our bargaining. But, to date, we have not truly tapped into our national strength in preparing for bargaining. We will build strength nationally by providing opportunities for our sector leaders to come together for strategic discussions about meeting these new challenges at the bargaining table.

We are committed to ensuring that the next generation of workers enjoys the benefits that CUPE

members have already won. We cannot build solidarity between generations if we accept two-tier contracts. Our union opposes all moves toward two-tier wages, benefits or pensions.

CUPE will deepen its policy of no-concession bargaining, reinforcing the national union's "Plan to Fight Concessions and Defend Free Collective Bargaining". We will work to change provincial austerity programs impacting our collective bargaining. CUPE's policy is that all negotiating committees make recommendations on tentative agreements presented to the membership. We will ensure our local unions and staff have the support and protection they need to resist concessions and two-tier contract provisions. CUPE will convene a meeting of public sector union leaders to discuss moving bargaining back to gains and away from concessions.

In order to provide more communication, strategic discussion and membership development on a sectoral basis, CUPE will organize a sector-based bargaining conference through the creation of a national sector council. A National Sector Council will complement work of provincial division sector structures. It will oversee the organization of a biennial conference in which each major sector will be able to meet independently as well as together in plenary. The inaugural conference will be focused on collective bargaining in each of CUPE's major sectors.

The most powerful tool CUPE members have to protect and improve our collective agreements is a strike. CUPE National will ensure our striking members are supported. It's time for an increase in strike pay. Apart from this policy paper, this convention has adopted Resolution No. 269, bringing in a 50% increase in strike pay.

**Strategic Priority 1c:  
Achieve Real Gains for All - Make Progress  
Politically and Socially**

CUPE cannot achieve gains at the bargaining table without collective political and social progress. What we want for ourselves – decent pay, dignity, respect, equality, safe workplaces, a healthy environment, and excellent public services – we want for all workers and peoples in Canada.

CUPE will continue our campaigns to expand the CPP/QPP, oppose cutbacks to EI, defend medicare

and call for national pharamcare and elder care programs, expand child care services, fight for equality and fair treatment at work for all workers, and champion environmental sustainability. We will work for increased minimum wages, adequate employment incomes for all and for increased social assistance rates to lift people out of poverty. We will deepen our work in coalitions and alliances with other groups to achieve these goals, as well as with service users to defend public services from privatization.

The Canadian economy must serve workers' interests. Everyone benefits from the public services that we collectively pay for through our taxes. CUPE will strongly advocate for expanded public services, social services, protections and better living standards for all workers – along with a fairer tax system that will ensure we can reach these crucial goals.

We will encourage CUPE locals to affiliate with CUPE's provincial divisions to strengthen our political voice on the critical issues facing us, such as funding for public services and union rights.

We will not stand by while big corporations and right-wing governments exploit workers from other countries through the Temporary Foreign Worker Program (TFWP). This program brings people to Canada as cheap labour to keep all of our wages down, and denies these workers a chance to become permanent Canadian residents. We will strengthen alliances with migrant worker advocacy groups and work with them to amend the TFWP. We will advocate for fairer immigration, decent jobs and expanded pathways to permanent status for migrant workers.

CUPE recognizes that the pressure on Canadian workers is related to global economic forces. CUPE's advocacy for workers' rights must also be global, and we will continue to work with unions around the world, particularly with public sector unions through the Public Services International (PSI).

There are many ways for CUPE members to defeat attacks on unions and our members. We will use all the tools at our disposal to support militant labour action including strikes and other direct actions. Demonstrating electoral strength and winning politically is an important part of defeating the Conservative and Liberal party's attacks on unions and our members. CUPE reaffirms our 2011

commitment to work towards the election of a federal NDP government in 2015.

We will continue to work to elect progressive municipal councils, school boards and provincial governments that represent our interests. We know that the ultimate power over bargaining and strikes lies in the hands of workers and their unions. CUPE remains committed to extra parliamentary political action.

As long as we do not have worker-friendly governments, anything we negotiate at the bargaining table can be taken away from us through legislation.

Because core service reviews lead to privatization and service cuts, we will develop new tools and resources to arm our members to fight “core service reviews” by municipal governments.

The best way to make sure that a party or a government represents us is to be part of it. Not only will we support the NDP, we will work to ensure CUPE members are actively involved at all levels of the party. When workers are part of the structure, we can make policy that reflects our interests. We will also resist any shift by the NDP away from its association with the labour movement, and our support will be contingent on the party’s continued commitment to workers’ interests.

We will encourage all CUPE members, including young and equity-seeking members, to be involved and run for election at every level – municipally, provincially and federally.

**Strategic Priority 1d:  
Supporting Strategic Directions**

The threat from the Harper government and other conservatives is very real. To respond, CUPE must focus resources to increase our membership support, increase understanding and build alliances and support amongst the general public for unions.

We will continue to do the core work that has been directed by the delegates at past conventions, as outlined in Chapter 2. Our new initiatives will focus on building and strengthening our capacity to meet these challenges.

We will fund the revitalization of our union through the Fairness project from our Strategic Directions Fund.

CUPE will prioritize resources for our own member mobilizing campaigns such as the Health Care Accord Renewal, CPP, EI and child care campaigns.

CUPE National will continue to support the CLC labour image public advertising campaign, and we urge local unions to send delegates to the CLC convention in May 2014 to participate in the discussion of *Together Fairness Works* going forward.

We will continue to protect our members and public services by fighting privatization and public private partnerships (P3s). The federal government and provincial governments continue to promote private financing and operation of public services for profit in schools, hospitals, elder care, municipal services, social services and roads. Recent revelations about corruption in P3 construction contracts in Quebec and secret expensive deals in P3 gas plant contracts in Ontario are the latest examples reinforcing our arguments that public services must be publicly owned, financed and delivered.

We will continue to put resources into campaigns for membership priorities that benefit all working people, such as the expansion of the CPP/QPP, adequate federal funding for health care, and a national public child care initiative.

CUPE will expand our ways of reaching, communicating with and informing members and local executives through effective use of new technology, such as telephone “town hall” meetings, online meetings and social media, as well as through building databases and undertaking research.

CUPE’s regular operating and defence funds will continue to support our priorities as determined by members at the 2013 Convention and by delegates over the last ten years and outlined in the next chapter.

**Chapter 2**

**THE PAST DECADE – BUILDING OUR FOUNDATION,  
PAVING OUR WAY FORWARD**

CUPE receives its mandate and direction from delegated CUPE members who adopt strategic directions and resolutions during our biennial national conventions. Traditionally, we have debated individual, single issues. However, as the political and economic landscape became

increasingly complex and hostile to labour, it was evident that more strategic and unified approaches would be necessary to support CUPE members and to address these challenging times.

In 2003, CUPE began to develop comprehensive road maps – Strategic Directions – to invite members to discuss, debate and adopt detailed programs of policies, strategies, direction and action. We have continued this approach over the past ten years and five national conventions. Each Strategic Directions paper re-commits to the previous, ultimately shaping the core work of our union and maintaining a strong foundation from which to move forward into the future.

The chapter that follows is a summary of the strategic directions adopted to date. The work for our union mandated in these papers continues and forms the core of our continuing work. In addition to the priorities set out in Chapter 1, we affirm our continued work in the areas that follow.

#### Strategic Directions themes

Policies adopted by delegates at a national convention form the critical direction for our union in matters of collective bargaining, social policy and political action. The following represents the work mandated by our strategic directions and policy resolutions, and form the basis of our ongoing work.

#### Strengthening Our Representation and Bargaining

As a union CUPE, first and foremost, represents and works on behalf of CUPE members “to advance the social, economic and general welfare of workers”<sup>2</sup> including improving their wages, working conditions and job security.

Throughout the last decade we have sought to strengthen our bargaining power by educating and empowering members, building solidarity with each other, and strengthening our internal resources and tools.

Our strategies have evolved over time as economic and political conditions have become more challenging. Major initiatives moved us forward: solidarity pacts, campaigns, conferences, and comprehensive political action and lobbying plans to defend our rights.

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2 CUPE Constitution 2011, p. 2, art. 2.1 (b).

Some of the enduring strategies we have built include:

- Providing solidarity support and resources to local union bargaining and to locals under attack.
- Consolidating bargaining strength through sector-based strategies: coordinated bargaining, bargaining councils, sector coordinators and common tables.
- Developing tools, databases and systems to compile and analyze collective agreement information and to establish priority bargaining issues.
- Articulating strong arguments to raise wages; to improve workplace pensions, health benefits, and job security language; and to implement job evaluation and pay equity.
- Ensuring equality in the workplace and protecting workers against harassment.
- Enhancing collective agreement rights for part-time, casual and precarious workers.
- Strengthening CUPE by building member strength and capacity in union development and education; promoting skills, activist and leadership training; and renewing the role of stewards as the backbone of our union.
- Increasing union power by organizing and resourcing campaign efforts at the local and division levels.
- Establishing cost-share campaigns and organizing supports.
- Protecting members’ health and safety.

#### Building Solidarity

The power we have as a union is our collective strength. Our ability to campaign, strategize and act in concert to ensure democratic and civil rights; to lift our communities out of poverty and fight income disparity; and to raise the standard of living for everyone, comes from our ability to mobilize in unison around our common interests and goals.

We strive “to establish strong working relationships with the public we serve and the communities where we work and live.”<sup>3</sup> Our strength is in our numbers and in our determination, resilience and courage. Some of the emphasis over the past decade included the following:

- Outreaching to CUPE members by expanding our communication tools, mobilizing and building solidarity.

- Organizing to increase union density and grow CUPE.
- Building our capacity through education and training.
- Strengthening our membership through district councils, and strengthening our provincial divisions.
- Reaching out to the community to build strong alliances around common causes; connecting and building our coalitions; supporting and strengthening community.
- Growing our alliances with other unions and the CLC.

### International Solidarity

We must built solidarity globally, in an era of globalization. CUPE's Constitution commits us "to promote peace and freedom in the world and to work with free and democratic labour movements everywhere"<sup>4</sup> by:

- Building the Global Justice Fund to develop international solidarity and to fight against privatization globally.
- Pressuring governments on the Millennium Development Goals.
- Fighting for human rights and labour rights globally.
- Expanding our solidarity to African unions as well as unions elsewhere, on workers' issues, public services and other key issues such as HIV and AIDS.

### Achieving Equality

Bargaining equality is critical work for our union if we are to eliminate discrimination. We have established comprehensive pay equity and job evaluation programs and supports, as well as education and training on diversity awareness and representation. CUPE maintains its strong commitment to defend all workers. Equality and accessibility for our members is a major focus for our union and we continue to expand our awareness; and to engage in political action, education and advocacy to ensure greater equality within our union, in our workplaces and in society. Key equality goals include:

- Supporting and educating young workers and equity-seeking members, and creating awareness for our entire membership and staff.
- Protecting workers' rights and fighting against harassment.
- Increasing women's participation in CUPE at all levels.
- Expanding our core human rights work on Indigenous issues; the rights of racialized workers and persons with disabilities; and issues for LGBTTI members.
- Ensuring that we develop the tools and resources necessary to bring equality perspectives and representation to all of our work.
- Developing action plans and policies that will be responsive and respectful to the needs of a diverse membership.

3 Ibid, p. 2, art. 2.1 (i)

4 Ibid, p. 2, art. 2.1 (f)

### Defending Public Services

Defending of public services and public sector workers has never been more important. CUPE is at the forefront in taking on privatization in Canada. Across the country we are engaged in protecting and promoting publicly owned, operated, financed and managed education, municipal and social services, health care, child care and other public services. Our core work includes:

- Defending against contracting out and privatization of public services.
- Protecting good public sector jobs.
- Educating members and the community about the impacts of privatization and free trade agreements on public services.
- Taking action both at the bargaining table and through necessary actions such as a general strike, and working with allies.
- Developing comprehensive strategic anti-privatization campaigns with research, education, media strategy and political action.
- Promoting public services as the foundation of strong communities.
- Strengthening labour's image as a key defender of strong communities.

### Protecting the Environment

CUPE has made significant progress in developing

our environmental policies, research and actions. We have taken steps to help reduce our carbon footprint and continue to build our capacity to lobby for social and political change to meet our collective responsibility to reduce greenhouse gas emissions and minimize our impact on the environment. We are committed “to use the world’s natural and human resources for the good of everyone while promoting respect and conservation of the environment and the creation of sustainable communities and jobs.”<sup>5</sup> We will continue to work toward these goals by:

- Lobbying the federal government to commit to global environmental accords.
- Developing CUPE policy and action plans.
- Developing environmental and green jobs strategies, tools and education.
- Working with environmental and civil society allies to protect the environment and to build sustainable communities and workplaces.
- Adopting the Aboriginal perspective that decisions we make today must consider the next seven generations and what is best for those generations.
- Greening CUPE’s work.

5 Ibid, p. 2, art. 2.1 (g)

#### Building Political Action and Activism

CUPE has long advocated for progressive and protective social and economic policies and programs in Canada. We continue to develop increasingly sophisticated approaches to our activism, to build our capacity to defend what we have gained, and to break new ground. We have worked vigilantly to increase wages, benefits, and access to secure pensions; to support public investment in public services and public sector jobs; to increase regulations and safeguards for our financial systems; to implement progressive taxation; and to promote fair trade.

CUPE commits “to defend and add to the civil rights and liberties of workers in the public service and to preserve the rights and freedoms of democratic trade unions.”<sup>6</sup>

To do so, we will continue:

- Working on our shared goals with the NDP, labour alliances and community coalitions such as Common Causes.

- Developing major fightback campaigns against the right-wing agenda, and lobbying all levels of government.
- Building education tools and strategies for lobbying.
- Developing our activist base in all sectors to defend workers’ rights, protect the environment and strengthen our communities.
- Developing a strong workers’ agenda with a clear class analysis and an alternative economic approach.
- Lobbying and activism to protect and expand the social safety net including EI, medicare and other public services, pensions, and child care.

#### *Paving the Way For the Next Decade The Journey Ahead: Our Members, Our Strength*

CUPE will continue all of our core work as mandated by CUPE members at each of our national conventions. The Strategic Directions and resolutions that form the body of our work are well established in CUPE policy. We are equally bound by our Constitution to continue these efforts. Our commitment, solidarity and power will allow us to move the work forward.

It is now time to recommit to, and renew, CUPE’s agenda – a worker’s agenda that will give voice to CUPE members. Free collective bargaining may be under threat, but we will vigorously defend our fundamental rights as workers and citizens. We will continue to tirelessly defend and increase the strength of public sector workers and workers everywhere.

We will uphold all human rights, striving for dignity and equality among workers, among all Canadians, and for people around the world. We will continue to protect the fundamental right to healthy and safe environments now and into the future.

6 Ibid, p. 1, art. 2.1 (c)

CUPE members, activists, leaders and staff will rise to the challenges before us in a spirit of strength, solidarity and commitment. We will take pause to celebrate our successes in celebrating our 50<sup>th</sup> anniversary.

We will continue to embrace everything we stand for as a union and also as citizens of the world. At this national convention in Québec, in 2013, we will set

in motion our plan of action for the next two years. We have come far but there is much still left to accomplish. With our dedication and commitment, CUPE will rise to the challenge.

(M/S C. Rennick, J. Henley – Carried)

### **REPORT OF THE YOUTH COUNCIL**

CHAIRPERSON PAUL MOIST: While their parents and family members took part in our 50<sup>th</sup> Anniversary and 26<sup>th</sup> Constitution Convention here in beautiful Quebec City, youth between the ages of 9 and 14 from across Canada attended CUPE's second Youth Council, learning that unions not only help people in the workplace, they make our communities great places to live.

With a mix of education and play, the Youth Council offered participants the opportunity to take an educational tour of Old Quebec, a tour of the Journal de Québec, a CUPE workplace, and the Quebec National Assembly. They listened to Convention debates, they learned all about CUPE's role and history in society. They learned about some of the global justice work, meeting guests from the Philippines, viewing videos and learning about the struggles going on in Honduras. They really did learn because when we met with them yesterday, they were firing questions to Brother Charles about the CUPE budget! And he was handling them, but barely!

The members of the council are: Sara Estahani, Matias Lamartine-Rainville, Taylor Paver, Olivier Contois, Camille Contois, Émilie Clairoux, Luca D'Ermo, Nathaniel Naddafi, Cairo Evans-Sioufi, Samuel Jones Cupelli, Kally Beel-Chaves, Sarah Taylor, Matthew Taylor, Hannah Arab, Jordan Miguel, Marley Sheppard.

The staff who worked with our youth are: Gary Yee, Julie Veit, Monique Ménard-Kilrane, Corina Crawley, Tria Donaldson and Bobbie Nand.

*“video presentation”*

### **RESOLUTIONS COMMITTEE REPORT**

**Resolution 151** (submitted by CUPE Saskatchewan, Local 3967, Saskatchewan)

CUPE NATIONAL WILL:

1. Develop a CUPE Mental Health Strategy to put into action the strategies identified by the

Mental Health Commission of Canada, the CSA Standard on Psychological Health and Safety in the Workplace (CAN CSA - A1003-12/BNQ 9700-803/2012, Psychological Health and Safety in the Workplace) and related work being carried out across Canada.

2. Develop a toolkit to help Activists: promote awareness and remove the stigma associated with mental illness; identify workplace issues that negatively impact psychological health and safety in the workplace such as excessive workload; recognize early signs of mental illness and promote early intervention.

BECAUSE:

- Between 20 and 25% of workers in Canada will be affected by mental health problems each year; and,
- Having a mental illness is difficult to deal with; and,
- The stigma associated with mental illness often prevents people from seeking the help they need; and,
- There is overwhelming evidence that investing in programs improves mental health and coping with mental illness. This includes awareness, prevention and early intervention.
- Good mental health enables people to deal with the stresses that are part of everyone's lives.

(M/S S. Doucet, D. Douglas – Carried)

**Resolution 68** (submitted by Local 79, Ontario)

CUPE NATIONAL WILL:

1. Establish a task force to review the dispute resolution procedures within CUPE for CUPE member to member conflicts.
2. The Task Force will review other dispute resolution models and make recommendations to the next CUPE National Convention, including but not limited to union resources and possible constitutional amendments.

BECAUSE:

- Member to member conflicts seem to be increasing



- The Trial procedure is the only mechanism within the CUPE National Constitution as a means to resolve disputes and is restricted in its ability to deal with many member to member conflicts
- CUPE needs to develop better mechanisms and resources to deal with this issue

(M/S committee members, D. Douglas – Carried)

**Resolution 153** (submitted by CUPE Saskatchewan, Locals 998 and 1550, Manitoba, Local 3967, Saskatchewan)

CUPE NATIONAL WILL:

1. Promote awareness to all sectors/jurisdictions of workplace violence legislation in their respective provinces and encourage lobbying their governments for better legislation.
2. Encourage all CUPE Divisions to work with their members to contact their elected officials at various levels of government for greater repercussions to

employers for being in violation of "violence prevention" legislations.

3. Encourage all CUPE Divisions to promote awareness of all CUPE members' right to refuse dangerous work when violence is present in the workplace.

BECAUSE:

- Effects of workplace violence are felt by many; the victim, respective families, employees who witness the violence, the person accused of violence and the organization.
- Violence and acts of violence in the workplace continue to cause unhealthy workplace environments.
- Not all provinces have good legislation with respect to violence in the workplace.
- Too many employers are shirking their responsibilities under the various health and safety acts and consequences for employers with injured workers due to violence are too small.

(M/S S. Doucet, D. Douglas – Carried)

## REPORT OF THE CONSTITUTION COMMITTEE

**Resolution C7** (submitted by Local 4308, Ontario, Local 4828, Saskatchewan)

CUPE NATIONAL WILL:

Create two (2) new Diversity Vice-Presidents, one for members with disabilities, and one for lesbian, gay, bisexual, transgender, transsexual and intersex (LGBTTI) members on the National Executive Board by amending Articles 7.2 (a) and 11.9 (c) of the National Constitution by changing the reference from "two" to "four".

BECAUSE:

- While the Persons with Disabilities National Working Group and the National Pink Triangle Committee each have an assigned NEB member who acts as liaison, there is currently no designated self-declared representation of members with disabilities or LGBTTI members on the NEB; and
- Using Statistics Canada's figure of 15%, CUPE's national membership of approximately 627,000 includes 94,000 members with a disability, many of whom experience problems with accessibility and accommodation at work and sometimes in the union; and
- An estimated 10% of the population is LGBTTI, so CUPE represents at least 60,000 LGBTTI workers who still face homophobia, transphobia and discrimination; and
- Just as racialized workers and Aboriginal workers have a designated Diversity Vice-President on the NEB to insure that their voices and concerns are heard, so do CUPE's LGBTTI members and members with disabilities require such representation on the National Union's decision-making body.

(M/S J. Deveau, C. Mueller – Defeated)

*"video presentation"*

## CLOSING REMARKS

CHAIRPERSON PAUL MOIST: Sisters and brothers, we had a fire here above us one day, we were delayed an hour one day, through no fault of anybody, but we have done a lot of work this week.

Let me say that the last thank you at this Convention has to go to the CUPE rank-and-file members who made the Convention meaningful with your respectful debate. Let me say that each and every member of the National Executive Board you have elected takes very seriously all of the deliberations this week, all of the business that we have adopted. We have set an ambitious but progressive agenda for our union and there has to be one solid backing for any member in any corner in Canada that our union sticks together. We won't walk backward. We want to walk forward, organizing new members and negotiating good collective agreements!

I have been asked to thank you on behalf of the blue collar workers in Québec City. They feel renewed. We are determined to say to Major Régis Labeaume: you will not intimidate or scare us. We are going to get a good deal for the blue collars in Québec City.

So I ask you, are you prepared to stand with the Québec City blue collar workers? Will you stand with the workers of Bonfield? Will you stand with the workers of North Shore Winter Club? Will you stand with the workers at Ryerson University?

Let's stand together! Let's unite! You are an unbelievable force to deal with. You are great members! We love you! We love working with you! We are going to unite like we have never united before! We are going to end this Convention with CUPE's National anthem and our own rank-and-file choir. Safe travels. Keep strong each and every one of you.

*"Solidarity Forever"*

The convention was officially adjourned at 12:26 p.m.

**APPENDIX TO THE REPORT OF THE 26<sup>TH</sup> NATIONAL CONVENTION**

The National Executive Board dealt with the following resolutions that were referred to the Board by the Twenty-sixth National Convention. The decisions on the referred resolutions were as follows:

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**Resolution No. 1**  
**Submitted by Local 37 (Alta)**

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CUPE NATIONAL WILL:

1. Add its voice to the groups calling for the Federal Government to establish a national public inquiry into missing and murdered Aboriginal women and girls in Canada and an action plan to deal with this tragic situation; and
2. Work in a partnership with the Assembly of First Nations and the Native Women's Association of Canada on an action plan to continue to bring awareness to the tragic and disgraceful lack of action from the governments on the more than 600 murdered and missing Aboriginal women and girls in Canada.
3. Encourage all CUPE locals across Canada to support and attend the Sister's in Spirit Vigils

BECAUSE:

- Nearly 600 cases of missing and murdered Aboriginal women and girls have been documented by the Native Women's Association of Canada through the Sister's in Spirit initiative; and
- A national public inquiry is necessary to raise awareness among Canadians and to address the root causes of violence specifically targeting Aboriginal women; and
- Aboriginal women are at much higher risk of experiencing violence than other women in Canada; and
- Violence is part of a bigger picture of severe inequality for Aboriginal women, who face poverty, discrimination, inadequate housing, health problems and a host of other issues.

*NEB decision*

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*adopted  
covers Resolution 2  
and 20*

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**Resolution No. 3**  
**Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

1. Lobby the federal government to support a national public investigation into the hundreds of missing and murdered Aboriginal women in Canada and to support the Native Women's Association of Canada and to restore funding to Native Women's groups.

BECAUSE:

- The issue of violence against Aboriginal women has been recognized by the Sisters in Spirit campaign of the Native Association of Canada and by the We Can campaign of OXFAM International and by the Stolen Sisters, a campaign of Amnesty International, as well as elders from across Canada; and
- The Sisters in Spirit initiative of the Native Women's Association of Canada recently released its latest report, documenting the murder or disappearance of 520 aboriginal women and girls in the last four decades, 245 of them since 2000; and
- CUPE needs to support Aboriginal sisters and the federal government made accountable to take the leadership so that families get the answers and the necessary resources so that they can be looked after.

*NEB decision*

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*adopted*

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**Resolution No. 4**  
**Submitted by the Vancouver Island District Council (B.C.)**

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CUPE NATIONAL WILL:

Urge Prime Minister Harper to refrain from appealing the January 8, 2013 Federal Court decision, which recognized Métis and Non-Status Indians as "Indians" as under Federal jurisdiction as defined in the Canadian Constitution.

BECAUSE:

- This historic decision will have life-changing impact on CUPE's Aboriginal workers, as it will affect their Aboriginal rights, access to health, education, language, and needs as Aboriginal people.
- This Federal court ruling rectified the narrow definition of "Indian" which led to unfairness and division within Aboriginal communities and families.

*NEB decision*

*adopted*

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**Resolution No. 8**

**Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

1. Lobby the Federal Government to work towards building a new relationship on a Nation by Nation basis with First Nations, Inuit, and Métis Peoples; and
2. Actively support the Idle No More campaign and lobby Government to engage with grassroots Aboriginal activists who are calling on the Government of Canada to repeal Legislation like omnibus Bill C-38 and C-45 which diminishes environmental protections of land and water and affect First Nations' rights.

BECAUSE:

- Years of inaction and broken promises from successive Liberal and Conservative Governments have led to severe social injustice and shocking poverty in too many Communities; and
- As a consequence, we are witnessing a historic and growing grassroots movement joining Indigenous Peoples and other Canadians in a long overdue conversation; and
- CUPE has a long and proud history of fighting for economic and social justice for Aboriginal Peoples.

*NEB decision*

*adopted*  
*covers Resolutions 5,*  
*6 and 7*

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**Resolution No. 9**

**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

Continue to lobby the Federal Government to legislate

June 21<sup>st</sup> as a national statutory holiday in recognition of all aboriginal peoples in this country, whether they be First Nations, status, non-status, Métis or Inuit.

BECAUSE:

- All scientific expertise indicates that Canada's aboriginal populations have inhabited this land as long ago as 30,000 years; and
- The Government of Canada has designated June 21<sup>st</sup> to be our acknowledged day of celebration in recognition of aboriginal peoples, the heritage of their wisdom, spirituality, and of survival skills in the exploration of this land and for the innumerable other contributions and accomplishments.

*NEB decision*

*adopted*

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**Resolution No. 10**

**Submitted by Local 5555 (Ont.)**

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CUPE NATIONAL WILL:

Incorporate Aboriginal awareness and recognition of traditional territories at all CUPE sanctioned events, meetings, training, conferences and conventions.

Develop material to assist Locals wishing to incorporate this into their meetings and events, similar to what has been done for members with disabilities.

Ensure that the Learning about First Peoples workshop is delivered at least once per year at CUPE schools, by targeted outreach and financial support as needed.

BECAUSE:

- Canada's future potential depends on Aboriginal people as they represent the youngest and fastest growing segment of the Canadian population.
- Aboriginal awareness and recognition through Union Development, provides an accessible introduction to Aboriginal worldviews for CUPE members and leadership.
- CUPE education and policy development are incomplete without Aboriginal worldviews.

*NEB decision*

*adopted*  
*covers Resolutions 11,*  
*12 and 13*

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**Resolution No. 14**

**Submitted by CUPE Manitoba, the Metro Vancouver District Labour Council (B.C.), Locals 4308 (Ont.), 1550 (Man.), 37 and 3550 (Alta.)**

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CUPE NATIONAL WILL:

1. Support and explore opportunities to develop partnerships with Aboriginal organizations across Canada.

BECAUSE:

- CUPE National has a strong commitment and history of supporting the Aboriginal communities our workers live in; and
- CUPE National and CUPE Saskatchewan has signed a partnership agreement with Metis Nation of Saskatchewan; and
- CUPE Local 401 Water Employees are currently mentoring Snuneymuxw First Nations workers on Vancouver Island, helping to build foundational skills in maintaining a quality public water system. The partnership would create a strong ally for CUPE National within the labour movement.

*NEB decision*

*adopted*

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**Resolution No. 16**

**Submitted by CUPE Manitoba, Locals 4308 (Ont.), 1550 (Man.), 37 and 3550 (Alta.)**

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CUPE NATIONAL WILL:

1. Lobby the Harper government to reverse the proposed funding cuts, scheduled to take effect on April 1, 2014, that would impact on Aboriginal Children and Childcare programs.

BECAUSE:

- Aboriginal Affairs and Northern Development Minister John Duncan announced that the Federal Government would change the funding model for Aboriginal Representative Organizations and Tribal Councils across the country, resulting in a 10% cut; and
- First Nations children are three times as likely to be living in poverty as the Canadian average; and
- Aboriginal children come into the custody of child and family services at three times the rate of other Canadian children; and
- Assembly of First Nations National Chief Shawn Atleo has said the government's "unilateral legislative

initiatives" have "consistently failed," and have left First Nations without adequate say in major policy decisions; and

- Union of B.C. Indian Chiefs President, Grand Chief Stewart Phillip, British Columbia Assembly of First Nations Regional Chief, Jody Wilson-Rabould, First Nations Summit Task Group member Dan Smith and Nuuchahnulth Tribal Council President, Cliff Atleo held a press conference to express their disappointment and anger with Ottawa with the proposed cuts.

*NEB decision*

*adopted*

*covers Resolution 15*

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**Resolution No. 17**

**Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

1. Lobby the federal government to adequately fund and improve its system for Aboriginal children in foster care.

BECAUSE:

- In a 2005 report, The First Nations Child and Family Caring Society exposed that the Department of Indian Affairs and Northern Development supplies 22 per cent less funding per child to the Aboriginal branch of foster care than the average province;
- In 2007, this organization and the Assembly of First Nations filed a complaint with the Canadian Human Rights Commission, which alleged that the federal government's "conscious under funding of child welfare amounted to racial discrimination within meaning of the Canadian Human Rights Act"; and
- Adequate funding and education for foster families and systems for Aboriginal children will assist in keeping these children in their own communities and allow them to be raised with traditional beliefs, culture and language, and it will help keep Aboriginal children from having to move off reserves.

*NEB decision*

*adopted*

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**Resolution No. 18**

**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

Call on the Federal Government and the Federal

Department of Indian and Northern Affairs to ensure drinking water on all Aboriginal reserves is safe.

Call on the Federal Government and the Federal Department of Indian and Northern Affairs to upgrade water treatment plants on Aboriginal reserves to ensure they meet proper universal standards.

Call on the Federal Government and the Federal Department of Indian and Northern Affairs to implement legislation requiring regular testing and monitoring of drinking water on Aboriginal reserves.

Call on the Federal Government and the Federal Department of Indian and Northern Affairs to fund training and certification of First Nations representatives on Aboriginal reserves as water operators.

BECAUSE:

- Despite Canada's wealth, there is an ongoing crisis in which two-thirds of Aboriginal reserves in Canada do not have safe drinking water.
- People on Aboriginal reserves in Canada are exposed to parasites, bacteria and dissolved metals at a scale comparable to the Walkerton Crisis.
- Access to safe drinking water is a basic human right that is not currently provided many First Nations people in Canada.

NEB decision

adopted

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**Resolution No. 21**

**Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

1. Lobby the Federal/Provincial Government to provide proper resources to ensure access to treatment for abused First Nations, Métis and Inuit children.

BECAUSE:

- This would provide abused First Nations, Métis and Inuit children access to affordable therapy; and
- Abused children struggle with different symptoms and require different therapy to address the child's needs, which are at times denied due to cost factors.

NEB decision

adopted

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**Resolution No. 22**

**Submitted by CUPE Manitoba, the Metro Vancouver District Labour Council (B.C.), Locals 4308 (Ont.), 1550 (Man.), 37 and 3550 (Alta.)**

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CUPE NATIONAL WILL:

Support due consultation and due process as required by agreements and treaties between First Peoples and Canadian governments, both federal and provincial/territorial, before new or expanded ventures in resource exploitation; whether in mining, forestry, oil and gas, water or fisheries be undertaken by foreign or domestic interests when the First Peoples' rights and earth trust will be impacted by such ventures.

BECAUSE:

- Legal treaties and agreements must be respected and honored in practice by all parties and signatories, and
- First Peoples must consider how stewardship of the resources of their territories will impact their children for seven generations, and
- The resources of the Earth are not merely commodities for commercial exploitation; and
- In making wise and considered use of these resources, long term and ongoing benefits must accrue to the First Peoples so that their lives and communities are improved and made better by such use.

NEB decision

adopted

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**Resolution No. 23**

**Submitted by Local 4092 (Ont.)**

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CUPE NATIONAL WILL:

1. Lobby all levels of Government to ascertain that all emergency exits on wide body aircrafts be manned by a safety specialist as per the Canadian legislation.

BECAUSE:

- An adequate crew complement is critical to ensure a safe and rapid evacuation
- 16 crews members contributed to the successful evacuation of a Boeing 777 in the Asiana plane crash
- Air Canada just reduced its crew complement from 10 to 9 Flight Attendants on its Boeing 777-300 leaving one door unmanned

- Corporate profit should not take precedence over the safety of passengers and crew members

NEB decision

adopted

**Resolution No. 28**

**Submitted by the Air Transat Component**

CUPE WILL:

1. Pressure the federal government and the provincial governments about the preventive withdrawal of pregnant workers under the federal jurisdiction, and allow those workers access to the allowances paid by WCB or any other equivalent entity, as the workers in the Province of Quebec are.
2. Pressure the Canadian Labour Council to do the same, and in all provinces.

BECAUSE:

- Pregnant women who work in companies under the federal jurisdiction do not have access to a provincial program of preventive withdrawal, regardless of where they live,
- Other workers (such as those in the province of Quebec) are covered,
- This situation places these workers in a situation where they can be obliged to work under dangerous conditions for their health or the survival of their child, and
- Even if they are authorized to take a leave-without-pay and they do not have access to any financial support and assistance, contrary in the majority of the Quebec workers, and
- Pregnant workers should not have to choose between ensuring their & their unborn-child's health and safety, or working to ensure financial survival.

NEB decision

adopted

**Resolution No. 29**

**Submitted by Local 4047 (Ont.)**

CUPE NATIONAL WILL:

Provide assistance to the airline division and liaise with airline contacts in Cuba and Jamaica to promote the substitution of the use of permethrin as a product used in aircraft cabins for disinfection

BECAUSE:

- Flight attendants are asked to spray the cabin with a 2% concentration of permethrin in a pressurized cabin within an enclosed environment with only recycled air resulting in immediate and residual chemical exposure to both workers and the flying public,
- Pesticides are not safe because exposure effects are compounded over time,
- The MSDS Sheet for permethrin states possible carcinogenic hazards as well as mutagenic properties,
- Flight Attendants, including pregnant women, are continuously exposed to permethrin due to occupational requirements,
- Substitution products are readily available and have been adopted when flying to other destinations such as Mumbai and Shanghai where US carriers (Delta) presently use on these routes.

NEB decision

adopted

**Resolution no. 30**

**Submitted by the Air Transat Component**

IT IS PROPOSED THAT:

The CLC-CTC take all necessary measures with the Canadian authorities and the Department of Justice to amend the Criminal Code in order to criminalize all assaults against on-duty flight attendants.

BECAUSE:

- Flight attendants working for federally regulated airlines are often victims of physical abuse while performing their duties;
- Such abuse has a devastating effect on the victims' health;
- The Criminal Code (R.S.C., 1985, c. C-46) imposes more severe sentences for assaults against on-duty police officers; and
- Similar to police officers, flights attendants are essential to ensure the safety and the security of airline passengers.

NEB decision

adopted

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**Resolution No. 33**

**Submitted by the Hospital Employees' Union (B.C.),  
Locals 3017 (N.L.), 109, 4308, 5555 (Ont.), 998 (Man.),  
and 15 (B.C.)**

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CUPE NATIONAL WILL:

Continue to provide financial resources and support for the multi-year, multi-union **Rethink Child Care** campaign as it moves into year 3 (2014) and year 4 (2015).

BECAUSE:

- Employers and governments are using unprecedented tactics to undermine the power of unions by interfering in the collective bargaining process; undercutting wages and security of working people; introducing draconian labour legislation that if passed will undermine unions ability to effectively represent the interests of their members and working people; and
- The Rethink Child Care campaign provides a good model for engaging CUPE members in important conversations that matter to working people and in the CLC Fairness campaign.

*NEB decision*

*adopted*

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**Resolution No. 34**

**Submitted by CUPE Newfoundland and Labrador**

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CUPE National shall direct it's Union Development Department and the Health & Safety Branch to develop new bargaining language pertaining to working alone, early and safe return to work, ergonomics and enhanced training in first aid, confined spaces and fall arrest.

BECAUSE:

- Changes to acts and regulations in this country require that workers are to be trained in some of those areas; and
- Some employers are delaying training in some areas, offering training to select workers and no language in collective agreements to hold them accountable; and
- It will develop education and awareness among the members.

*NEB decision*

*adopted*

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**Resolution No. 36**

**Submitted by Locals 2225, 2280, 4308 and 4788 (Ont.)**

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CUPE NATIONAL WILL:

Work with CUPE Ontario and the CUPE Ontario Health Care Workers Coordinating Committee to develop and implement a plan of action to immediately address the issues Long Term Care locals face in length of time for bargaining outcomes related to arbitration awards, including addressing the need for additional nominees and researchers.

BECAUSE:

- CUPE health care members in long term care in Ontario do not have the right to strike and often have to rely upon the interest arbitration process to reach settlement with employers ;and
- While the interest arbitration process may be flawed and under threat from our provincial government, it also has serious problems within our CUPE structure that has to be dealt with since it undermines our ability to effectively represent and advocate for our members and our union

*NEB decision*

*adopted*

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**Resolution No. 37**

**Submitted by Local 4092 (Ont.)**

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CUPE NATIONAL MUST:

- a) Fully research the legal background, implications and consequences our members currently face when they are disciplined by their employers due to their usage, participation and expression on social media and any other forms of media).
- b) Officially denounce all disciplinary measures taken by employers against our members due to their reasonable use of social media and their freedom of expression;
- c) Offer complete support and follow-through to CUPE locals and components when they are faced with defending members in regards to social media issues.
- d) Determine the guidelines by which members should operate within social media and find a clear and simple way to distribute these guidelines to members;



- e) Legally challenge any existing or upcoming policy which allows employers to take disciplinary measures against employees based on their usage of social media,

BECAUSE:

- Employers across Canada are using members' participation in online social media forums as legitimate grounds for disciplinary sanctions;
- Guidelines on social media policy are unclear and open to interpretation;
- Members are often confused as to what is allowed, and what is not allowed, when discussing their employer online;
- The usage of social media is evolving rapidly and CUPE should set the tone and provide clarity on these issues;
- Workers should know what resources they have if they are threatened with discipline due to social media usage;
- All precedent in regards to these issues must be carefully documented for any upcoming legal challenges.

NEB decision

adopted

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**Resolution No. 39**

**Submitted by the Ontario Council of Hospital Unions**

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CUPE NATIONAL WILL:

- Deepen its policy of no concession bargaining;
- Work actively to change the provincial austerity program which is freezing funding for our services and impacting collective bargaining;
- Convene a meeting of public sector union leaders to discuss moving bargaining back to gains and away from concessions;
- Organize a second bargaining conference to develop a strategic plan with buy-in from all sectors to ensure that local unions and sectors are not placed into a concession box by government and employers which they cannot get out of;
- Move all necessary resources to support any local union(s) whose bargaining threatens to become concessionary

BECAUSE:

- CUPE has a long and proud history of resisting concessions;
- For the first time in years, employers and governments are winning concessions from workers in the public sector;
- The working class did not cause the financial crisis, in fact our productivity has never been greater, and we should not pay for it with concessions;
- Concessions in one sector will breed concessions across other sectors;
- Workers do not need unions to go backwards

NEB decision

adopted

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**Resolution No. 40**

**Submitted by CUPE Nova Scotia, Locals 3912 and 5050 (N.S.)**

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CUPE NATIONAL WILL:

Lobby the bargaining sectors of CUPE, to bargain in their Collective Agreements language to support older workers.

BECAUSE:

- CUPE members are remaining in the workplace longer.
- Many members are working to age 65 or later.
- Medical benefits are important at any age.

NEB decision

motion to not proceed with

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**Resolution No. 43**

**Submitted by CUPE Nova Scotia, Locals 3912 and 5050 (N.S.)**

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CUPE NATIONAL WILL:

1. Update the Standard Collective Agreement.
2. Rewrite the Standard Collective Agreement in clear language.

BECAUSE:

- The CUPE National Constitution is now written in clear language.
- The CUPE National Executive Board and the CUPE National Literacy Working Group encourage locals to

submit Resolutions and Constitutional Amendments in clear language for the National Convention.

- A clear language Standard Collective Agreement uses words that are familiar and less confusing to members.
- Members will understand their Collective Agreement.
- Members will be empowered and encouraged to participate in the Union.

NEB decision

motion to not  
proceed with

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**Resolution No. 44**  
**Submitted by Local 15 (B.C.)**

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CUPE NATIONAL WILL:

Investigate the availability and cost of new technologies for the purpose of improving the ability to communicate with CUPE members, in a way that is interactive and provides an opportunity to gauge their interest and priorities.

Consider hosting regional CUPE "Telephone Town Hall" to engage members across the country in a conversation about the protection of public services, the importance of political action, and the priorities of our union and consider provincial cost share campaigns for these meetings.

BECAUSE:

- The Conservatives have been attacking unions;
- New technology exists to allow us to communicate directly and interactively with thousands of members at once; and
- Rank-and-file members often feel disconnected from their union, and this would provide them an opportunity to participate in a conversation with the leadership of their union, regardless of where they live; and
- "Telephone Town Halls" offer an affordable platform to engage our members in a conversation about issues that matter most to them, and receive instant feedback from the participants; and
- This new technology has the potential to engage, involve and mobilize many more members in our union and our campaigns.

NEB decision

adopted

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**Resolution No. 46**  
**Submitted by the Metro Vancouver District Labour Council (B.C.)**

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CUPE NATIONAL WILL:

Utilize retired staff to facilitate workshops up to five years after their retirement date.

BECAUSE:

- We must not allow the knowledge base to leave CUPE without it being transferred to current members and staff.

NEB decision

motion to not  
proceed with

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**Resolution No. 47**  
**Submitted by the Metro Vancouver District Labour Council (B.C.)**

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CUPE NATIONAL WILL:

Utilize members in good standing, who are trained as Facilitators prior to their retirement, to facilitate workshops up to five years after their retirement date.

BECAUSE:

- We must not allow the knowledge base to leave CUPE without it being transferred to current members.

NEB decision

motion to not  
proceed with

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**Resolution No. 48**  
**Submitted by the Vancouver Island District Council (B.C.)**

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CUPE NATIONAL WILL:

Direct union development improve and expand the use of member facilitators in the delivery of union education

BECAUSE:

- Investment has been made in training member facilitators in all regions and these resources should be accessed and utilized as much as possible; and

- Use of member facilitators allows CUPE to offer more workshops on a more regular basis while utilizing the greatest number of resources available to them

*NEB decision*

adopted

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**Resolution No. 50**

**Submitted by Locals 3017 (N.L.), 1418 (N.B.), 4308 and 5555 (Ont.)**

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CUPE NATIONAL WILL:

Develop a "Duty to Accommodate" training video, covering all types of accommodation, including the accommodation of disability, for use in courses, week-long schools, and CUPE events across the country.

BECAUSE:

- CUPE National's Union Development Department rolled out the first country-wide Duty to Accommodate course this past May; and
- We know that there is a growing demand for Duty to Accommodate training, and a video is an important part of any course; and
- A video about accommodation could be used in many venues other than formal courses including local and district council meetings, at events when CUPE is cooperating with disability rights organizations; at equality/anti-racism/human rights events hosted by CUPE or in which CUPE is participating; and
- While we do not necessarily have the capacity to produce entire courses in languages other than English and French, it would be possible to have a sub-titled version of such a video available, to that a significant proportion of our members whose first language is neither English or French, thus having the potential to act as a powerful organizing tool; and
- While the PWDNWG created a 9-minute video in 1996, which is more of a disability sensitivity video, there is not an effective Duty to Accommodate training video commercially available for use in accommodation courses.

*NEB decision*

adopted  
covers Resolution 51

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**Resolution No. 52**

**Submitted by the Vancouver Island District Council (B.C.)**

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CUPE NATIONAL WILL:

Direct union development to create a workshop to train union activists:

- to help members deal with the impacts and aftermath related to critical incidents; and
- to develop and implement a critical response system in their workplaces.

BECAUSE:

- With the demanding economy and workloads being put on our members in the workplace and at home, more and more of our members are requiring critical incident stress defusing or debriefings;
- Our members need to feel that they have someone from the union who is looking out for their best interests in a time of need; and
- The response of a CUPE member as a first responder can go a long way in helping with the healing and dealing with the kind of issues that we understand

*NEB decision*

adopted

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**Resolution No. 53**

**Submitted by the Vancouver Island District Council (B.C.)**

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CUPE NATIONAL WILL:

Expand alternative options to deliver union education, including online workshops, video conferencing, podcasts, or self study modules.

BECAUSE:

- Trade unions are under increasing attack by employers and education is an effective way to encourage union activists and inform members of their rights
- Many locals do not have the funds to send members to training in other cities
- It is often difficult to choose times and days when enough workers are able to access face-to-face workshops in one location

- Current curriculum is often in a format conducive to alternative delivery
- Younger workers may be more comfortable with using alternate forms of technology as a learning tool

NEB decision

adopted

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**Resolution No. 54**  
**Submitted by the Vancouver Island District Council**  
**(B.C.) and Local 951 (B.C.)**

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CUPE NATIONAL WILL:

Review all CUPE union development materials to ensure they are relevant to precarious workers (casual, contract, temporary, etc.)

BECAUSE:

- Trade unions are under increasing attack by employers and education is an effective way of encouraging union activists and informing members of their rights; and
- An increasing number of CUPE members are casual, contract or precarious workers who may work in non-traditional union work spaces, e.g. home offices;
- Collective agreements, issues of seniority, benefits, working conditions compensation and membership turnover are often significantly different for precarious and contract workers and their locals; and
- Current union education curriculum is still largely based on assumptions that there is a physical workplace, regularized hours of work, access to stewards, book off time, etc.

NEB decision

adopted

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**Resolution No. 55**  
**Submitted by CUPE Nova Scotia, Locals 3912 and 5050**  
**(N.S.)**

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CUPE NATIONAL WILL:

Promote awareness and provide training in clear language to CUPE staff and members.

BECAUSE:

- Staff needs the tools necessary to serve our members.

- CUPE reflects the diversity of Canadian society and all of its literacy challenges.
- CUPE staff and members are all learners.
- All workers have the right to learn.

NEB decision

adopted

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**Resolution No. 56**  
**Submitted by the Vancouver Island District Council**  
**(B.C.)**

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CUPE NATIONAL WILL:

Commit to offering the Introduction to stewarding workshop at least once per year in all regions.

BECAUSE:

- Too often this basic Introduction to Stewarding workshop is not available in a timely fashion and convenient location and is an important prerequisite for other workshops in the Steward Learning Series;
- Trade unions are under increasing attack by employers and education is an effective way of encouraging union activists and informing members of their rights; and
- There is a need for unions to learn how to protect members in this age of increasingly aggressive policies against the union members executed by employers and governments; and
- Young workers need to be encouraged to see the value in belonging to and becoming active in their union and the Introduction to stewarding workshop is a valuable tool in achieving those aims

NEB decision

adopted

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**Resolution No. 61**  
**Submitted by CUPE Ontario and Local 5555 (Ont.)**

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CUPE NATIONAL WILL:

Immediately create a National Social Services Working Group to coordinate and respond to the attack on the sector across the country.

BECAUSE:

- Delegates to CUPE Ontario 's 2013 Convention passed a resolution to bring this matter to our National Convention.

- Successive years of political choices in Canada to slash tax revenue and to cut and/or privatize public services has resulted in widening gaps in inequality and has devastating impacts on the social services sector.
- The services that CUPE members provide help to mitigate inequality and provide the supports people need to build safe, healthy and caring communities. Cuts to funding have reduced services and the quality of services, expanded waitlists and forced layoffs.
- The increasing precarious nature of work, including more part-time work arrangements and fewer full-time job opportunities, coupled with layoffs and layered with the Harper government's cuts to employment insurance, has meant greater income and employment insecurity for all workers.
- There is an increasing demand for social services in Canada and yet those same services are being dismantled, restructured and/or eliminated. The threat of privatization looms large in the sector.

*NEB decision*

*adopted  
covers Resolutions 58,  
59 and 60*

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**Resolution No. 62**  
**Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

1. Explore the idea of forming a working group to research and determine the impact of precarious work on CUPE members; and,
2. Have the working group draft a report on their findings to the National Health and Safety Committee for development of an action plan to improve the working conditions of precarious workers.

BECAUSE:

- CUPE has many members who perform precarious work and receive little focus; and,
- Precarious work has a negative impact on a person's mental, physical, and emotional well-being.

*NEB decision*

*adopted  
covers Resolutions 63,  
72 and 73*

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**Resolution No. 66**  
**Submitted by CUPE Ontario and Local 5555 (Ont.)**

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CUPE NATIONAL WILL:

Establish a National Emergency Service Workers Committee.

BECAUSE:

- Delegates to CUPE Ontario's 2013 Convention passed a resolution to bring this matter to our National Convention.
- Emergency Medical Workers are an important part of Canada's public service sector, and as such, are represented by CUPE in both health care and municipal locals in multiple provinces.
- The economic crisis has resulted in increased attacks on public services and public service workers and their collective agreements.
- This committee would serve to unite Emergency Medical Service Workers in coordinating and presenting common objectives on a national level.

*NEB decision*

*adopted  
covers Resolutions 64  
and 65*

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**Resolution No. 67**  
**Submitted by CUPE Prince Edward Island**

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CUPE NATIONAL WILL:

Establish a National Education Sector Committee.

BECAUSE:

- A national committee would give members an opportunity to share strengths and challenges faced by the sector;
- A National Committee would give members an opportunity to dialog with others about common concerns.

*NEB decision*

*adopted*

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**Resolution No. 69**  
**Submitted by Locals 4308 and 5555 (Ont.)**

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CUPE NATIONAL WILL:

Strike a standing committee, supported by the necessary resources and staff, to coordinate and assist CUPE locals

to better meet the needs of part-time and casualized workers.

BECAUSE:

- Part-time and casualized workers are the most vulnerable, the fastest growing, and are predominantly members of equity-seeking groups.

NEB decision

motion not to  
proceed with

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**Resolution No. 70**  
**Submitted by Local 5555 (Ont.)**

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CUPE NATIONAL WILL:

Strike a standing committee, supported by the necessary resources and staff, to coordinate and assist CUPE locals in organizing post-doctoral fellows and other academic workers at universities and hospitals across the country and, where CUPE locals are not present to organize new bargaining units, to represent post-doctoral fellows and academic workers.

BECAUSE:

- The terms of the 1994 merger agreement with the Canadian Union of Education Workers stipulated that CUPE shall "acknowledge a full, long-term commitment organizing in the post-secondary education sector in all regions of Canada".
- Post-doctoral fellows working in universities and hospitals are academic workers who are largely unorganized and lacking in all but the minimum in workplace protections and eighteen of the twenty two academic locals organized since the merger are affiliated to other national or international unions.
- These locals together account for more than 20,000 newly organized academic-sector workers, including post-doctoral fellows.

NEB decision

motion not to  
proceed with

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**Resolution No. 71**  
**Submitted by Local 4092 (Ont.)**

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CUPE NATIONAL MUST:

- a) Document and compile past, present and future cases where a unionized group of employees in Canada has

been prevented from striking by government authorities.

- b) Determine if and how these interferences with our legal right to strike can be legally challenged, and provide all resources available to do so.
- c) Establish a creative workgroup, committee or taskforce which will have the specific mandate of determining and recommending alternative methods a unionized group can take to exert pressure on their employer if they are prevented from striking. These methods can be creative initiatives, media campaigns, staged events, legal workplace actions, or others.
- d) Maintain this workgroup on a quick-response, as-needed basis to offer guidance should specific CUPE locals or components face the issue of being prevented from striking again in the future.

BECAUSE:

- In the past three decades Canadians have seen a serious erosion of their collective bargaining rights.
- Almost every jurisdiction in Canada has experienced a major violation of the bargaining rights of its citizens. The federal and provincial governments in Canada passed 204 pieces of legislation since 1982 that have restricted, suspended or denied collective bargaining rights for Canadian workers.
- Governments in Canada passed 204 pieces of legislation since 1982 that have restricted, suspended or denied collective bargaining rights for Canadian workers.
- Most of this legislation (51 of the 90 pieces of legislation) not only forced workers back to work after taking strike action, but also arbitrarily imposed settlements on the striking workers.
- Our members must have legally-viable, rapid and creative fallbacks that will allow them to find alternative ways of mobilizing the public and putting pressure on their employers when they are forced back to work and denied the right to strike.

NEB decision

motion not to  
proceed with

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**Resolution No. 75**  
**Submitted by the Metro Vancouver District Labour Council (B.C.)**

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CUPE NATIONAL WILL:

Hold 3 day a National Skilled Trades Conference every 2 years starting in 2014.

BECAUSE:

- There is and continues to be a large shortage of Skilled Trades Workers across Canada.
- CUPE National needs to plan and strategize with all Sectors with Skilled Trades on National and Provincial campaigns to stop the Dumbing (Watering) down of Skilled Trades.
- CUPE National needs to help plan and continue to monitor an Apprenticeship Programs to round of Skilled Trade Workers in the Public Sectors.
- CUPE National needs to help plan and develop a programs for Apprentices in aiding them to becoming successful Skilled Trades Workers in the Public Sector.

*NEB decision*

*motion to not  
proceed with*

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**Resolution No. 76**

**Submitted by the Metro Vancouver District Labour Council (B.C.)**

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CUPE NATIONAL WILL:

Hold a 4 day National Municipal Conference every 2 years starting in 2014.

BECAUSE:

- The Municipal Public Sector is continued being attacked across the country.
- The Municipal Public Sector needs to plan and strategize a National Fight Back campaigns on these attacks.
- The Municipal Public Sector would benefit from shared ideas and to learn what new Privatization ideas and plans are coming from right wing Mayors and Councils.
- CUPE National needs to strategize and fight against any Free Trade agreements that could directly affect Municipal Public Sector jobs

*NEB decision*

*motion to not  
proceed with*

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**Resolution No. 77**

**Submitted by CUPE British Columbia, Locals 503 (Ont.), 4777 (Sask.) and 389 (B.C.)**

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CUPE NATIONAL WILL:

Spearhead a national conference on privatization and

public services in conjunction with other unions and coalition partners.

BECAUSE:

- The attack on public services, public sector workers and their unions has intensified across the continent;
- The conservative majority government is implementing the attack on public services and public sector workers;
- We need to strategize and develop a counter plan with labour and civil society coalition allies to build our capacity to reverse the privatization of public services and promote public sector successes.

*NEB decision*

*motion to not  
proceed with*

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**Resolution No. 80**

**Submitted by CUPE Prince Edward Island**

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CUPE NATIONAL WILL:

Develop and present a National Education Sector Conference to be presented on a bi-annual basis; to be of no less than two full business days, focusing on identifying interests and resolving issues of the education sector workers.

BECAUSE:

- In 2008 education workers from across Canada met for the first time as a group in Regina, Saskatchewan, although this conference was very beneficial no further meetings have been announced;
- Issues such as reduced funding by governments, deliberate understaffing by management or recognized certification for our jobs are not receiving the attention they need and deserve.

*NEB decision*

*adopted  
covers Resolutions 78  
and 79*

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**Resolution No. 81**

**Submitted by Locals 4308 and 5555 (Ont.)**

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CUPE NATIONAL WILL:

1. Organize a National Equality Conference to take place before the CUPE National Conference in 2015.

2. The agenda for the conference will include the opportunity for members from all regions to examine, and to share information and insights on:

- a) The impact of "austerity" agendas and attacks on collective bargaining rights from a human/rights/equality perspective;
- b) Achievements and challenges in Collective Bargaining, from a human rights/equality perspective;
- c) Legislative changes impacting on human rights;
- d) Grassroots mobilization, including the "Stand up for Fairness" campaigns across CUPE.

BECAUSE:

- The issues of equality seeking groups must be central in the planning processes of our Union to ensure our action planning is inclusive and incorporates the diversity of our members and our communities
- It is important that we approach our future through an anti-oppression/equality lens

NEB decision

adopted

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**Resolution No. 82**  
**Submitted by the Hospital Employees' Union (B.C.) and Local 3912 (N.S.)**

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CUPE NATIONAL WILL:

1. Conduct a full review of all areas of operations that would be affected by a move to a three (3) year National Convention cycle, including Constitutional changes, National/Provincial requirements, operational requirements, potential financial cost savings and potential lower environmental impacts.

BECAUSE:

- Examining the National Convention cycle will allow for a conversation with members about their vision for CUPE for the next 50 years; and
- On CUPE's 50<sup>th</sup> anniversary, we should take stock of where the union has been and where it will be in another 50 years time; and
- We all have a responsibility to look at lowering the environmental impact of CUPE work and operations, as mandated by CUPE's National Environment policy.

NEB decision

adopted

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**Resolution No. 83**  
**Submitted by Local 4400 (Ont.)**

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CUPE NATIONAL WILL:

1. Eliminate combining all resolutions that might incur expenses into an omnibus resolution that is referred to the National Executive Board;
2. Allow the members at Convention, the highest decision-making body within CUPE, to debate the merits of each resolution;
3. Use this new practice as the first step towards developing a more comprehensive participatory budget process for CUPE; and
4. Will work out a process by which the delegates to the next Convention can have a say in developing the criteria for funding Convention priorities in conjunction with the Secretary-Treasurer.

BECAUSE:

- Debate and decision-making by the widest number of CUPE members strengthens and democratizes our union;
- Participatory budget practices empower members of CUPE and deepens their investment in carrying out the decisions when priorities for action campaigns which are collectively decided for the coming two years;
- Moving in this direction is one way of strengthening CUPE's position as a fighting social-action, member-driven union.

NEB decision

motion to not proceed with

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**Resolution No. 90**  
**Submitted by CUPE Saskatchewan**

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CUPE NATIONAL WILL:

1. Ensure health and safety training is available to all CUPE National Servicing Representatives as part of the New National Servicing Representative Training.
2. Ensure health and safety training is available to all CUPE National Servicing Representatives as part of the yearly training program.



BECAUSE:

- We need to build a culture of health and safety in our workplaces;
- Servicing Representatives need to have an understanding of health and safety;
- We need to bring health and safety issues at bargaining tables to stop the erosion of rights and provide strong health and safety language in all collective agreements to protect workers; and
- Provide tools to support locals to fight for a healthy and safe workplace.

*NEB decision*

*motion to not  
proceed with  
covers Resolution 91*

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**Resolution No. 92**  
**Submitted by Local 5167 (Ont.)**

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CUPE NATIONAL WILL:

1. Undertake an internal survey of the Canadian Staff Union, National Office staff and Regional Office staff to find where, if any inequities in the internal staffing exist. Further, be it resolved that a plan for diversity management in all National Department Offices and C.S.U. be implemented before the next National Convention to show that CUPE is an equal opportunity employer.

BECAUSE:

- Nationally CUPE is comprised of members from ethnic communities, racialization communities, aboriginal communities, gay, lesbian, bi-sexual and transgender communities and disabled members.
- Present CUPE staff and CSU do not reflect equal representation from the communities mentioned.
- CUPE promotes equity in the hiring practices of the member employers but does not do so internally. Members and outsiders may view our union as an inclusive union but to the member's community mentioned it is not.

*NEB decision*

*motion to not  
proceed with*

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**Resolution No. 95**  
**Submitted by Locals 3550 (Alta.) and 4078 (B.C.)**

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CUPE NATIONAL WILL:

Commit to provide an annual week long specialized

training session on pensions for designated national representatives and/or research staff, accessible in both official languages.

BECAUSE:

- High levels of CUPE staff turnover has meant younger and newer staff, and the loss of many staff members who had particular expertise on pensions.
- Workplace pension plans are under attack across the country, and pension specialist staff in both the national or regional offices are unable to respond in full detail to all of these challenges.
- Pensions are highly technical, complex and ever-evolving. Protecting these plans in collective bargaining requires a certain level of expertise.
- The pension plans of CUPE members are under attack and will be better defended with more staff capacity to engage in pension issues in detailed ways.

*NEB decision*

*motion not to  
proceed with*

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**Resolution No. 99**  
**Submitted by Local 5167 (Ont.)**

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CUPE NATIONAL WILL:

1. Remove all CUPE Local 1041 members from CUPE who supervise members of CUPE Local 5167.

BECAUSE:

- CUPE Sisters and Brothers should not be disciplining CUPE Sisters and Brothers;
- As a result of complaints from a 1041 member to the employer, 29 of our Local 5167 members were terminated, and two suspended for 30 days on January 28, 2013;
- The employer is utilizing Local 1041 members to represent management on the CUPE 5167 Joint Health and Safety Committee;
- A petition asking CUPE National to look for an alternate Union to represent CUPE Local 1041 was sent to the CUPE National office on February 13, 2012 with no action to date;
- CUPE Local 5167 has incurred astronomical costs associated with defending our local and members at Arbitrations, Grievances, Mediations, etc. against the ongoing attack by some Local 1041 members with the help of the employer;

- CUPE Local 1041 members are also involved in the employers hiring process including; testing and - interviewing;
- Some CUPE Local 1041 members are in violation of the CUPE National Constitution including but not limited to, Appendix "B" (E) and (L), B.8.4, B.10.4 and Appendix "D"

NEB decision

motion not to  
proceed with

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**Resolution No. 100**  
**Submitted by CUPE Local 4400 (Ont.)**

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CUPE NATIONAL WILL:

- Institute a comprehensive and broad-based review of the structure of CUPE to determine if it currently functions to meet the needs of our members and their locals (large and small), and the occupational groups, district councils, provincial divisions and service divisions.

BECAUSE:

- The union is strong administratively and financially but the challenges we are facing are extraordinary and we need to be assured that the structure adopted as a compromise many decades ago will

support our ability to effectively fight for our members and our communities.

NEB decision

motion not to  
proceed with

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**Resolution No. 101**  
**Submitted by Locals 4047 (Ont.) and 4078 (B.C.)**

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CUPE NATIONAL WILL:

Work to modify the articles of the National and Division Constitutions, in order to allow Airline Component officers delegate status at division conventions

BECAUSE:

- The Airline Division of CUPE has been part of CUPE for over 25 years; and

- The structure of the Airline Division includes components, which are the recognized bargaining committees for all locals among them; and
- The CUPE National Constitution recognizes components within the Airline Division and at National Conventions; and
- Component officers are very involved in their union structure, elected by members across the country to represent their needs regardless of where they reside, and should be allowed to take part in all Conventions of CUPE with the right to vote and be heard, so that they can properly represent the members who voted for them.

NEB decision

motion not to  
proceed with  
covers Resolutions  
102, 103 and 104

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**Resolution No. 105**  
**Submitted by Locals 4308 and 5555 (Ont.)**

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CUPE NATIONAL WILL:

Conduct an audit of all workplaces where CUPE is the Employer, to determine whether the facilities are truly accessible (i.e. not that they merely meet the minimum legal requirements of building codes) to all CUPE members and, where they are found not to be so, develop a plan to take steps to insure that they will be made accessible.

BECAUSE:

- CUPE members with disabilities have experienced difficulties in attending union meetings because the venue is not wheelchair or mobility-impaired accessible, or the washrooms are not user-friendly for persons with disabilities; and
- The desire to be inclusive, accommodating, and open to all is only made real when a CUPE member can attend a union event without being subjected to the indignity of drawing attention to the disability by being "carried" to the venue, is unable to speak at the mic, or follow union proceedings; and
- CUPE should extend and continue its excellent tradition of insuring that all CUPE members can participate in all activities of the union.

NEB decision

adopted

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**Resolution No. 110**  
**Submitted by CUPE Newfoundland and Labrador**

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CUPE NATIONAL SHALL:

1. Call on the Harper Government to repeal the Equal Access to Employment Insurance Benefits for Temporary Foreign Workers regulation and restore access to these secondary benefits for all foreign workers
2. Urge the Harper Government to repeal the residency requirement and allow full universal access to EI benefits to all who contribute to the system.

BECAUSE:

- An estimated 800,000 temporary foreign workers in Canada pay full premiums with employers into the Employment Insurance (EI) program but are not eligible for the primary benefit when laid off and return home due to residency regulations implemented by the federal government; and
- Temporary foreign workers were eligible for secondary benefits under the EI program for Parental and Maternal benefit.

*NEB decision* adopted

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**Resolution No. 112**  
**Submitted by the Air Transat Component, the Metro Vancouver District Labour Council (B.C.), Locals 4308 (Ont.), 1550 (Man.) and 3550 (Alta.)**

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CUPE NATIONAL WILL:

1. Support and partner with organizations in Canada opposed to "fracking" (i.e. hydraulic fracturing - a dirty and toxic extraction technique for exploiting/capturing natural gas) and will write a letter to the Prime Minister, Provincial Premiers and heads of Territorial Governments calling for a national ban of fracking to follow the lead provided by the Province of Quebec that has legislated a moratorium on the practice.

BECAUSE:

- Fracking is an operation that brutalizes the earth through high powered underground injections of toxic water and sand. The operation is capable of releasing greenhouse gases into the environment that rivals the damage done by coal; and

- Some of the chemicals involved are carcinogenic and have the potential to poison fresh water sources that communities depend on; and
- Fracking produced tap water in Rosebud, Alberta that could be lit on fire because of the polluting methane content that fracking and created; and
- Countries like France have banned the practice and jurisdictions throughout Europe, the United States, United Kingdom, Australia, New Zealand and elsewhere are creating moratoria on fracking because of the potential disasters to public and community resources that may result. Ill-considered consequences which far outweigh the benefits of this wreck less practice; and
- Public health and safety must trump any corporation's right to damage the environment and humankind's resources by subordinating public interest to a corporation's pursuit of profits for its' share holder.

*NEB decision* adopted  
covers Resolution 113

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**Resolution No. 114**  
**Submitted by Locals 2329 (N.L.), 3912 (N.S.) and 4980 (Sask.)**

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CUPE NATIONAL WILL:

1. Ensure that preserving the natural environment is a priority with respect to energy development and transmission in Canada; and
2. Support publicly owned and operated renewable energy sources and oppose reckless resource exploitation, such as shale gas fracking; and
3. Ensure that all people have a right to energy, while understanding how we connect with all living things; and
4. Protect the rights of working people by promoting meaningful work, while promoting an economy based on renewable sources of energy rather than energy derived from fossil fuels.

BECAUSE:

- Access to energy is a human right and a necessity; and
- Energy is more cost effective and affordable when it is publicly owned and operated; and
- Renewable energy is less harmful to the environment; and

- We must follow the Aboriginal perspective of looking ahead seven (7) generations to make sure we implement a sustainable and long-term view and that we do not harm the earth or leave it in worse condition than we found it.

NEB decision

adopted

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**Resolution No. 115**  
**Submitted by Local 4879 (B.C.)**

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CUPE NATIONAL WILL:

Demand that the Canadian Federal and Provincial Governments provide all Canadian communities potentially impacted by mining and fracking operations with an independent and comprehensive Health Impact Assessment (HIA) to reveal the health risks associated with these operations.

BECAUSE:

- The public health risks associated with locating these businesses in or near Canadian communities is potentially severe; and
- Expedient, ad-hoc reviews that are not carried out with transparency and public input, and that do not consider the cumulative impacts and long-term health effects of exposures to these industries especially during early life-are not acceptable; and
- Since with the onset of these operations, a community may experience dramatic increases in noise pollution; light at night; crime; truck traffic; decreases in the availability of locally grown food, affordable housing, recreational green space for exercise, and clean/safe drinking water; and air-pollution-related diseases, it is crucial that the HIA must include quantitative and economic analyses led by an independent team of expert researchers unaffiliated (not funded) with the mining or fracking industries or governmental agencies led by political appointees.

NEB decision

adopted

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**Resolution No. 116**  
**Submitted by CUPE Newfoundland and Labrador**

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CUPE NATIONAL shall strongly urge the federal government to reverse the gutting of the Navigable Water Protection Act and implement clear safeguards against oil spills and dangerous pipeline construction.

BECAUSE:

- Protecting nature and our ecosystems including our rivers, streams, lakes and coastlines is imperative to current and future generations.

NEB decision

adopted

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**Resolution No. 117**  
**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

Vigorously oppose any and all attempts by the oil and gas industry to suspend moratorium on off-shore drilling/exploration in BC coastal waters; and

Vigorously oppose any attempt to allow oil supertankers from sailing in BC coastal waters.

BECAUSE:

- The Gulf of Mexico oil rig disaster ought to serve as a frightening wake-up call for all Canadians.
- The British Petroleum Company's fatal oil rig explosion and ensuing environmental tragedy clearly indicates the uncertainty of safe off-shore oil drilling/exploration and the unavailability of safe technology.

NEB decision

adopted

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**Resolution No. 118**  
**Submitted by CUPE Alberta**

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CUPE NATIONAL WILL:

Lobby the CLC and Federal Governments to encourage the formulation of new regulations such as; the reduction of CO2 emissions, the reduction of fresh water intake, and increased regulations as well as responsible reclamation of tailing ponds to stem the environmental impact that is caused by the "Oil Sands".

BECAUSE:

- The environmental impact of the "Oil Sands" is a global problem.

NEB decision

adopted

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**Resolution No. 119****Submitted by the Metro Vancouver District Labour Council (B.C.) and Local 23 (B.C.)**

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CUPE NATIONAL WILL:

1. Promote and support collaboration between K-12 workers, public transportation workers and community groups to call for free access to public transportation for school-age children; and
2. Connect the CUPE National Environment Committee to the work of these initiatives.

BECAUSE:

- Children are rapidly losing access to educational opportunities outside of the school setting, including trips to public libraries, due to budget constraints and cuts to transportation; and
- CUPE supports public transportation options; and
- CUPE supports environmental sustainability, which includes encouraging the use of mass public transit, as found in CUPE's national environmental policy "Working Harmoniously on the Earth".

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*NEB decision*

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*motion to not  
proceed with*

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**Resolution No. 120****Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

Write a letter to the Federal Government of Canada asking them to impose a ban on the import and sale of sharks and shark products related to the practice to Shark Finning.

BECAUSE:

- Between 100-200 million sharks are slaughtered by Shark Finning every year for the sole purpose of supplying the demand for Shark Fin soup; and
- Many species of shark are already over 90% eradicated; and
- Sharks are the apex predator of the ocean's that keep the whole ecology of the sea in balance and healthy, the rapid reduction in shark populations is disrupting the ocean's equilibrium and will have devastating consequences on the environment; and

- Shark Finning is a process whereby a shark is hauled up on the deck of a fishing vessel, its fins (only) are sliced off, then the shark (still alive) is thrown back into the water to bleed to death or sink to the bottom of the ocean to be eaten by other marine life.

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*NEB decision*

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*adopted*

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**Resolution No. 121****Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

Lobby the Federal Government to enact legislation that will eliminate salmon farms in Canada.

BECAUSE:

- It is now irrefutable that salmon farms are having a devastating impact on wild salmon populations; and
- A study by marine biologists published in the Public Library of Science Journal reveals that salmon farming operations have reduced wild salmon populations up to 40% in some areas around the world.

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*NEB decision*

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*adopted*

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**Resolution No. 122****Submitted by the Hospital Employees' Union (B.C.), Locals 2329 (N.L.) and 3912 (N.S.)**

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CUPE NATIONAL WILL:

1. Encourage all CUPE Divisions and locals to follow CUPE National's leadership on implementing the best possible operational changes to lower CUPE's environmental impact throughout and across the union; and
2. CUPE Divisions and locals will specifically work to reduce the environmental impact of all regional conventions, conferences and events and all local meetings and events.

BECAUSE:

- CUPE National has adopted an Environmental Policy that should be adhered to and followed throughout and across all Divisions and locals in the union; and

- CUPE can drastically reduce its environmental impact by greening all of its conventions, conferences, meetings, and events at all levels of the union.

NEB decision

adopted  
covers Resolution 125

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**Resolution No. 123**  
**Submitted by Locals 3912 (N.S.) and 4980 (Sask.)**

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CUPE NATIONAL WILL:

1. Implement and facilitate the use of videoconferencing technology by installing and upgrading current technology, training, and directing of staff and national committees to use videoconferencing as an alternative to extensive travel for meetings and conferences wherever possible.

BECAUSE:

- CUPE has adopted an environment policy that commits our organization to follow sustainable practices; and
- CUPE's impact on the environment could be greatly reduced by cutting back on travel and using videoconferencing to its full capacity.

NEB decision

adopted

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**Resolution No. 124**  
**Submitted by Local 4879 (B.C.)**

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CUPE NATIONAL WILL:

Lobby the Federal Government to prioritize the development of green technology, the reduction of carbon emissions through the establishment of a progressive carbon tax (which would not directly or indirectly affect low-income groups disproportionately), and the significant increase in penalties for corporations that break Canadian environmental protection laws.

BECAUSE:

- The scientific evidence supporting the reality of global warming continues to mount; and

- This evidence points to the fact that global warming is occurring at a much faster rate than most scientists would have predicted 10 years ago; and
- The consequences of global warming are predicted to be catastrophic in terms of the health of all life on the planet, the suffering of millions of environmental refugees, and the disastrous undermining of the world economy.

NEB decision

motion not to  
proceed with

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**Resolution No. 126**  
**Submitted by Locals 2329 (N.L.) and 3912 (N.S.)**

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CUPE NATIONAL WILL:

1. Promote the highest standard of municipal recycling in all Canadian communities; and
2. Promote expanded and upgraded municipal recycling capacity as a means to increase the number of good-paying, unionized green jobs in Canada.

BECAUSE:

- While many Canadian municipalities have excellent recycling programs, there are many communities that offer little or no municipal recycling; and
- Reducing waste by upgrading municipal recycling will cut environmental toxins, reduce greenhouse gas emissions and conserve natural resources; and
- Expanded public municipal recycling programs will create good green jobs in Canada.

NEB decision

adopted

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**Resolution No. 128**  
**Submitted by the Air Transat Component, Locals 4308 (Ont.) and 4828 (Sask.)**

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CUPE NATIONAL WILL:

Encourage CUPE Divisions across the country to reach out to their members from equality-seeking groups by identifying members within locals who will act as equality contact and support persons.

BECAUSE:

- 80% of CUPE members are from equality-seeking groups.

- Members of equality-seeking groups are underrepresented in decision-making structures.
- Members in regions are often isolated and need support to deal with equality issues.

*NEB decision*

*motion to not  
proceed with*

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**Resolution No. 129**

**Submitted by the Vancouver Island District Council (B.C.) and Local 951 (B.C.)**

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CUPE NATIONAL WILL:

- Encourage locals to seek out members from equity-seeking groups and send them to CUPE workshops, conferences and other events on a variety of subjects;
- Assist locals who cannot afford to send equity-seeking members to CUPE workshops, conferences and other events; and
- Encourage and assist locals to educate members from equity-seeking groups about CUPE

BECAUSE:

- Many CUPE members from equity-seeking groups are unfamiliar with the way, the union works or what they have to offer; and
- Education is a long-term investment in ensuring that those members will be able to fully and productively participate in CUPE; and
- Education is the best way to foster activism

*NEB decision*

*adopted*

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**Resolution No. 130**

**Submitted by the Air Transat Component**

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CUPE NATIONAL WILL:

Work along with CUPE Divisions and other parts of the labour movement to lobby the Federal Government to include equity self-identifying questions into the Canadian Census.

BECAUSE:

- Employers under Federal jurisdiction and Federal Equity laws are only measured on their meeting the national average for equity-seeking groups;

- Without the statistics to say what percentage of the population is in an equity-seeking group, there is no way to ensure that these employers are indeed hiring within acceptable parameters.

*NEB decision*

*adopted*

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**Resolution No. 131**

**Submitted by CUPE Newfoundland and Labrador**

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CUPE NATIONAL shall strongly lobby the federal government to oppose tax havens; to seek them out and expose them to the residents of this country, and subsequently eliminating them.

BECAUSE:

- In addition to creating a "parasitic" sector driven by tax evasion, tax havens serve to hide profits and the very existence of vast fortunes, often obtained by criminal means.

*NEB decision*

*adopted*

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**Resolution No. 132**

**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

Work with CUPE Locals and the Canadian Centre for Policy Alternatives to fight for a fair and progressive taxation system that will:

- Increase tax rates on top incomes;
- Reverse corporate tax cuts;
- Eliminate unfair tax preferences, close tax loopholes and access to tax havens;
- Apply financial activities or transactions taxes;
- Introduce an inheritance tax on large estates;
- Start to introduce smart and progressive-green taxes, diverting revenues to progressive green tax refunds.

BECAUSE:

- Tax rates for Canada's richest 1% are at an 80 year low;
- Corporate taxes fell from 29% in 2000 to 15% today;
- Many tax credits are costly and ineffective and benefit higher income groups;

- Financial Transactions Taxes can reduce speculation and economic instability;
- Canada has no wealth, inheritance or estate tax;
- Carbon taxes are regressive and hurt those on low income.

*NEB decision*

*adopted*

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**Resolution No. 137**  
**Submitted by the Metro Vancouver District Labour Council (B.C.)**

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CUPE NATIONAL WILL:

Launch and host a year-long CUPE National member to member campaign to address bullying and harassment in the workplace.

BECAUSE:

- Bullying in the workplace appears to be on the increase.
- Bullying in the workplace has a significant emotional impact on workers and on their work performance and sometimes results in the loss of employment.
- Many members do not understand what constitutes harassment and bullying and may not recognize their own role in the harassment of other members.
- Harassment by management towards members is also on the increase and members deserve to be informed about how to address harassment by their supervisors when it occurs.
- CUPE has a zero tolerance attitude towards harassment and this would help provide another opportunity for CUPE to role model our zero tolerance stance on harassment and bull

*NEB decision*

*adopted*

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**Resolution No. 138**  
**Submitted by CUPE Saskatchewan, Locals 998, 1550 (Man.) and 3967 (Sask.)**

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CUPE NATIONAL WILL:

Encourage all CUPE divisions to work with their members to contact their elected officials at various levels of government to strengthen the health and safety laws to recognize and prevent workplace harassment and bullying in the workplace.

BECAUSE:

- Workers need to be protected against personal harassment in the workplace such as abuse of power and bullying.
- Legislation needs clear definitions of human rights harassment, personal harassment and bullying.
- Workers are entitled to a harassment-free worksite.
- Effects of personal harassment and bullying are felt by many - the victim, employees who witness the bullying, the person accused of bullying, respective families and the organization.
- Personal harassment and bullying causes low morale, fear, anger and depression in the workplace.

*NEB decision*

*adopted*

*covers Resolution 139*

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**Resolution No. 140**  
**Submitted by Local 4047 (Ont.)**

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CUPE NATIONAL WILL:

Lobby the Canadian government to introduce legislation that will protect all employees under federal jurisdiction

and amend the occupational health and safety code to respect violence and harassment in the workplace so that the protection that brothers and sisters of other jurisdictions enjoy, such as Bill 168 in Ontario, are also enjoyed by federal workers.

BECAUSE:

- Rules against workplace-bullying, workplace-psychological harassment, violence in the workplace and abuse of authority in the workplace have limited protection under federal jurisdiction; with enforcement based solely on the groups protected by the Charter of Rights and Freedoms (based on race, colour, sex, pregnancy, sexual orientation, civil status, age except as provided by law, religion, political convictions, language, ethnic or national origin, social condition, a handicap or the use of any means to palliate a handicap).
- These actions occur between employees and/or their employer representatives but are not necessarily based on the grounds protected by the Charter of Rights and Freedoms and therefore no formal complaint can be considered in the federal jurisdiction unless one of the grounds has been the assumed cause for such action(s).



- Several employees in Canada are protected against these actions under provincial jurisdictions and because CUPE endeavours to extend the same rights, privileges and protections to workers throughout Canada.

*NEB decision*

*adopted*

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**Resolution No. 141**

**Submitted by the Air Transat Component, Locals 4308 (Ont.) and 4828 (Sask.)**

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CUPE NATIONAL WILL:

Lobby the provincial governments to ensure that provincial human rights codes include gender identity and gender expression as protected grounds.

BECAUSE:

- Ontario, Manitoba, Nova Scotia and the Northwest Territories have gender identity protection in their codes.
- Transsexual and transgendered CUPE and community members in the rest of Canada continue to face harassment and discrimination due to the lack of a "visible" ground in their human rights codes.

*NEB decision*

*adopted*

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**Resolution No. 142**

**Submitted by the Air Transat Component, the Hospital Employees' Union (B.C.), Locals 4308 (Ont.) and 4828 (Sask.)**

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CUPE NATIONAL WILL:

Lobby provincial governments across the country to ensure school board policies and legislation promote the values of respect, dignity and fairness for all, in an environment that promotes and supports diversity as well as the equal attainment of life opportunities for all students, staff, parents and community members.

BECAUSE:

- It is important for school divisions and governments to ensure legislation is enacted to allow current anti-bullying policies to be enforced.
- Egale Canada and other progressive and anti-bullying organizations have resources available on their

websites to help make Canadian schools safer and a more welcoming learning environment.

- All school systems, including non secular systems funded by provincial grants, need to comply with anti-harassment/anti-bullying school policies.

*NEB decision*

*adopted*

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**Resolution No. 143**

**Submitted by CUPE Nova Scotia, Locals 3912 and 5050 (N.S.)**

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CUPE NATIONAL WILL:

Recommit to the CUPE National 2001 Health and Safety Policy Statement, Enough!, and its main themes:

- Making health and safety a union issue
- Taking control of joint committees
- Tackling concerns of the day
- Educating members the CUPE way
- Getting fair compensation
- Supporting youth
- Organizing for health and safety
- Taking control over what happens to our bodies and our lives

BECAUSE:

- Committees continue to be used by employers to undermine health and safety activism
- Our members' interests and those of the employer are not the same, employers control the work we do and our members put their health at risk.
- CUPE needs to shift the balance of power over health and safety from the employers back to workers, where it belongs.
- Twelve years after the adoption of the policy statement it remains very relevant and much more needs to be done.

*NEB decision*

*adopted*

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**Resolution No. 145**

**Submitted by the Air Transat Component and Local 4078 (B.C.)**

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CUPE NATIONAL WILL:

Lobby the Federal and Provincial governments for legislation related to shift work and scheduling for rest-time between shift changes.

BECAUSE:

- Scientific data has shown a disruption of the circadian rhythm caused by shift work is linked to cancer; and
- Employers are not properly staffing the workplace, and making up for the short staff by asking our members to work more; and
- Because employees are not scheduled enough rest time between changes of shifts; and
- Many CUPE members are working unsafe amounts of overtime.

NEB decision

adopted

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**Resolution No. 146**  
**Submitted by CUPE Newfoundland and Labrador**

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CUPE NATIONAL shall continue the campaign to ban asbestos.

BECAUSE:

- Even though we limit the use of asbestos, we continue to export asbestos to other countries; and
- Canadians are still dying from previous and current exposures to asbestos.

NEB decision

adopted

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**Resolution No. 147**  
**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

Lobby the Federal Government to have the Criminal Code amended in order to enact stiffer penalties on persons who assault transportation workers (Transit drivers, Transit supervisors, Skytrain operators, Flight Attendants etc.) on duty.

BECAUSE:

- Transportation workers are experiencing increasing numbers of assaults while exercising their duties; and
- Transportation workers provide an essential service to the population and should have the same legal protection that is provided to police officers under the criminal code; and
- Assaults on transportation workers not only have devastating effects on the workers health and safety

but could also jeopardize the safety of the passengers they are transporting.

NEB decision

adopted

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**Resolution No. 148**  
**Submitted by CUPE Saskatchewan, Locals 998, 1550 (Man.) and 3967 (Sask.)**

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CUPE NATIONAL WILL:

1. Encourage all locals to have strong protective Health and Safety language in their Collective Agreements.
2. Encourage locals to establish language to enshrine Health and Safety Committees in their Collective Agreement.

BECAUSE:

- Having strong H&S language in a Collective Agreement will help protect our workers and provide additional tools for locals to fight for a healthy and safe workplace.
- Right wing governments are attempting to roll back workers hard fought gains in health and safety.
- By collective agreements reinforcing the legislation for union representation on joint occupational health and safety committees gives workers a stronger voice and commitment.

NEB decision

adopted

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**Resolution No. 149**  
**Submitted by Local 4078 (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby the federal government to properly enforce the Canada Labour Code (Part II); and
2. Lobby to eliminate the use of Safety Management Systems (SMS) in health and safety.

BECAUSE:

- The federal government is enforcing SMS over the legislation; and
- SMS strips away the rights of health and safety committees; and

- SMS decreases and restricts the union's ability to access health and safety reports necessary for the proper function of committees.

NEB decision

adopted

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**Resolution No. 150**

**Submitted by Local 500 (Man.)**

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CUPE NATIONAL WILL:

- Will urge the provincial government to build on expanding the existing health legislation relative to expectations of personal care homes, government buildings, sports facilities (including pools) and public buildings.

BECAUSE:

- Proper disinfection can be lifesaving;
- There are many examples of hospitals in Canada where buildings were not kept safe by proper cleaning and disinfection that have attributed to unnecessary deaths;
- Many private contractors "cut corners" by not using the correct cleaning agents;
- Many contracted out facilities are for profit and they do not hire the correct number of employees to get the work completed;
- To many employers do not provide adequate training;
- Public health should not be compromised over profits.

NEB decision

motion to not proceed with

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**Resolution No. 152**

**Submitted by the Toronto District Council (Ont.)**

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CUPE NATIONAL WILL:

1. Make mental health and weight gain prevention in the workplace a priority for the National Health and Safety Committee;
2. Task the National Health and Safety Committee to engage with Provincial Health and Safety Committees to review and evaluate current collective bargaining language aimed at preventing workplace stress and weight gain;

3. To task the National Health and Safety Committee to produce guidelines to aid locals in addressing stress and weight gain prevention in the workplace through collective bargaining.

BECAUSE:

- Poor working conditions contribute to workplace stress;
- Recent Canadian research has shown that over 25% of Canadians reported high lifetime stress levels;
- Stress is a major contributing factor to weight gain;
- Over 60% of Canadians are considered to be overweight or obese;
- Obesity plays a direct role in contributing to chronic health conditions such as type 2 diabetes, asthma, gallbladder disease, osteoarthritis, chronic back pain, several types of cancers and major types of cardiovascular disease;
- The Public Health Agency of Canada estimates that the economic costs associated with obesity and related chronic illnesses is valued at over \$7 billion per year.

NEB decision

adopted

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**Resolution No. 154**

**Submitted by CUPE Nova Scotia, Locals 3912 and 5050 (N.S.)**

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CUPE NATIONAL WILL:

Commit to strengthen our Public Health Care System by promoting, supporting and coordinating activities with the National Health Care Campaign, educating members and the public about protecting, strengthening and expanding Medicare and working with allies in the Labour Movement and Health Coalitions to demand:

1. A renewed Health Accord with stable and sufficient Federal funding, including at minimum, the 8 per cent escalator;
2. Enforcement of the *Canada Health Act* and closing the gaps in monitoring and reporting;
3. A National Continuing Care Program, covering long-term care facilities, home and community care;
4. A national strategy to reduce health care associated infections;
5. A national Pharmacare Program;

6. New and expanded community health services.

BECAUSE:

- National health care funding affects all Nova Scotians;
- All Nova Scotians deserve stable and adequate health care funding;
- The Harper Conservatives' cuts to Federal Health Care funding will mean \$36 billion less over 10 years;
- The Federal Government is ignoring *Canada Health Act* violations and encouraging health care privatization;
- Federal Conservatives want to get out of funding and regulating health care altogether.
- Medicare should include seniors care, Pharmacare and primary health care;
- Canada has the second highest rate of health care associated infections among high-income countries, and we have no national strategy.

NEB decision

adopted

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**Resolution No. 158**

**Submitted by Locals 4308 (Ont.), 1550 (Man.) and 3550 (Alta.)**

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CUPE NATIONAL WILL:

1. Continue to lobby Provincial Governments on the development and implementation of a comprehensive recruitment and retention strategy for Midwifery in Canada
2. Educate CUPE members on the impacts to the availability of Midwifery in Canada
3. Develop a campaign to promote fair and equitable access to Midwifery Services in all regions of Canada

BECAUSE:

- In Winnipeg 75% of applicants are denied access to Midwifery Services due to the exceeding demand
- In Manitoba there are many regions with suboptimal or no access to these services
- In Northern Manitoba women are evacuated from their communities and families to access prenatal services
- All women, children and families deserve access to care in their communities and should have the right to choose the model of care they access

NEB decision

adopted  
covers Resolution 159

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**Resolution No. 164**

**Submitted by CUPE Saskatchewan, the Ontario Council of Hospital Unions, the Saskatchewan Health Care Council of Unions, Locals 2525 (N.S.), 4308 (Ont.), 4777, 4980 and 5111 (Sask.)**

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CUPE NATIONAL WILL:

1. Carry out a major campaign for a national continuing care program covering long-term care facilities, home and community care that would provide dedicated transfers financed from general revenue and *Canada Health Act standards*, plus minimum staffing and phasing out of for-profit delivery;
2. Host a strategy meeting in 2014 of seniors' groups, unions and other allies to develop a joint campaign and a groundswell of support for a national continuing care program;
3. Raise the profile of continuing care workers as health care professionals who provide vital services and deserve decent working conditions.
4. Implement a strategic organizing campaign of home care workers.

BECAUSE:

- In the absence of federal standards, continuing care is a patchwork of programs where access is two-tiered, waits are long, and quality is uneven;
- Underfunding and privatization are making access and quality problems worse;
- There is growing demand for federal action on seniors' concerns;
- CUPE, having laid the foundation *with its Vision for Better Seniors' Care*, can fill the leadership gap on the left by pushing for a comprehensive and fully public program;
- Employers and governments exploit the low unionization rate in home care in many provinces, keeping down wages and working conditions and shifting services from facility to home/community settings.

NEB decision

adopted  
covers Resolutions  
163 and 165

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**Resolution No. 169**  
**Submitted by Local 79 (Ont.)**

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CUPE NATIONAL WILL:

1. Explore the feasibility of providing a CUPE liability insurance plan for members working in regulated health professions;
2. Ensure that any liability insurance plan will be easily accessible and paid for by members accessing the plan;
3. Consult with Locals on the possibility of extending a CUPE liability insurance plan to other CUPE members working in regulated professions; and
4. Educate all members in regulated professions, including the health profession, on the importance of obtaining liability insurance to protect themselves from potential lawsuits.

BECAUSE:

- CUPE has a significant number of members working in regulated health professions; and
- The Ontario government has indicated its plans to mandate liability insurance for some classifications of regulated health professionals; and
- The Ontario government continues to increase the number of regulating bodies in professions where CUPE members work; and
- CUPE members without liability insurance run the risk of being out of pocket significant amounts of money resulting from legal expenses in the case of a law suit; and
- CUPE needs to take the initiative to educate members about liability insurance and to offer protection to members in areas where it has the capacity to do so.

*NEB decision*

*motion to not  
proceed with*

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**Resolution No. 170**  
**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

Continue to lobby the Federal Government to implement a national, publicly funded and controlled, Pharmacare Program which would provide equal access to prescription drugs for all Canadians, regardless of their economic status.

BECAUSE:

- All Canadians should have access to prescription drugs no matter what their economic status

*NEB decision*

*adopted  
covers Resolution 166*

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**Resolution No. 171**  
**Submitted by Local 15 (B.C.)**

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CUPE NATIONAL WILL:

Lobby the Federal Government to develop mandatory standards for monitoring public reporting of health care acquired infections in health care facilities and community settings.

BECAUSE:

- Mandatory reporting will improve transparency and accountability; and
- Assist in reducing the spread of these infectious diseases; and
- Will protect people in our communities from contracting illnesses associated with these infectious diseases.

*NEB decision*

*adopted*

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**Resolution No. 172**  
**Submitted by CUPE Saskatchewan, the Ontario Council of Hospital Unions, the Saskatchewan Health Care Council of Unions, Locals 2525 (N.S.), 4308 (Ont.), 4777, 4980 and 5111 (Sask.)**

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CUPE NATIONAL WILL:

1. Continue its advocacy work and national campaigning on healthcare associated infections (HAIs), including:
  - Campaign for a national strategy to reduce HAIs that provides dedicated funding for microbiological cleaning standards, more in-house cleaning staff, lower hospital occupancy rates and mandatory public reporting;
  - Support to provincial and local CUPE campaigns on HAIs and health care cleaning.

BECAUSE:

- Up to 12,000 Canadians die from hospital-acquired infections each year;
- At least 30 per cent of these infections are preventable;
- Hospital overcrowding, contracting out and understaffing contribute to our high infection rates;
- Public reporting on HAls is patchy;
- The federal government has no national strategy and fails to even track the problem adequately;
- CUPE has expertise and momentum, with successful division, council and local campaigns in several provinces;
- We can achieve even more by coordinating those campaigns and resourcing this work nationally.

NEB decision

adopted

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**Resolution No. 173**  
**Submitted by CUPE Ontario**

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CUPE NATIONAL WILL:

Petition the federal government to reinstate health care for refugee claimants.

BECAUSE:

- Delegates to CUPE Ontario's 2013 Convention passed a resolution to bring this matter to CUPE National.
- The Harper government withdrew the provision of health services to refugee claimants in the last budget and as a result, those who fled for their lives and sought safe haven in Canada are now being denied vital health services.

NEB decision

adopted

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**Resolution No. 174**  
**Submitted by CUPE Manitoba, the Air Transat Component, the Metro Vancouver District Labour Council (B.C.), Locals 3017 (N.L.), 1550 (Man.), 37 and 3550 (Alta.)**

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CUPE NATIONAL WILL:

1. Encourage all CUPE locals and divisions to promote and take action where applicable on the CUPE

National HIV/Aids Policy -A Workplace Response to the Pandemic.

BECAUSE:

- CUPE stands in solidarity with all people infected and affected by HIV and AIDS in Canada and around the globe; and
- CUPE's mission is to join in solidarity with workers and communities in Canada and around the globe to prevent HIV infections, to meet the challenges of AIDS, and to build healthy workplaces and communities for everyone; and
- All human beings are valued equally and deserving of dignity and respect. People have a right to fully and freely participate in society within their communities and workplaces; and
- Everyone has the right to freely access the information, care, support, prevention and treatment they need for a healthy life; and
- We recognize HIV and AIDS as a workplace issue to be treated like all serious illnesses and medical conditions in the workplace. We have a role to play to limit the spread and impact of the epidemic.

NEB decision

adopted

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**Resolution No. 176**  
**Submitted by the Air Transat Component, the Hospital Employees' Union (B.C.), Locals 4308 (Ont.) and 4828 (Sask.)**

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CUPE NATIONAL WILL:

Condemn the federal government, lobby Health Canada and work with the NDP to amend the regulations and policies that prohibit men who have sex with men from donating blood and make it difficult for them to be bone marrow and organ donors; and

Partner with other unions and social justice organizations to educate about why ostracizing men who have sex with men is discriminatory.

BECAUSE:

- There is a need for blood, bone marrow and organ donations with long waiting lists for life saving transplants;
- All blood, bone marrow and organ donations are screened to ensure the health of recipients; and

- **Everyone** is susceptible to contracting HIV, hepatitis and other viruses; and
- Singling out men who have sex with men for special mention as a high risk group is discriminatory.

*NEB decision*

*adopted*

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**Resolution No. 177**  
**Submitted by Local 15 (B.C.)**

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CUPE NATIONAL WILL:

Call on the Federal Government to enact legislation requiring that the insurance industry restore the ability of people living with HIV to qualify for insurance coverage based on their individual health status rather than declaring them ineligible based upon HIV sero-conversion, including, but not limited to, life insurance, mortgage insurance, disability insurance (short and long term), and travel insurance.

BECAUSE:

- The insurance industry ignores current research and evidence based on information that concludes HIV is a chronic manageable illness; and
- Many chronic manageable illnesses and syndromes are currently covered and reviewed on an individual health status basis; and
- Unilateral discrimination against people living with HIV by denying them insurance coverage is a human rights violation; and
- People living with HIV have a basic right to insurance coverage based on their individual health status; and
- People living with HIV are often denied the ability to buy homes, travel, obtain disability coverage, and/or provide for their loved ones upon their death because of the current unilateral disqualification of coverage because of HIV sero-conversion (becoming HIV positive).

*NEB decision*

*adopted*

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**Resolution No. 178**  
**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

Continue to support the work of CUPE Locals, the CLC and labour and community allies on HIV/AIDS to:

- Promote universal access to drugs and treatment for all those living with HIV/AIDS;
- Educate union members on the issues faced daily by members living with HIV/AIDS;
- Work towards eliminating the stigma suffered by those living with this chronic illness;
- Build community awareness aimed at improving the lives of those who are living, working and surviving with this chronic illness.

BECAUSE:

- 9 out of 10 people living with HIV/AIDS are workers;
- 63% of people in need do not have access to treatment;
- Globally, young people constitute around 40% of new HIV infections;
- More than 1/3 of people living with HIV/AIDS report losing their job, being denied health care, being socially isolated and/or being forced to disclose their status.

*NEB decision*

*adopted*

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**Resolution No. 179**  
**Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

1. Lobby the federal government to provide a budget for new construction, renovation, improvement, and modernization of all social housing units (low cost housing, co-operatives, and non-profit housing); and
2. Lobby the federal government to allocate money to allow for long-term subsidies to social housing units.

BECAUSE:

- CUPE supports the right of every person to decent housing as a basic human right; and
- The federal government does not adequately invest in social housing, co-ops, and non-profit housing, and they have withdrawn funding for long-term social housing.

*NEB decision*

*adopted*

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**Resolution No. 182**  
**Submitted by Local 1751 (Que.)**

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CUPE NATIONAL WILL:

1. Integrate a substantial amount of content on international issues and conflicts and the importance of international solidarity to basic union training curriculum.

BECAUSE:

- Social gains and the rights of citizens and workers are facing unprecedented attacks on the legal front, as well as through settlements and treaties, and with devastating effects, namely on our public services and natural resources;
- Current conflicts elsewhere on the planet are often a sign of the struggles that lie ahead here in Canada and these conflicts require solid alliances with progressive organizations;
- It is imperative and urgent that CUPE members and militants be made aware of these conflicts and issues so that they understand the link between local and global actions;
- The struggle to defend our workers' rights, as well as collective goods and public services, is an international one.

NEB decision

adopted

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**Resolution No. 183**  
**Submitted by Local 1751 (Que.)**

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CUPE NATIONAL WILL:

1. Continue to show solidarity with the four Cubans detained in the US (more commonly known as the Cuban Five, although one of them, René González, was released on May 2);
2. Send a letter to the president of the United States demanding the immediate release of Antonio Guerrero, Fernando González, Gerardo Hernández, and Ramón Labañino every year on June 1 (the anniversary of their detention) until they are freed.

BECAUSE:

- CUPE Quebec stands in solidarity with the Cuban people and detaining these four Cubans is just adding

insult to injury given the Cuban embargo imposed by the US since 1962, despite opposition from the majority of the UN's members;

- These four Cubans have been imprisoned under harsh conditions in the United States since 1998 for crimes they did not commit; and
- They were not granted a fair and equitable trial, have been given disproportionate sentences, and the American government has never allowed their family to visit. Denying visitation rights constitutes a form of psychological torture.

NEB decision

adopted

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**Resolution No. 185**  
**Submitted by CUPE Saskatchewan, Locals 998, 1550 (Man.) and 3967 (Sask.)**

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CUPE NATIONAL WILL:

Demand the Canadian Federal government call on all international trading partners to make immediate and significant improvements to laws governing occupational health and safety to meet the minimum standards set out by the International Labour Organizations.

BECAUSE:

- The Rhana Plaza Factory (garment-industry) disaster which killed over 1100 workers highlights the need for dramatic OH&S improvements; and
- Canada receives a large amount of imported goods from the People's Republic of Bangladesh and should expect its trade partners to follow, at a minimum, the OH&S standards set out by the International Labour Organizations.

NEB decision

adopted

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**Resolution No. 186**  
**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

Lobby the Federal Government, and all other levels of government to reinstate and increase funding for the Canadian International Development Agency (CIDA).



BECAUSE:

- The Canadian International Development Agency (CIDA) is Canada's lead agency for international development assistance, funding and supporting groups including progressive non-government organizations (NGO's) such as Co-Development Canada (Co-Dev) which operate programs aimed at improving international human rights;
- CIDA manages the supports and resources provided by Canadians in order to achieve meaningful and sustainable results;
- The "Mission" of CIDA is to lead Canada 's international effort to help people living in poverty;
- Many vital international programs are threatened by this reduced funding by the Federal Government;
- Sub-standard human and labour rights abroad negatively affect those rights in Canada;
- "An injury to one is an injury to all" is a commitment which applies to all nations and all workers.

*NEB decision*

*adopted  
covers Resolution 184*

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**Resolution No. 187**

**Submitted by Local 15 (B.C.)**

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CUPE NATIONAL WILL:

Support Migrante BC in terms of material contribution to support Migrante BC's work in outreach, advocacy and organizing.

BECAUSE:

- CUPE stands committed to social justice and human rights, cognizant of its work in global justice in solidarity with labour groups and community organizations working to promote and protect workers' rights.
- Cheap labour for Canada comes through the Low-Skilled Temporary Foreign Workers Program, hundreds of thousands of workers mostly from Third World countries, including the Philippines, are vulnerable to employer abuse and exploitation.
- Migrante BC is a community-based organization of Filipinos in British Columbia doing education and grassroots organizing to protect and promote the rights and welfare of Filipino immigrants and migrant workers.
- Migrante BC has represented and participated in the historic adoption of the UN-ILO Convention on

Domestic Workers, C-189 sponsored by the Canadian Labour Congress and supported by CUPE Local 15. It also supported the class action suit of over 70 Filipino TFWs against the Denny's Restaurants.

- CUPE'S invaluable support and community partnership with Migrante BC will help Migrante BC in its outreach work and community organizing, and highlight migrant workers' issues in adherence to labour and employment standards and the right to organize.

*NEB decision*

*motion to not  
proceed with*

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**Resolution No. 189**

**Submitted by the Air Transat Component, Locals 4308 (Ont.), 4828 (Sask.) and 3550 (Alta.)**

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CUPE NATIONAL WILL:

Ensure a significant and visible union presence at World Pride 2014 In Toronto in collaboration with other unions and the Ontario Federation of Labour.

BECAUSE:

- This rare international event will provide CUPE with exceptional outreach and promotional opportunities.
- This will increase positive labour visibility for CUPE in our communities and show current and potential members that the union is an inclusive organization.

*NEB decision*

*adopted  
covers Resolution 188*

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**Resolution No. 190**

**Submitted by the Air Transat Component, Locals 4308 (Ont.) and 4828 (Sask.)**

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CUPE NATIONAL WILL:

1. Lobby all Provincial, Territorial and Federal Governments to fully fund the cost of sex reassignment surgeries, hormone treatments and procedures necessary to undergo gender transition; and develop access to health care services with ability to approve for surgeries in each jurisdiction;
2. Lobby Governments to amend the vital statistics acts to allow transgender people to change the gender on their birth certificate and other documentation to reflect their lived gender, without sex reassignment surgery;

3. Communicate with CUPE locals to encourage them to initiate discussions with employers about creating "safer spaces" by implementing "gender neutral" washrooms and changing facilities where necessary.

BECAUSE:

- Transgendered individuals should not be burdened with the cost of medically necessary procedures and related travel costs; and
- Non-operative transsexuals are persons who for economic, medical or other reasons do not have surgery but live their lives as their preferred gender. Genital bias is an enormous health, safety, security and dignity issue; and
- Washroom and changing facility access issues can be particularly acute for people in transition and of ambiguous gender.

*NEB decision*

*adopted*

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**Resolution No. 191**

**Submitted by Local 4092 (Ont.)**

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CUPE NATIONAL WILL:

1. CUPE National make a donation to sponsor Rainbow Refugees.
2. The National Pink Triangle Committee works with CUPE affiliates, locals and community groups towards this end.

BECAUSE:

- The United Nations recognizes an alarming of LGBTTI individuals are fleeing death threats, that oppressive regimes worldwide are persecuting LGBTTI individuals
- Canadian immigration applications are being fast-tracked for Rainbow Refugees
- The Government of Canada will match \$10,000 private community sponsorships for Rainbow Refugees

*NEB decision*

*adopted*

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**Resolution No. 192**

**Submitted by the Air Transat Component, Locals 4308 (Ont.) and 4828 (Sask.)**

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CUPE NATIONAL WILL:

Provide significant and visible union support to Pride events in smaller centres throughout Canada.

BECAUSE:

- Smaller communities and CUPE Locals with limited resources face particular challenges and need support.

*NEB decision*

*adopted*

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**Resolution No. 193**

**Submitted by Local 391 (B.C.)**

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CUPE NATIONAL WILL:

Continue to lobby on the importance of a professional force of librarians and their skills, knowledge and experience as educators, facilitators, and sources of community outreach and support for urban, rural and remote communities that cannot be matched by less trained and less paid workers.

BECAUSE:

- Budget cuts have made public and private sector libraries look to new ways to over work existing librarians or over utilize non-librarians in librarian work over the past 5 years.
- Librarians are continually under pressure from other perceived cheaper solutions to their services that are technology based.
- Librarians have the training in research skills, technological trends, and people interaction skills that cannot be substituted by technology, or lesser trained and lesser paid workers.

*NEB decision*

*adopted*

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**Resolution No. 194**

**Submitted by Local 391 (B.C.)**

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CUPE NATIONAL WILL:

Lobby the BC provincial government to restore library funding back to at least \$17.8 million annually from its currently stagnant level of \$14 million annually since the 2009 budget cuts and to restore the provincial budget library line separate from the general education line of the Ministry of Education.

BECAUSE:

- Cuts to the Ministry of Advanced Education, Innovation and Technology have added further

pressure on Libraries, which now have to try and provide even more technological training, career and job search skills to 360 communities across the Province.

- Libraries provide outreach and educational services in urban, rural and remote communities regardless of individual socio-economic status.
- Supporting libraries means supporting communities and funding comes from local governments, and also must come from annual per-capita operating grants from the provincial government.

NEB decision

motion to not  
proceed with

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**Resolution No. 195**  
**Submitted by CUPE Nova Scotia and Local 5050 (N.S.)**

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CUPE NATIONAL WILL:

Call on the Federal, Provincial and Territorial Governments to set up labour market partner forums as part of the Labour Market Agreements to include public sectors and essential skill programming.

BECAUSE:

- Workplace literacy programs are important to workers, benefitting their own lives as well as their families and their communities.
- Labour needs to ensure that the process plan is transparent and accountable.

NEB decision

motion to not  
proceed with

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**Resolution No. 197**  
**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

Support the Ten Percent Shift.

Develop national policy to ensure all regional area offices purchase supplies locally such as; paper equipment, food, etc. wherever possible.

Encourage divisions, locals and employers to do the same.

BECAUSE:

- We can infuse our economy and protect our jobs by having employers pass local procurement policies for goods and services.

NEB decision

adopted

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**Resolution No. 198**  
**Submitted by CUPE Saskatchewan**

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CUPE NATIONAL WILL:

1. Immediately lobby the Saskatchewan government to provide labour protections for temporary foreign workers under the new *Saskatchewan Employment Act*, and
2. Immediately lobby the Saskatchewan government to enact legislation similar to the *Manitoba Worker Recruitment and Protection Act* which requires all recruiting agencies to register with the provincial government and prohibits agencies from charging fees to foreign workers.

BECAUSE:

- The Saskatchewan government has introduced Bill 85 to create a new employment act and CUPE has the opportunity to lobby for protections for foreign workers.
- There were almost 4,200 temporary foreign workers in Saskatchewan last year, and the number of foreign workers is increasing every year.
- Temporary foreign workers are often isolated when they arrive, living in substandard housing and often exploited financially by employers and recruiting agencies.
- Temporary foreign workers are not covered by labour legislation and need to be protected from exploitation.

NEB decision

motion to not  
proceed with

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**Resolution No. 199**  
**Submitted by CUPE Saskatchewan**

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CUPE NATIONAL WILL:

1. Encourage, through the National Executive Board, the Union Development Department of CUPE National to

develop workshops, educational and materials for locals and new migrant workers to introduce them to their rights in Canada, and to the Canadian union environment.

BECAUSE:

- New refugee and migrant workers come to Canada without knowledge of their basic rights and the resources available in Canada.
- New refugee and migrant workers come to Canada with preconceptions and fears of unionism based upon their out-of-Canada experiences.
- Refugee and migrant workers can have difficulties becoming involved in Canadian union activities, and it is important for our unions to welcome them.

NEB decision

adopted

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**Resolution No. 200**

**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

Lobby the Federal Government to reform migrant workers legislation to allow migrant workers to interchange employers within their own employment sectors.

Demand that the Federal Government make public all businesses and corporations that hire migrant workers and list those businesses and corporations on their public website.

BECAUSE:

- Migrant workers under the Temporary Foreign Worker Program are contracted by their employers for a two year period and are unable to seek other employment, even when they are continually mistreated by their employer.
- Migrant workers who refuse to do dangerous work or work beyond their contract are immediately deported back to their country of origin, instead of being afforded the opportunity to work for another employer in the Temporary Foreign Worker Program.

NEB decision

adopted  
covers Resolutions  
201, 202, 203, 204,  
205 and 208

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**Resolution No. 206**

**Submitted by the Vancouver Island District Council (B.C.) and Local 951 (B.C.)**

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CUPE NATIONAL WILL:

Speak out against racist and discriminatory government policies towards migrants and refugees.

BECAUSE:

- Refugees are detained in deplorable conditions inconsistent with Canadian values;
- Refugees can be deported with no recourse to appeal the deportation order;
- Canada is a signatory to the UN convention on refugees and the current policies are in contravention of the convention;
- The current policies are inconsistent with the values of Canadian workers and Canadian society at large.

NEB decision

adopted

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**Resolution No. 207**

**Submitted by Local 998 (Man.)**

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CUPE NATIONAL WILL:

Lobby the Manitoba Provincial Government to establish minimum housing requirements for migrant workers, and to establish fines for employers that do not meet these minimum standards.

BECAUSE:

- Far too often migrant workers are housed in substandard conditions, without a roof to protect them from the elements, clean drinking water and proper sanitary systems.
- Migrant workers deserve the same adequate housing conditions that are afforded to Canadians.

NEB decision

motion to not  
proceed with

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**Resolution No. 209**

**Submitted by CUPE Saskatchewan**

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CUPE NATIONAL WILL:

1. Collect membership contact data for all members within the confines of provincial privacy laws;
2. Work with staff in all regions to develop local union organizing plans to reach each and every member;

3. Work with the Canadian Labour Congress (CLC) on a Canadian-wide response to the attack on Labour,

BECAUSE:

- The Harper Conservative Government is preparing to attack the right of labour unions to mandatory dues check-off;
- All workers need a strong Labour Movement with the ability to take all means of political action to represent the interests of union members and all working people in Canada;
- In order to meet this challenge, CUPE must solidify the loyalty and support of its rank-and-file membership and have the internal capacity to communicate with members.

*NEB decision*

*adopted*

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**Resolution No. 210**

**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

Continue to make organizing a priority; and

Allocate sufficient resources and funds for organizing; and

Cover the costs and make available the necessary resources to locals who endeavour to organize unorganized workers up to and including the conclusion of a first collective agreement.

BECAUSE:

- Organizing unorganized workers is a foundation to improving the lives and well-being of workers and their families; and
- Those workers that are currently unorganized are generally working in sectors that have traditionally been difficult to organize, or work for small, private employers such as child care workers; and
- The cost of organizing up to and including the first collective agreement can be extremely costly and time consuming, making it extremely difficult for many locals to take on; and
- The unionization rate in Canada has decreased gradually over time, falling from 33.7% in 1997 to 31.5% in 2012.

*NEB decision*

*adopted*  
*covers Resolution 211*

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**Resolution No. 212**

**Submitted by the Air Transat Component**

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CUPE NATIONAL WILL:

Encourage the Canadian Labour Congress and all other affiliates to propose that the Federal Opposition Parties present a Bill on wage equity during the next parliamentary session that will take a proactive stand as recommended by the Federal Workgroup on Pay Equity,

Recommend that the Canadian Labour Congress propose that the federal parties make pay equity a plank in their next Federal election platforms.

BECAUSE:

- Companies under federal jurisdiction are not subject to a proactive law on wage equity;
- The recourse available under the terms of the Canadian Law on the rights of the individual are ineffective to stop wage discrimination based on gender;
- The Federal Workgroup on Pay Equity recommended in 2003 the adoption of a proactive law on wage equity;
- In May 2007, the three opposition party leaders indicated to that they supported our claims.

*NEB decision*

*adopted*

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**Resolution No. 213**

**Submitted by Local 391 (B.C.)**

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CUPE NATIONAL WILL:

Lobby provincial governments without pay equity legislation, and to lobby provincial governments with pay equity legislation restricted only to the public sector, for more comprehensive compensation based on skills, effort, responsibility, and working conditions based on equal pay for work of equal value.

BECAUSE:

- Pay equity legislation recognizes wage discrimination is systemic and not an individual problem.
- Pay equity combines human rights with labour and employing organizations to seek compensation solutions proactively rather than by individual complaint orientated actions.

- There are no incentives for employers to provide comprehensive pay equity.

NEB decision

adopted

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**Resolution No. 215**  
**Submitted by CUPE Newfoundland and Labrador**

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CUPE NATIONAL shall actively campaign for: an immediate doubling of the combined Old Age Security and Guaranteed Income Supplement minimum benefit, an increase of 15% to the Canada Pension Plan benefit, phased in over five years and supported by an adequate increase in Employer and Employee Premiums; creation of a Federal Pension Insurance Board to ensure that a majority of the Board members are working class people selected by unions and progressive grassroots community organizations, and reform of the Canada Pension Plan investment regulations leading to divestment from companies that are involved in the arms industry, that pollute the planet, or that are involved in unfair labour practices.

BECAUSE:

- Sufficient savings to ensure an adequate pension through an RRSP is beyond the capacity of most Canadians; and
- The Canada Pension Plan involves the least risk and has the lowest administration cost of any pension plan.

NEB decision

motion to not proceed with

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**Resolution No. 216**  
**Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

1. Continue to advocate for an enhanced Canada Pension Plan (CPP) that would offer a secure and sustainable pension benefits for the 93 per cent of Canadians who make CPP contributions.

BECAUSE:

- A mandatory pension contribution system that is completely run by the public system is the fairest, most equitable way to ensure a dignified retirement to Canadian workers.

- Requiring all workers and employers to increase their contributions to the CPP also results in the most efficient and cost effective way to direct pension income to all working Canadians.
- 11 million working Canadians do not have a workplace pension plan but need a means to retire with dignity.

NEB decision

adopted

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**Resolution No. 217**  
**Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

1. Lobby the federal government to revise the Old Age Security (OAS) program to eliminate the requirement that a person, in order to receive the full OAS, reside in Canada for at least 40 years (with some conditions).

BECAUSE:

- This requirement is discriminatory in that it has a negative effect on immigrants to Canada, as many immigrants do not have the residency component and many of them are working in low wage jobs which may not have workplace pensions. In addition, their Canada Pension Plan will also be reduced due to fewer years of service.

NEB decision

motion to not proceed with

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**Resolution No. 218**  
**Submitted by CUPE Saskatchewan**

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CUPE NATIONAL WILL:

Lobby the Canadian Labour Congress to reconvene the CLC pension working group, with a renewed mandate to craft a public counter-narrative to the right-wing's attack on "unsustainable gold-plated public sector pension plans."

Use its communications and media reach to help this working group spread its positive message about good workplace pension plans in the public mind.

BECAUSE:

- Unfounded right-wing attacks on workplace pension plans are common in the media.

- Misguided attacks on public sector "gold-plated pension plans " or" unsustainable pension plans" often stand unchallenged.
- The public is largely uninformed, or misinformed, about many of the positive aspects of defined-benefit workplace plans including their risk-pooling mechanisms, their efficiency, their affordability, and their important role in a secure retirement and a fair economy.
- If the public views workplace plans negatively, employers will feel more empowered to push for unnecessary pension cuts or wholesale plan conversions.

*NEB decision*

*adopted  
covers Resolution 225*

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**Resolution No. 220  
Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

- Publically defend-defined benefit pension plans;
- Continue to educate union members and their families on the value of defined-benefit pension plans.

BECAUSE:

- 11 million working Canadians today have no access to a workplace pension;
- The attacks on public employees' compensation, including pension plans, continues;
- The best type of pension plan - a defined-benefit pension plan - is under serious decline in the private sector and under scrutiny in the public sector.

*NEB decision*

*adopted*

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**Resolution No. 223  
Submitted by Local 1244 (Que.)**

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CUPE NATIONAL WILL:

1. Take the necessary steps to ensure that the federal *Income Tax Act* and the *Income Tax Regulations* and the provincial *Supplemental Pension Plans Act* allow for temporary payments from defined benefit-pension plans starting at the usual retirement age of 65.

BECAUSE:

- The Harper Government is gradually increasing the age of eligibility for OAS benefits from 65 to 67 starting in 2023.

*NEB decision*

*motion to not  
proceed with*

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**Resolution No. 226  
Submitted by Locals 3550 (Alta.) and 4078 (B.C.)**

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CUPE NATIONAL WILL:

Play a leading role in the mobilization of the Canadian public in support of the CLC campaign to expand the Canada Pension Plan (CPP):

1. Mount campaigns in all provinces to educate members and citizens on both the importance of CPP expansion, the current political barriers to expansion, and strategies for pressuring politicians on the issue.
2. Encourage the Canadian Labour Congress and other unions and social organizations to make efforts to mobilize the public on this issue through media work, education, lobbying and demonstrations.
3. Continue to put a high priority on maintaining the CPP issue in the media.

BECAUSE:

- The federal government and provincial governments have been reluctant to commit to CPP expansion, and have delayed and obstructed progress on the issue, despite high levels of public support.
- Increased public pressure on these governments would raise the political price of inaction and push these governments to act.
- Only 1 in 3 Canadians say they are very familiar with the CPP and awareness of the CPP campaign may be low.
- Significant numbers of Canadians are not confident that the CPP will be there when they retire, in spite of the very positive actuarial picture of the plan.
- CPP expansion would improve the retirement security of all Canadian workers and their families.

- The labour movement can take a leadership role on yet another issue that benefits union members and non-members alike.

*NEB decision*

\_\_\_\_\_  
*adopted*  
*covers Resolutions*  
*222 and 224*  
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**Resolution No. 228**  
**Submitted by CUPE Newfoundland and Labrador**

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CUPE National shall work with the Canadian Labour Congress in its comprehensive campaign to reinforce the value of union membership and unions, to build union pride and to create the necessary conditions for members to head off and resist any and all legislative attacks on union security and the independence and autonomy of Canadian trade unions.

BECAUSE:

- In less than 2 years, the Harper majority has attacked the free collective bargaining rights of a number of affiliates of the Canadian Labour Congress; and
- Bill C-377 represents an unprecedented intrusion into the independent affairs of all unions, and whose false premise of accountability to taxpayers under the Income Tax Act will serve to allow the state to interfere in the private affairs of all unions and their members; and
- Cuts to Employment Insurance, Old Age Security and other services within the context of fiscal austerity, the elimination of Fair Wages and Hours of Labour Act, along with regressive changes to temporary foreign workers program all represent an ongoing attack on ordinary working Canadians by the Harper Conservative Government aimed primarily at driving down wages and weakening organized labour; and
- The next legislative attack on Canada's union movement will be by way of federal legislation to attack union security, which will amount to the introduction of regressive U.S. style anti-labour legislation in Canada for the first time.

*NEB decision*

\_\_\_\_\_  
*adopted*  
*covers Resolutions*  
*234 and 235*  
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**Resolution No. 231**  
**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

Develop and fund, well in advance of the next federal election, a concerted and strategic campaign to:

- Educate CUPE members about the importance of political activism;
- Train CUPE members in member mobilization and campaign skills;
- Encourage CUPE members to support, join and participate in the work of the NDP; and
- Make every effort necessary to ensure an NDP victory in the next election.

BECAUSE:

- Stephen Harper's Conservative Government is threatening the rights of women, First Nations, working people in Canada, and developing countries;
- We cannot afford the damage that will be done to our rights and our country by a second Conservative majority government; and
- The NDP is the only viable alternative to form a government that will represent the interests of working people.

*NEB decision*

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*adopted*  
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**Resolution No. 232**  
**Submitted by the Air Transat Component**

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BE IT FURTHER RESOLVED THAT CUPE, together with all its affiliates, will continue to fight and persevere by putting pressure on the federal government to add anti-strikebreaker (anti-scab) legislation to the Canada Labour Code;

CUPE will continue to inform the various political parties about the need to draft anti-strikebreaker legislation.

BECAUSE:

- The balance of power during labour disputes is dramatically weakened when employers can resort to hiring scabs;
- Quebec's anti-strikebreaking law has improved labour relations by equalizing the balance of power during



negotiations and strikes have never caused a single plant closure;

- Several bills in favour of anti-strikebreaker legislation for federally regulated workers have been submitted to the House of Commons.

*NEB decision*

*adopted*  
*covers Resolution 227*

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**Resolution No. 233**

**Submitted by the Metro Vancouver District Labour Council (B.C.)**

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CUPE NATIONAL WILL:

Call on the Harper government to stop their attack on workers and Labour Unions by insisting that Bill C-377 be quashed,

BECAUSE:

- Bill C-377 is an unfair attack on labour unions and subjects trade unions to income tax reporting requirements that other organizations are not subject to.
- Bill C-377 is one of many efforts the Harper government is using to break trade unions and hamper their ability to advocate on behalf of workers.
- Efforts such as this have been successful at weakening the trade union movement in the United States.
- Because an attack on labour unions is an attack on workers.

*NEB decision*

*adopted*

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**Resolution No. 236**

**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

1. Work with CUPE locals and allies in the Community and social justice movements to ensure all workers have the right to free collective bargaining and the right to strike and to end the assault on collective bargaining and unions;
2. To stop the Federal Conservative government's attacks on the environment, women's rights and human rights;
3. To ensure that Stephen Harper and the Federal Conservatives are not re-elected;

4. To promote alternatives to the Conservative Political Agenda.

BECAUSE:

The Federal Conservative Government:

- Has virtually eliminated the right to free collective bargaining and the right to strike in the federal sector;
- Has run roughshod over women's rights and human rights;
- Has rewritten environmental laws and weakened Federal oversight;
- The policies, practices and actions of the Federal Conservative Government are bad for the environment, for workers, children, seniors and all Canadians.

*NEB decision*

*adopted*

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**Resolution No. 237**

**Submitted by Local 4092 (Ont.)**

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CUPE NATIONAL MUST:

Establish an online campaign venue, directly connected to CUPE and SCFP's websites, which will allow for:

- a) Members to participate in CUPE-endorsed petitions directly from CUPE's website with a well-designed, well laid-out, user-friendly system that will compile all results, have all integrated tools to share on Facebook, Twitter, and other relevant social media forums, and can be printed out for physical delivery purposes;
- b) Members to send individual letters to pre-determined decision members (such as Members of Parliament, other levels of Government, corporate leaders, etc...). This section will have integrated web tools to allow members to determine who their MP's are using their postal code, and also have the possibility of organizers submitting pre-scripted letter templates, which members can then use or modify according to their needs;
- c) Specific event-type campaigns to be promoted to the members at large to gather additional support;
- d) This resource will also allow members at large to consult other CUPE petitions, event campaigns and/or letter-writing campaigns happening, and support and promote these causes directly.

BECAUSE:

- We are the largest union in Canada, with over 650,000 members, yet we are all too often unaware of each other's campaigns and public struggles;
- Mobilizing large numbers of supporters for these campaigns is usually very challenging;
- These petitions, letter-writing campaigns and events should be promoted within a specific venue for CUPE members, and be easy to find online;
- We have many struggles, campaigns and causes, big and small, looming in the months and years ahead, and our efforts should be centralized;
- This would add traffic to CUPE/SCFP's main website;
- Our power lies in our numbers, and we should put all available efforts into uniting our numeric strength by supporting each other's individual campaigns.

NEB decision adopted

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**Resolution No. 238**  
**Submitted by Local 4092 (Ont.)**

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CUPE NATIONAL WILL:

1. Hold a referendum every 4 years for all CUPE members, to know if the majority of the members are "for" or "against" using union dues to fund a political party and for organizations outside of Canada.

BECAUSE:

- As stated in our constitution "CUPE is a democratic union in which the members make the decisions and set the policies. At all levels, it is the rank-and-file members who determine by majority vote what the union does"
- CUPE has never held a referendum for all members, to ask if union dues are to spent to fund a political party or for foreign organizations
- Since 2011, at convention all resolutions regarding foreign policy has been removed from debate and vote
- Also any foreign agenda was removed in the Strategic Directions paper

NEB decision motion to not proceed with

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**Resolution No. 239**  
**Submitted by Local 4207 (Ont.)**

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CUPE NATIONAL WILL:

Sever its formal and informal ties with all existing political parties, and;  
 Actively work towards the creation of a new working class party with a socialist orientation, and;

Until such party has been established support individual candidates with a socialist platform on a riding by riding basis.

BECAUSE:

- All existing political parties have moved rightward, and all have accepted or embraced neoliberal policies containing austerity for the working class, and;
- None of the existing parties is currently proposing policies that will strengthen the labour movement, and the working class as a whole.

NEB decision motion to not proceed with

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**Resolution No. 240**  
**Submitted by CUPE Newfoundland and Labrador**

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CUPE National shall actively campaign for cancellation of student debt and postsecondary education fees, and vigorously support student campaigns and strikes to rapidly reduce and abolish fees, following the lead of the massive student strike in Quebec in 2012.

BECAUSE:

- Access to quality post-secondary education for working-class youth has severely declined in the past decade; and
- Youth from working class backgrounds are frequently crippled with massive student debt (averaging \$37,000 for a 4 year degree), and/or have to work part-time or full-time jobs to pay for the cost of education, and/or are barred for monetary reasons from pursuing a higher education altogether.

NEB decision adopted

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**Resolution No. 242**  
**Submitted by Local 1334 (Ont.)**

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CUPE NATIONAL WILL:

- Develop, resource and implement a comprehensive campaign that provides CUPE members the tools and training to engage union members, staff, staff groups, students, student groups, the public and politicians in local, provincial and national conversations to
  - Demonstrate the "negative impact" of the austerity agenda on public education and public research,
  - Discuss the advantages of funding public post-secondary education for the Canadian economy and future generations,
  - Expose the existence and rapidly increasing reliance on precarious work and the exploitation of precarious workers across the country, and
  - Convince people that coordinated collective bargaining in the post-secondary sector is effective and of value to all participants.
- Hold a National Post Secondary Education Conference in 2014 to provide additional training, to share resources and tools and to determine the next steps to make post secondary an election issue at all levels of government.
- **BECAUSE** government funding should be provided from child care through post-secondary.
- **BECAUSE** we need to keep education and research as a public good.
- **BECAUSE** post-secondary education is a means to improve employment opportunities, enhance equality and foster a forum for critical thinking.

NEB decision

*motion to not  
proceed with  
covers Resolution 243  
and 244*

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**Resolution No. 245**  
**Submitted by Local 15 (B.C.)**

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CUPE NATIONAL WILL:

1. Endorse and support the Canadian Federation of Students' *Education is a Right* campaign; and

2. Encourage CUPE Locals and District Councils to participate in the Canadian Federation of Students' *Education is a Right* campaign.

BECAUSE:

- Around the world, governments are tabling "austerity" budgets containing massive cuts to post-secondary education and other public services.
- Public services, including post-secondary education, are at the risk of being privatized; and
- Privatization of post-secondary education results in higher user fees, lower quality, and worse working conditions; and
- The Canadian Federation of Students, Canada's national students' union, *Education is a Right* campaign challenges the privatization of public post-secondary education; and
- This campaign calls for the elimination of financial barriers to post-secondary education, an end to the student debt crisis, and a federal framework that ensures that Canada's postsecondary education system is high quality, public, and free from corporate influence.

NEB decision

*adopted*

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**Resolution No. 247**  
**Submitted by Local 4879 (B.C.)**

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CUPE NATIONAL WILL:

Lobby the Federal Government to protect academic freedom and collegiate decision making at our Canadian universities and to ensure that the involvement of corporations at these universities is transparent, especially with respect to their influence on curriculum development and the hiring/firing of professors.

BECAUSE:

- Corporations are increasingly exerting unwarranted influence on the functioning of our universities; and
- Academic freedom and collegiate decision making, the foundation of a strong and ethically-based university, are clearly under attack at our Canadian universities (see *Universities at Risk: How Politics, Special Interests and Corporatization Threaten Academic Integrity*) by neo-liberal, corporate-friendly policies; and
- These policies are directly impacting the vast majority of university students in negative ways, for example,

by a lowered quality of education, grade inflation, underemployment after graduation, and so on (see Lowering Higher Education: The Rise of Corporate Universities and the Fall of Liberal Education).

NEB decision

*motion to not  
proceed with  
covers Resolution 246*

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**Resolution No. 249**  
**Submitted by CUPE Ontario and Local 5555 (Ont.)**

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CUPE NATIONAL WILL:

Track the loss of bargaining unit jobs in CUPE Local workplaces and identify employers who contract out our work.

Establish a protocol for and activate an organizing campaign across Canada, including increased resources, in those workplaces where work of our bargaining units has been contracted out.

BECAUSE:

- Delegates to CUPE Ontario's 2013 Convention passed a resolution to bring this matter to our National Convention.
- The "contracting out" of our bargaining unit work is a reduction in services that has a negative impact on the community.
- There is a well-documented link between declining unionization and growing inequality.

NEB decision

*adopted*

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**Resolution No.251**  
**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

Continue providing resources to combat privatization across the country and protect public services.

BECAUSE:

- The agenda of the right-wing to privatize most public services shows no sign of letting up; and

- CUPE National has wisely allocated millions of dollars fighting privatization and defending public services in the past four years; and
- We have seen positive results in the fight against privatization, which is due in large part to funding regional campaigns.

NEB decision

*adopted*

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**Resolution No. 256**  
**Submitted by Locals 503 (Ont.) and 4777 (Sask.)**

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CUPE NATIONAL WILL:

Continue to review the impact on communities where P3s have been implemented to provide case studies of failed P3s and contracting out across the country. These case studies will reflect regions and sectors.

BECAUSE:

- Local unions need additional resources to resist P3s and contracting out, and to learn about successes in bringing work back in-house
- The push to privatize is increasingly promoted by corporate lobby groups and the federal government through PPP Canada Inc.

NEB decision

*adopted  
covers Resolution 257*

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**Resolution No.258**  
**Submitted by Local 500 (Man.)**

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CUPE NATIONAL WILL:

- Continue to work with the provincial government to bring forward the necessary regulations with respect to the Transparency legislation (this is in connection to private/public partnerships) that has been passed by the provincial government.

BECAUSE:

- The regulations are the details needed in the legislation to make it complete;
- The regulations will be law;
- The public has a right to know the details of how public money is spent;
- The City of Winnipeg has been a past supporter of these money schemes and we can't get the details of these business arrangements;

- P3's are nothing more than secret business arrangements worked out in back rooms.

NEB decision

motion to not  
proceed with

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**Resolution No. 259**  
**Submitted by Local 500 (Man.)**

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CUPE NATIONAL WILL:

- Continue to assist Local 500 to lobby the necessary parties, in particular the City of Winnipeg, to provide the details of the Veolia contract with the City of Winnipeg.

BECAUSE:

- The business arrangement has been kept very quiet and the public cannot see any details in the business arrangement;
- Veolia is a for profit national corporation whose mandate is to make a profit;
- Veolia has a poor track record worldwide;
- The public has a right to know the details of the contract.

NEB decision

adopted

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**Resolution No. 260**  
**Submitted by Local 4777 (Sask.)**

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CUPE NATIONAL WILL:

Through all means possible, continue to support CUPE Saskatchewan in its efforts to fight back against the rising threat of privatization in the Province of Saskatchewan.

BECAUSE:

- Until this year, the Province of Saskatchewan had limited cases of privatization and no public-private-partnerships (P3s);
- In the fall of 2012, the Government of Saskatchewan established a crown agency to promote P3s and in March 2013 the provincial budget announced construction of the new Saskatchewan Hospital in North Battleford, the new highway bypass in Regina and bundling of the new schools as P3s;
- The Government of Saskatchewan has directed regional health authorities in Regina and Saskatoon

to contract out surgeries and diagnostics to private, for-profit clinics and Regina Qu'Appelle Health Region plans to contract out LPN's and MRIs;

- The Regional Health Authority in Prince Albert Parkland is turning to contract workers in different classifications due to the fact that the budget is limited, and they will not post full-time jobs to attract qualified applicants to move to the region.
- At the end of May 2013 the Government of Saskatchewan announced the privatization of hospital laundry to K-Bro Linens of Alberta, creating the loss of 300 CUPE jobs in rural communities;
- Both the cities of Regina and Saskatoon have begun to engage in the P3 process to build a wastewater treatment facility, a civic operations centre and a new bridge; and
- The volume of anti-privatization work in the province has increased exponentially and requires the resources of a dedicated staff person to assist locals and community coalitions in our fight against privatization and protection of our public services.

NEB decision

adopted

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**Resolution No. 261**  
**Submitted by CUPE Newfoundland and Labrador**

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CUPE NATIONAL SHALL:

1. Oppose the Harper Conservatives efforts to weaken mental health checks in firearm licensing
2. Call for the disbanding of the Minister's Firearms Advisory Committee and its reconstitution to include police, public health and safety experts
3. Seek the input of stakeholders (including police, women's organizations, hunters, rural and Aboriginal Canadians) on how to improve gun laws to enhance public safety.

BECAUSE:

- Effective gun control is an important tool to protect public safety; and
- The Harper Conservatives have repeatedly taken the advice of the gun lobby while ignoring police; and
- Even Prime Minister Stephen Harper recognizes that the unbalanced Minister's Firearms Advisory Committee is in need of review.

NEB decision

adopted  
covers Resolution 262

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**Resolution No. 263**  
**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

Demand that the Federal Government rescind their decision to close the Kitsilano Coast Guard Station in British Columbia; and

Further demand that the Federal Government increase the funding for the Coast Guard and other federal services related to marine safety to prove to the citizens of BC that the federal government takes our lives and the environment seriously.

BECAUSE:

- The Federal Government has the responsibility to protect lives at sea as well as to protect the environment.
- We need the Federal Government to increase regulation, legislation, and inspections to give BC citizens the confidence that the marine industry will operate safely.
- Demand that the Federal Government rescind their decision to close the Kitsilano Coast Guard Station.

*NEB decision*

*adopted*

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**Resolution No. 264**  
**Submitted by Local 3550 (Alta.)**

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CUPE NATIONAL WILL:

Provide support and resources where feasible to the Downtown Eastside Sex Workers Against Violence Society (SWAVU) as they continue their court challenge of the federal Criminal Code prostitution laws.

BECAUSE:

- The Downtown Eastside Sex Workers Against Violence Society recently won a unanimous Supreme Court of Canada ruling that allows a former sex worker and an organization run by and for street-based sex workers "public interest standing" to challenge the laws related to adult prostitution, effectively providing improved access to the Courts by all marginalized groups who would otherwise face barriers in bringing human rights claims before the courts;
- The current laws which state that communicating for the purposes of prostitution is illegal but the act of prostitution is legal make no sense and lead women,

men and transgendered people into dangerous and unhealthy situations;

- Sex workers are stigmatized, devalued, disrespected, subject to harassment, disproportionately jailed, victims of violence and subsequently ignored by society;
- The labour movement has an obligation to help ALL workers improve their work environments whether they are organized or not.

*NEB decision*

*adopted*

*covers Resolution 265*

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**Resolution No. 267**  
**Submitted by Local 4600 (Ont.)**

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CUPE NATIONAL WILL:

1. Support the "Hundred for Hassan" campaign by signing on to a statement in support of Dr. Hassan Diab, and contributing \$6000 dollars to cover the cost of three months of his electronic/GPS monitoring.
2. Send an appeal to support the "Hundred for Hassan" campaign to all CUPE locals.

BECAUSE:

- Diab is member of CUPE Local 4600 - representing teaching assistants and contract instructors at Carleton University - and who has now been unemployed since the unfair termination of his contract in 2009 due to these allegations.
- Diab has been order extradited by Justice Minister Rob Nicholson based on evidence so weak that a Canadian judge declared that it would not stand in a fair trial.
- The Canadian government has forced Dr. Diab to pay \$2000 per month for the cost of his own surveillance – a GPS device that he is required to wear, or be imprisoned.

*NEB decision*

*motion to not  
proceed with*

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**Resolution No. 268**  
**Submitted by Local 15 (B.C.)**

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CUPE NATIONAL WILL:

1. Strengthen the relationship between the arts and the labour movement by demonstrating our solidarity

with creative workers who share our values and want to educate the public about working class culture and the labour movement; and

2. Establish meaningful working relationships with creative people participating in beneficial social change both within and outside our communities; and
3. Develop systems of financial support, partnerships, and employment for artists working in all disciplines in the form of financial grants to artists, artist-run centres, arts groups and festivals that are producing works reflecting our values.

BECAUSE:

- Historically social and political change has been realized with the aid of great songs, images, writing, and festivals. To retain and strengthen the broader social relevance of the labour movement we must involve arts and culture; and
- In order to maintain a future for the labour movement we must support artists who are making art which speaks to, and represents the lives and aspirations of working people; and
- Artists need our support in creating a voice for working people - a voice that will not be drowned out by private/corporate interests; and
- As deep cuts to federal, provincial, and municipal arts funding continue, we must acknowledge our common enemies and work together for the benefit of future generations.

*NEB decision*

*adopted*

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**Resolution No. 270**

**Submitted by CUPE Newfoundland and Labrador**

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CUPE NATIONAL shall increase strike to \$300.00 per week starting at day 5 of strike action and raise to \$350.00 after 4 weeks of strike action.

BECAUSE:

- The current rate of \$200.00 per week is insufficient for most CUPE members to be able to care for themselves or their families for any length of time; and
- The last raise in strike pay was in 1997 and the cost of living has risen significantly in that time; and
- The current strike fund level is extremely healthy; and

- In order to maintain a successful strike, the members need to concentrate on the issues, be able to fight back against regressive employers and not to be starved back to work by insufficient strike pay; and
- Many major unions across the country have raised their strike pay significantly; and
- If CUPE locals are embroiled in representation votes, the level of strike pay could have a significant impact on the outcome, especially in these times of possible labour unrest.

*NEB decision*

*motion to not  
proceed with*

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**Resolution No. 271**

**Submitted by the Metro Vancouver District Labour Council (B.C.)**

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CUPE NATIONAL WILL:

Conduct a review of the Strike Pay Regulations, with input from CUPE local unions, sectors and geographical regions, with the intention of making CUPE strike pay comparable to the strike pay provided by other large provincial or national unions and report out to locals within one year.

BECAUSE:

- The amount of CUPE strike pay for members has not increased in a very long period of time and time will be needed before the next convention for resolutions to be submitted and support for changes to be properly considered ; and
- The rate of strike pay is a topic of discussion on most multi-union picket lines and this often raises tensions between members of different unions who must support each other to be successful in any job action in numerous sectors with multi-union bargaining associations; and
- The cost of living, especially basic foods and shelter, has so risen dramatically and constantly in the last decade that CUPE members are very hard pressed to support their bargaining committees in trying to achieve fair collective agreements with our most effective tool, the withdrawal of our labour.

*NEB decision*

*motion to not  
proceed with*

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**Resolution No. 272**  
**Submitted by Local 2191 (Ont.)**

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CUPE NATIONAL WILL:

Amend the requirement which allow locals to access the strike benefits from ten (10) days after a strike has commenced to (5) days after a strike has commenced.

BECAUSE:

- Smaller locals do not have adequate resources
- Members will respect the "Local Union" picket lines and not engage in strike breaking activities
- The erosion of full time positions in our workplaces is causing us to lose strength and solidarity
- The cost of living continues to rise and CUPE members are hard pressed to support their bargaining committee.

NEB decision

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*motion to not  
proceed with*

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**Resolution No. 273**  
**Submitted by Local 4207 (Ont.)**

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CUPE NATIONAL WILL:

Reduce the wait time for strike pay eligibility from ten (10) days to six (6) days.

BECAUSE:

- The national strike fund is currently above \$60 million, and this money is best spent fighting for better collective agreements; and;
- Waiting ten days for strike pay is a real hardship for CUPE members; and
- Some locals are unable to cover the cost of strike pay for the first ten days; and
- Locals in sectors without the right to strike, who might engage in strikes that are technically illegal for political or other purposes, are unable to access the strike fund because of the relatively short duration of strikes that are defined as illegal.

NEB decision

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*motion to not  
proceed with*

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**Resolution No. 274**  
**Submitted by CUPE Ontario and Local 5555 (Ont.)**

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CUPE NATIONAL WILL:

Increase the weekly strike pay to four hundred dollars per week (\$400.00), including adding an index formula.

BECAUSE:

- Delegates to CUPE Ontario's 2013 Convention passed a resolution to bring this matter to our National Convention.
- In today's more challenging economic times, CUPE members will need to stand up to protect their public services, including taking strike action.
- The current strike pay is insufficient and the strike pay has not been adjusted for many years.
- CUPE members need to be able to support their families while on strike and they also deserve dignity and respect while striking to protect their wages, benefits, job security and defend their public services.

NEB decision

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*motion to not  
proceed with*

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**Resolution No. 275**  
**Submitted by Local 523 (B.C.)**

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CUPE NATIONAL WILL:

1. Increase the amount of strike pay to \$400 per week.

BECAUSE:

- the amount of strike pay has not increased for many years, and the real inflation rate for basic living expenses has greatly decreased the value of this pay; and
  - the loss of income during a strike makes it difficult to take and maintain strike action and results in a lower strike vote and less ability to continue strike action; and
  - the employer assesses the strength of a strike action
- by the union's ability to achieve and maintain a strike action

NEB decision

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*motion to not  
proceed with*

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**Resolution No. 277**  
**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

Campaign against the Canada-European Union "Comprehensive Economic and Trade Agreement" (CETA); Work with CUPE District Councils, Federations of Labour and Regional Labour Councils to educate Canadians about the negative impacts of trade agreements; and

To lobby politicians at all levels of government to oppose CETA.

BECAUSE:

- The Liberal government of BC is giving away provincial, municipal and workers rights at the CETA negotiating table; and
- The European Union and European corporations are insisting on full access to procurement by sub-national governments - including municipalities, school boards, universities, hospitals and other provincial agencies - which could significantly reduce or eliminate the rights to specify local priorities when public money is invested in goods, services or capital projects; and
- Canadian municipalities have expressed growing concerns with trade agreements and their potential impacts on municipal programs and services' local autonomy.

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*NEB decision* *adopted*  
*covers Resolution 278*

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**Resolution No. 279**  
**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

Work with CUPE locals, the CLC, and allies like the Council of Canadians, to stop Canadian Government participation in the negotiation of the Trans-Pacific Partnership (TPP).

BECAUSE:

- The TPP would eclipse the North American Free Trade Agreement (NAFTA) in size and scope.
- The TPP will entrench a vision of market-based globalization that is the main cause of runaway climate change and which has done little to create good, sustainable jobs or reduce poverty worldwide.

- The TPP enhances corporate rights to sue governments when public policies interfere with how, when and where they make profits.
- Like CETA, the TPP could force Canada to change drug policies, copyright policies, environmental and public health rules - all without the normal parliamentary process.

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*NEB decision* *adopted*

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**Resolution No. 280**  
**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

Provide information for and work with CUPE Locals and local governments across Canada to ensure sewage treatment, including resource recovery, is publicly owned and operated.

Work with regional and national municipal organizations to pressure the federal government to provide funding not linked to public private partnerships to meet the costs on local governments imposed by federal Wastewater Systems Effluent Regulations.

BECAUSE:

- The Federal Government has introduced sewage regulations that will affect as many as one out of every four wastewater systems in Canada. The Canadian Council of Ministers of the Environment (CCME) has estimated the capital costs alone of upgrading sewage systems will come to \$13 billion on top of the already existing infrastructure gap facing local governments; and
- The Federal Government's privatization agency (PPP Canada) is specifically targeting large and medium sized sewage projects, particularly in the area of resource recovery, for public private partnerships (P3s). Privately financed, maintained and operated sewage plants will impose long term contracts, increased costs and reduced public accountability.

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*NEB decision* *adopted*

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**Resolution No. 281**  
**Submitted by Locals 3912 (N.S.) and 4980 (Sask.)**

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CUPE NATIONAL WILL:

1. Promote access to safe public drinking water in all Aboriginal communities across Canada, because 18

per cent of Aboriginal communities in Canada do not have access to safe public drinking water and must, through no fault of their own, import bottled water at enormous financial expense and negative environmental impact via greenhouse gases emissions from the production and transport of bottled water; and

- Promote access to safe and affordable public drinking water as a human right in all Canadian communities.

BECAUSE:

- All Canadians are entitled to safe, affordable, public and accessible drinking water; and
- Bottled water is a private, for-profit commodity that has huge negative environmental consequences, such as high greenhouse gas emissions that cause climate change.

NEB decision

adopted

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**Resolution No. 282**  
**Submitted by Local 500 (Man.)**

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CUPE NATIONAL WILL:

- Continue to work with locals and the public in our province, to bring awareness about the pit falls of the "for profit water" industry and why a public water system is so important to our communities.

BECAUSE:

- Bottled water is sold for a profit and should be free for everyone;
- Water should be available for everyone in our society and is a human right;
- We should never lose control over our public water systems.

NEB decision

adopted

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**Resolution No. 284**  
**Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

- Lobby the federal government to develop a national plan of action ensuring coordinated response for the prevention of trafficking of women and children, and the adequate provision of protection and care services to victims.

- Raise awareness within CUPE of the global problem of human trafficking.

BECAUSE:

- Canada must take action to protect our society from those who traffic children and young people for sexual purposes.
- Human trafficking has been globally observed as a growing source of revenue for organized crime.

NEB decision

adopted

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**Resolution No. 285**  
**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

Continue to urge local unions to lobby their respective civic government/councils to proclaim March 8<sup>th</sup> International Women's Day (IWD) in communities around the country; and

Continue to lobby the Canadian Government to proclaim March 8<sup>th</sup> International Women's Day.

BECAUSE:

- International Women's Day has been celebrated in a variety of countries since 1910; and
- In 1974 IWD was declared by the United Nations as a day to celebrate the struggles and victories of women around the world; and
- Year after year more and more people are becoming aware of March 8<sup>th</sup> and the significance of what this day represents; and
- A variety of events and activities are organized on or around this day celebrating the lives of women and their experiences; and
- It is extremely important to remember where we have come from when moving forward

NEB decision

adopted

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**Resolution No. 287**  
**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

Work with CUPE locals, the Abortion Rights Coalition and other pro choice and social justice groups to oppose any back door attempts through private members' bills or other means to recriminalize abortion or in any way restrict a woman's access to abortion.

BECAUSE:

- It is a woman's right to control her own body;
- Conservative MP's have been submitting private members' bills designed to set back, by decades, Canadian women's right to reproductive freedom.

NEB decision

adopted

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**Resolution No. 289**

**Submitted by Locals 4308 (Ont.) and 998 (Man.)**

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CUPE NATIONAL WILL:

Host a constituent assembly of CUPE sisters that will develop a strategy to: (a) ensure that gender is addressed in all CUPE's work, including the fairness (defending unions), EI, living wage and other CUPE campaigns and (b) review and act on the National Women's Task Force recommendations; and

Develop and resource a concrete plan to carry out that strategy.

BECAUSE:

- Diverse women's issues need to be front and centre in all CUPE's work as over 2/3 of CUPE members are women
- The attacks on unions and social programs such as EI and health care will have a particularly adverse effect on women and other equity-seeking groups
- The attack on unions is an attack on women, particularly those further marginalized by racism, homophobia, ableism and other forms of oppression
- Mobilizing women is key to our success in those campaigns
- The 2007 National Women's Task Force (NWTF) involved comprehensive consultations with many CUPE members about the participation of women in CUPE and is an invaluable resource which can still be used to further the goal of women's equality
- Although a number of the 54 recommendations from the NWTF have been acted on, many still remain to be implemented
- CUPE sisters need a space such as a women's assembly to facilitate the development of a plan to move forward on these critical issues

NEB decision

motion to not proceed with covers Resolution 286

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**Resolution No. 290**

**Submitted by CUPE Ontario and Local 5555 (Ont.)**

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CUPE NATIONAL WILL:

Assist provincial divisions to establish an annual set day to be claimed as Educational Support Staff Day in those provinces where such recognition days do not currently exist.

BECAUSE:

- There is currently no preset day to call Educational Support Staff Day, yet there is a teacher day, administrative day and secretary day.
- It is important to get the connection to the public that educational support staff are not teachers and deserve to be recognized as working within the school.
- The recent imposition of Bill 115 by the Liberal government in Ontario and the teacher-biased, national media coverage of that event did not help

the public recognize that more than teachers work in their schools.

NEB decision

adopted

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**Resolution No. 291**

**Submitted by CUPE Ontario and Local 5555 (Ont.)**

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CUPE NATIONAL WILL:

Work with CUPE Ontario to establish a Health and Safety Monument to at the new Ontario Regional Office in Markham to pay tribute to CUPE members in Ontario who have lost their lives at work, including contacting locals to request donations for the monument.

Ensure CUPE Ontario's Health and Safety Committee act as the steering committee to work with the design team of the monument.

BECAUSE:

- Delegates to CUPE Ontario's 2013 Convention passed a resolution to bring this matter to our National Convention.
- The creation of a monument will remind all staff, members and the public of the importance of Health

and Safety legislation and safe working conditions for all.

*NEB decision*

*motion to not  
proceed with*

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**Resolution No. 292  
Submitted by Local 503 (Ont.)**

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CUPE NATIONAL WILL:

That CUPE will participate in endorsing and helping to raise funds by reaching out to the broader labour movement and government for this future monument. It is integral to ensuring the purpose of the memorial to honour current and past members of the profession.

BECAUSE:

- The Canadian Paramedic Benevolent Society has adopted as one of its goals, the establishment of a National Canadian Paramedic Memorial Monument to honour all past, present and future Canadian Paramedics who dedicate themselves to the wellbeing of those in need. This monument shall also display the names of our colleagues who have died in the line of duty;
- The Canadian Paramedic Memorial Foundation is raising funds in support the Canadian Paramedic Benevolent Society's goal for a Canadian Paramedic Memorial Monument;
- The Canadian Paramedic Benevolent Society honours the memory of Canada's military and civilian paramedics. Since 1988, 34 Canadian medics have given their lives in the line of duty, while serving Canadians with pride.

*NEB decision*

*adopted*

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**Resolution No. 295  
Submitted by Local 41 (Alta.)**

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WHEREAS we recognize that the youth are important to the future of our union; and

WHEREAS we recognize encouragement and inclusion of our youth in union participation; and

WHEREAS the current cut-off age limit of 30 is a barrier to developing activists;

- THEREFORE BE IT RESOLVED THAT the age of the youth worker must be raised to 35 and under.

*NEB decision*

*motion to not  
proceed with*

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**Substitute Resolution No. 901  
(Covers Resolutions 42, 84, 85, 94, 160, 161, 162, 250,  
252, 253, 254, 255, 266)**

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CUPE NATIONAL WILL:

1. Set aside funds to pay for centralized bargaining and ensure clarity in how the funds can be accessed and a process for timely approval of such submissions.
2. Require all Provincial Divisions to undergo financial audits every year; and pay for financial audits for all CUPE Provincial Divisions.
3. Provide the financial and human resources required for all arbitration that aims to hold employers responsible for their workers' health and safety.
4. Commit to a cost sharing program to fund a dedicated Workers' Compensation specialist for the Air Canada Component of CUPE.
5. Develop and fund a comprehensive strategy to protect the contract rights and professional interests of nursing team members that includes:
  - Profiling good examples of Licensed/Registered Practical and Care Aide (Personal Support Worker) education, regulation and utilization;
  - Reinforcing CUPE's role as the union best able to articulate and advance L/RPN and Care Aides' professional interests;
  - Information-sharing on raids and other actions taken by Registered Nurses' unions;
  - Coordinating CUPE's campaign, legal and political responses to these actions;
  - Continuing to support regional campaigns to defeat raids and other actions against CUPE members;
  - Ensuring that the CLC enforces its constitutional provisions and other measures against raiding; and
  - Establishing a national working group of members and staff active to coordinate efforts.

6. Increase funding and availability of funding for privatization strategies and campaigns to address the need to resist privatization across the country.
7. Provide financial and staff support for locals campaigning against core service reviews and other consultant driven restructuring.
8. Continue and increase funding and availability for anti-privatization strategies and campaigns to address the needs to resist privatization across the country.
9. Donate a substantial amount of money -- \$500,000, for example – to private sector union(s) so that they can build more density and higher numbers.

*NEB decision*

*motion to not  
proceed with*

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**Substitute Resolution No. 902  
(Covers Resolutions 87, 88, 89, 93, 94, 96, 97 and 98)**

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CUPE NATIONAL WILL:

1. Increase the current staff complement to provide at least five Health & Safety National Staff representatives in the province of Ontario.
2. Provide for a National Health and Safety Representative in the Maritime Region.

3. Provide resources for a minimum of one National Health and Safety Specialist Representative in each CUPE region.
4. Increase the current staff complement to provide at least five WSIB National Staff representatives in the province of Ontario.
5. Commit to fund a training program for the purpose of training CUPE representatives in the Airline Division to be qualified Worker representatives to the various provincial Workers' Compensation Boards across Canada.
6. Increase the National Staff Representatives in Peel Region by adding an additional two staff reps.
7. Assign full-time national staff representative to service the Ontario Municipal Employees Coordination Committee.
8. When filling CUPE National employment vacancies, neither recruit, nor hire nor consider an application of an elected local union officer who is preparing for or participating in collective bargaining as part of negotiating committee until such time as a collective agreement between the local union and the employer is ratified.
9. Ensure health and safety training is available to all CUPE National Servicing Representatives as part of the New National Servicing Representative Training.
10. Ensure health and safety training is available to all CUPE National Servicing Representatives as part of the yearly training program.

*NEB decision*

*motion to not  
proceed with*

**CUPE 2013 NATIONAL CONVENTION  
CONGRÈS NATIONAL DU SCFP 2013**

**FINAL LIST OF DELEGATES IN ATTENDANCE  
TO THE 26<sup>TH</sup> NATIONAL CONVENTION**

**LISTE FINALE DES PERSONNES DÉLÉGUÉES PRÉSENTES  
AU 26<sup>E</sup> CONGRÈS NATIONAL**

**AS AT OCTOBER 26, 2013  
AU 26 OCTOBRE 2013**

**SEATED IN ACCORDANCE WITH ARTICLE XI, SECTION I  
OF THE CUPE CONSTITUTION**

**ACCRÉDITÉS SELON L'ARTICLE XI, SECTION I  
DES STATUTS DU SCFP**

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**PAUL MOIST  
NATIONAL PRESIDENT / PRÉSIDENT NATIONAL**

**CHARLES FLEURY  
NATIONAL SECRETARY-TREASURER / SECRÉTAIRE-TRÉSORIER NATIONAL**

**DANIEL LÉGÈRE  
GENERAL VICE-PRESIDENT / VICE-PRÉSIDENT GÉNÉRAL**

**LUCIE LEVASSEUR  
GENERAL VICE-PRESIDENT / VICE-PRÉSIDENTE GÉNÉRAL**

**FRED HAHN  
GENERAL VICE-PRESIDENT / VICE-PRÉSIDENT GÉNÉRAL**

**TOM GRAHAM  
GENERAL VICE-PRESIDENT / VICE-PRÉSIDENT GÉNÉRAL**

**BARRY O'NEIL  
GENERAL VICE-PRESIDENT / VICE-PRÉSIDENT GÉNÉRAL**

**DISTRICT COUNCILS / CONSEILS RÉGIONAUX**

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CUPE NIAGARA DISTRICT COUNCIL	0401-0002	LOU FELICE
CUPE TORONTO DISTRICT COUNCIL	0401-0003	HELEN KENNEDY
	SUPP/ALT	LISA SKEETE
CUPE LONDON DISTRICT COUNCIL	0401-0006	JUDITH CALLAHAN
DURHAM NORTHUMBERLAND CUPE DISTRICT COUNCIL	0401-1605	NEIL HENDERSON
	SUPP/ALT	LORI-ANN RICHARDS
CUPE HAMILTON DISTRICT COUNCIL	0401-0009	JOANNE WEBB
CUPE HASTINGS DISTRICT COUNCIL	0401-0021	SUZANNE MOORCRAFT
	SUPP/ALT	PAT NIELSEN
CUPE EASTERN GREAT LAKES DISTRICT COUNCIL	0401-0011	PAUL NORRIS
OTTAWA DISTRICT CUPE COUNCIL	0401-0012	SHELLIE BIRD
	SUPP/ALT	AMY STEWART
CUPE NORTH BAY & DISTRICT COUNCIL	0401-1571	BRENT GIROUX
CUPE REGION OF PEEL DISTRICT COUNCIL	0401-1619	LEVI BOURGEOIS
	SUPP/ALT	EDDIE PEREIRA
CUPE CENTRAL WESTERN ONTARIO DISTRICT COUNCIL	0401-0015	GORD MCMURRAN
CUPE CENTRAL ALBERTA DISTRICT COUNCIL	0701-0004	KEN WALKER
CUPE KOOTENAY DISTRICT COUNCIL	0801-0002	GERRY SHMON
CUPE VANCOUVER ISLAND DISTRICT COUNCIL	0801-0003	AMBER LEONARD
CUPE METRO VANCOUVER DISTRICT COUNCIL	0801-0004	IAN NORTON
OKANAGAN MAINLINE DISTRICT COUNCIL	0801-0006	JOLENE LAMOUREUX
CUPE NORTHERN AREA DISTRICT COUNCIL	0801-0007	WALLY MIEDEMA

**PROVINCIAL COUNCIL OF UNIONS / CONSEILS PROVINCIAUX DE SYNDICATS**

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CUPE N.B. COUNCIL OF HOSPITAL UNIONS	0211-0265	NORMA ROBINSON
CUPE N.B. COUNCIL OF SCHOOL DISTRICT UNIONS	0211-0003	BRIEN WATSON
CUPE N.B. COUNCIL OF NURSING HOMES	0211-0004	WAYNE BROWN
CUPE COUNCIL OF REGIONAL HEALTH EMPLOYEES UNION	0251-0002	WANDA LIVINGSTONE
CONSEIL PROV. DES AFF. SOCIALES DU SCFP	0301-0002	MARCO LUTFY
CONSEIL PROVINCIAL DU SECTEUR UNIVERSITAIRE DU SCFP	0301-0003	SYLVAIN ALLARD
CONSEIL PROV. DU SOUTIEN SCOLAIRE /SCFP	0301-0004	PIERRE DEGRAY
CONSEIL PROV. DU SECTEUR DES COMM. /SCFP	0301-0005	CLAUDE ST-LAURENT
CONSEIL PROVINCIAL DES CEGEP	0301-0009	ÉRIC GASCON
CONSEIL PROV. DES SOCIÉTÉS D'ÉTAT ET ORG. PUB. QUÉBÉCOIS	0301-0007	PATRICK LESSARD
CUPE ONTARIO COUNCIL OF HOSPITAL UNIONS	0401-0017	HELEN FETTERLY
SASK. HEALTH CARE COUNCIL OF UNIONS	0601-0002	GORDON CAMPBELL

**PROVINCIAL DIVISIONS / DIVISIONS PROVINCIALES**

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CUPE NOVA SCOTIA	0111-0001	DANNY CAVANAGH
CUPE NFLD & LABRADOR DIVISION	0151-0001	WAYNE LUCAS
	SUPP/ALT	EDWARD WHELAN
CUPE NEW BRUNSWICK	0211-0001	MINERVA PORELLE
CUPE PRINCE EDWARD ISLAND	0251-0001	LORI MACKAY
SCFP-QUÉBEC	0301-0001	DENIS BOLDUC
CUPE ONTARIO	0401-0001	CANDACE RENNICK
CUPE MANITOBA	0501-0001	KELLY MOIST
CUPE SASKATCHEWAN	0601-0001	JUDY HENLEY
CUPE ALBERTA	0701-0233	MARLE ROBERTS
CUPE BRITISH COLUMBIA	0801-0001	MARK HANCOCK

**AIRLINE DIVISION COMPONENTS / COMPOSANTES DE LA DIVISION AÉRIENNE**

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COMPOSANTE AIR TRANSAT	1721-0003	PETER BUZZELL
AIR CANADA COMPONENT	1721-0002	MICHEL COURNOYER
FIRST AIR COMPONENT	1721-0004	KEN SMITH

**SERVICE CONTRACTS / CONTRATS DE SERVICE**

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RÉPARTITEURS D'HYDRO-QUÉBEC	0301-0622	RICKY ARSENEAULT
SYNDICAT DES CHAUFFEURS DE LA SOCIÉTÉ DE TRANSPORT DE LAVAL	0301-0008	RICHARD OUIMET
	0301-0618	SYLVAIN OUELLETTE
	0301-0619	DANIEL CÔTÉ
	0301-0620	GUY CLERMONT

SYNDICAT DES TECHNICIEN(NE)S ET ARTISAN(E)S DU RÉSEAU DE RADIO-CANADA (STARF)	0301-0838	ARMAND ROUX
	0301-0839	JOHANNE HÉMOND
	0301-0840	BENOÎT CELESTINO
	0301-0841	MICHEL LABRIE
	0301-0842	RAYMOND ROUTHIER
	SUPP/ALT	MARIELOU FAILLE

**LOCALS / SECTIONS LOCALES**

**NOVA SCOTIA / NOUVELLE-ÉCOSSE**

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108	HALIFAX	0111-0200	MIKE YOUNG
227	HALIFAX	0111-0175	DAVE DORT
		0111-0176	RICHARD MASTERS
		0111-0177	ANTHONY RILEY
761	SYDNEY	0111-0054	DEBORAH WEEKS
835	YARMOUTH	0111-0165	LYNN MILLER
		0111-0166	PAULINE BULLERWELL
		0111-0167	CAROL DEVEAU
		0111-0168	JOHN DEVEAU
933	SYDNEY	0111-0055	KELLY MACLEOD
		0111-0056	DALE YOUNG
955	PETIT DE GRAT	0111-0066	WILFRIDINE CROWDIS
		0111-0067	MARY SINCLAIR
1028	HALIFAX	0111-0068	ANTHONY GOUGH
1082	HALIFAX	0111-0069	ANDREA CAMERON
		0111-0070	KAREN CONNOR
1259	HALIFAX	0111-0005	LOUISE RILEY
		0111-0006	MICHAEL MCNEIL
		SUPP/ALT	DONALDA FOUGERE
1431	HALIFAX	0111-0007	HEATHER CORKUM
		0111-0008	SHARON HARDING
1635	BADDECK	0111-0077	SHARON PROCTOR
1867	HALIFAX	0111-0178	STEVE JOY
		0111-0179	SHARON HUBLEY
		0111-0180	MICHAEL MACISAAC

1933	SOUTH SHORE	0111-0169 0111-0170 0111-0171 0111-0172 SUPP/ALT	DIANNE FRITTENBURG DAPHNE HARVEY JONATHAN FOURDRAINE LISA OICKLE NEIL DOREY
2094	GLACE BAY	0111-0010	MAE SMITH
2305	HALIFAX	0111-0058	JULIE WISSMANN
2330	NEW GLASGOW	0111-0183 0111-0184 0111-0185	NAN MCFADGEN VIVIAN LYNDS ROSE BEST
2525	NEW GLASGOW	0111-0041 0111-0042 0111-0043 0111-0045 0111-0173 SUPP/ALT	SEAN FOLEY DONNA VAN KROONENBURG ALLAN LINKLETTER KAREN MACKENZIE JOANNE SMITH NEERAJ BHANOT
2618	KENTVILLE	0111-0191	TREVOR SURETTE
2694	CO. OF VICTORIA	0111-0012	GORDIE ROBERTS
2784	HALIFAX	0111-0046 0111-0047	SANDRA WILSON BEVERLY CONNORS
3688	BRIDGEWATER	0111-0111	JENNIFER CHASE
3840	HALIFAX	0111-0016 0111-0017	MARGARET R. BARRY TRACEY HANN
3876	GREENWOOD	0111-0112 0111-0113 0111-0114	JEAN D. CHISHOLM DARREN ELSNER TED LLEWELLYN
3890	TRURO	0111-0116 0111-0117 0111-0118	DAWN MORRISON-TURNER CLINT EAGLES RON DAVIS
3912	HALIFAX	0111-0192 0111-0193 0111-0194 0111-0195	CARMEL FORDE CHRISTINA BEHME JAMY ELLEN KLENAVIC TATIANA ROSSOLIMO
3936	LUNENBURG	0111-0049	LISA MASON
3988	NEW GLASGOW	0111-0121	ANN REDDICK
4044	KINSAC	1721-0052 1721-0053 1721-0054	JOHANE SPADA AUDREY TAM MICHAEL ALVES
4150	KENTVILLE	0111-0018 0111-0019 0111-0020 0111-0021 SUPP/ALT	SUSAN JOHNSON CHERYL BURBIDGE TERESA DONAHUE JANET BARTEAUX MATT MCKINNON

4198	WOLFVILLE	0111-0197	DAVID WATSON
4745	HALIFAX	0111-0024 0111-0025	MARGOT NICKERSON ALISON WALLACE
4840		0111-0139 0111-0140 SUPP/ALT	KENNY ROSE LORIE BEATON GRACE GROOM
5047	HALIFAX	0111-0150 0111-0151	CHRIS MELANSON IAN WILSON
5050	CAPE BRETON	0111-0153 0111-0155	CARMIE ERICKSON SHIRLEY SAMSON

**LOCALS / SECTIONS LOCALES**

**NEWFOUNDLAND AND LABRADOR / TERRE-NEUVE ET LABRADOR**

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488	CORNER BROOK	0151-0027 0151-0029 0151-0030 0151-0031	BARBARA GEORGE KIM GALE EILEEN MORGAN LORI DOMAN
569	ST. JOHN'S	0151-0077 0151-0078 0151-0079 SUPP/ALT	GLEN CROWLEY GORDON EVANS DON WOOLRIDGE M. MAHONEY
879	ST. JOHN'S	0151-0033 0151-0034 0151-0035 SUPP/ALT	SHEREE JUNEJA PATRICK O'REILLY JAMES SHEPPARD DIANE VERGE
1289	ST. JOHN'S	0151-0005 0151-0006 0151-0007 SUPP/ALT	JANET PRESTON DIANNE MARTIN TONY MOLLOY KIM DYER
1560	ST. JOHN'S	0151-0036 0151-0037 0151-0038 SUPP/ALT	DENNIS MCDONALD MARIE MURPHY DERRICK BARRETT MELISSA PENDER
1615	ST. JOHN'S	0151-0063 0151-0064 0151-0065 0151-0066 SUPP/ALT	THERESA ANTLE KEIR HISCOCK DIANE JOHNSON CAROL KENNEDY SUSAN KEARSEY
1761	JERSEYSIDE/PLACENTIA	0151-0080	KEITH G. BRENNAN
1762	ST. ANTHONY	0151-0014	PAUL SAUNDERS
1860	ST. JOHN'S	0151-0067 0151-0068 0151-0069 SUPP/ALT	ED O'KEEFE JEANNE CLARKE NORA HANLON COLIN HIPDITCH
2099	MOUNT PEARL	0151-0070 0151-0071	ROBERT MARTIN SHERRY FITZPATRICK

2212	ST. ANTHONY	0151-0042	REX HILLIER
2329	ST. JOHN'S	0151-0011 0151-0012 0151-0013	YVONNE SULLIVAN DEBRA NICHOL DAWN LAHEY
2543	ST. JOHN'S	0151-0025	ROBERT STANLEY
2574	ST. ANTHONY	0151-0076	PAULA PATEY
3017	ST. JOHN'S	0151-0018 SUPP/ALT	GAIL BRINSTON SUSAN SHINER
3034	CONCEPTION BAY	0151-0019 0151-0020	WARRICK CLUNEY ALVA BISHOP
3762	ST. JOHN'S	0151-0022	HEATHER PYE-FRANCIS
4732	LABRADOR CITY	0151-0081	PEGGY MUGGRIDGE
4885	ST. JOHN'S	0151-0054	ELAINE DRAKE
4935	STEPHENVILLE CROSSING	0151-0056 0151-0057	THERESA GILLAM SYLVIA BENNETT
4938	PORT SAUNDERS	0151-0060	ROGER PHILPOTT
4939	STEPHENVILLE	0151-0062	SHAWN HYNES
5078	CORNER BROOK	0151-0026	ANGELA TARGETT

**LOCALS / SECTIONS LOCALES**

**NEW BRUNSWICK / NOUVEAUX-BRUNSWICK**

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18	SAINT JOHN	0211-0220 0211-0221 0211-0222	JAMES THIBODEAU DAN GRAND MIKE MEAHAN
51	MONCTON	0211-0005 0211-0007	MARC BOURQUE JOHN TERRIS
60	EDMUNDSTON	0211-0195 0211-0196	MARC DOIRON MARC NADEAU
380	SAINT JOHN	0211-0238 0211-0239 0211-0240	JOSEPH THERIAULT DWAIN LYTTLE SHAWN WETMORE
486	SAINT JOHN	0211-0246 0211-0247 SUPP/ALT	CHERYL MCCONKEY DONNA PERKINS PAUL JOHNSON
508	FREDERICTON	0211-0258 0211-0259	KEVIN SMALLWOOD GEORGE MURRAY
588	EDMUNDSTON	0211-0050	GÉRALD LANDRY
720	MONCTON	0211-0139 0211-0140 0211-0141	A. NEWCOMB-THIBODEAU SUSAN TOUCHIE ROBERT PARTRIDGE

		0211-0142	NANCY CULLINS
		0211-0143	BRENDA VIENNEAU
813	SAINT JOHN	0211-0145	TERRY CROUSE
		0211-0146	AGNES LANDRY
		0211-0147	SCOTT FLOYD
		0211-0148	BRIAN MCDERMOTT
		0211-0149	DIANE DRISCOLL
821	MONCTON	0211-0150	RACHEL BLACQUIÈRE
		0211-0151	CLAIRE CYR
		0211-0152	DENIS BRUN
		0211-0153	BERNARD BRUN
		SUPP/ALT	GUY CORMIER
824	MONCTON	0211-0052	KRISTA DUGUAY
833	CAMPBELLTON	0211-0154	HEATHER PARKER
		0211-0155	EMILIE DOUCET
		0211-0157	MICHEL JONES
865	MIRAMICHI	0211-0158	LOIS GILLESPIE
		0211-0159	KEVIN DRISCOLL
		0211-0160	TERRY MULLIN
871	TRACADIE	0211-0163	JOSEPH LANTEIGNE
		0211-0274	KELLEY CHIASSON
		0211-0275	DERNA HENRY
889	ST. QUENTIN	0211-0166	VERONIQUE LEVESQUE
		0211-0167	SUZANNE CYR
		0211-0168	ROSELINE MORNEAULT
		0211-0169	HÉLÈNE LEHOULLIER
908	FREDERICTON	0211-0170	MIKE MUISE
		0211-0171	JODI TOMILSON
		0211-0172	TERRA BUNTING
		0211-0173	COREY MCLAGGAN
		0211-0174	CANDACE JONES
		0211-0175	ADRIENNE CLEVELAND
946	GRAND BAY	0211-0249	LEAH LOGAN
963	SAINT JOHN	0211-0129	MARTHA THOMPSON
		0211-0130	DEBRA GOGAN
1078	MONCTON	0211-0054	KEITH LEBLANC
1096	FREDERICTON	0211-0273	WILLIAM THIBODEAU
1117	ST. STEPHEN	0211-0058	KELLY C. WAY
1121	BATH	0211-0233	CONNIE HAINES
1127	NEWCASTLE	0211-0060	JEANETTE CURTIS
1190	FREDERICTON	0211-0227	ANDREW HARDY
		0211-0228	JOEY KELLY
1251	SAINT JOHN	0211-0064	EVERETT GODFREY
		0211-0065	STELLA WARD

		0211-0066 0211-0067	MAURICE LEBLANC KAREN MCLEOD
1303	SHEDIAC	0211-0136	ROLAND CORMIER
1418	FREDERICTON	0211-0208 0211-0209 0211-0210 0211-0211 0211-0212 SUPP/ALT	STEPHEN DROST SUZANNE HACHE GARY BURRIS JOHN EATMON CYNTHIA HILLIER BOB LIVINGSTONE
1439	ST-BASILE	0211-0271 0211-0272	LISE GIRARD PIERRE TURGEON
1506	FREDERICTON	0211-0223 0211-0224 0211-0225	MARGARET PICKARD DORIS NASON HEATHER MCKINNONN
1603	SAINT JOHN	0211-0251 0211-0252	SUSAN COBBETT VALERIE ARMSTRONG
1726	MONCTON	0211-0204 0211-0205	HEATHER LEET BEV HARPER
1763	ST. ANDREWS	0211-0016	DEBBIE DOWNEY
2079	MONCTON	0211-0079	JANICE MELANSON
2116	SAINT JOHN	0211-0018 SUPP/ALT	SHARON TEARE ANNE SULLIVAN
2291	SAINT JOHN	0211-0180	MARJORIE MILLS
2354	CAMPBELLTON	0211-0242	PAMELA GUITARD
2373	EDMUNDSTON	0211-0084	ROGER LEVESQUE
2464	QUEENS CO.	0211-0243 SUPP/ALT	MARILYN YOUNG JANICE THERIAULT
2610	ALBERT	0211-0019	KIMBERLY COPP
2745	MONCTON	0211-0088 0211-0089 0211-0090 0211-0091 0211-0092 0211-0093 0211-0094 0211-0095 0211-0096	CHRISTIANNE ROBICHAUD MICHAEL OSBORNE KAREN HULBERG COLLEEN HORSMAN THERESA MCALLISTER MARILYN MACCORMACK SHARON THOMPSON SANDY HARDING PARISE ST-ONGE
3013	GRAND FALLS	0211-0219 SUPP/ALT	GASTON DAIGLE PIERRE CYR
3392	ST.STEPHEN	0211-0104	PEARL MCGREGOR
3397	MEMRAMCOOK	0211-0134	TRACY CYR
3433	SACKVILLE	0211-0105	KELLIE MATTATALL

		0211-0106	RAINE PHYTHIAN
3657	INKERMAN	0211-0245	YVES BRIDEAU
3884	FREDERICTON	0211-0262	KEITH VENO
3982	SACKVILLE	0211-0255	KIM ESTABROOKS
4193	ALLARDVILLE	0211-0263	SERGE PLOURDE
4445	PLASTER ROCK	0211-0041	SHERRIE GAMBLIN
4463	RIVERGLADE	0211-0256	DEBBIE PROSSER
4679	DIEPPE	0211-0042 0211-0043	JOANNE LEBLANC DONNA LEBLANC
4796	TABUSINTAC	0211-0276	EDITH BRIDEAU
4848		0211-0183 0211-0184 0211-0185 0211-0186	BERNARD SOUCY JUDY ASTLE CHRIS KENNEDY TRENT PIERCY
4874	ST. LOUIS DE KENT	0211-0028 SUPP/ALT	ANTOINETTE DAIGLE NICOLE DUPLESSIS
5023	QUISPAMIS	0211-0125 SUPP/ALT	KIMBERLY DAVIS THERESA O'TOOLE
5026		0211-0254	LOUIS ARSENEAU

**LOCALS / SECTIONS LOCALES**

**PRINCE EDWARD ISLAND / ÎLE-DU-PRINCE-ÉDOUARD**

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501	CHARLOTTETOWN	0251-0004 0251-0005 0251-0006	PAUL LEE D. SAULNIER-MACKINNON JOE MACKINNON
805	CHARLOTTETOWN	0251-0027 0251-0028 0251-0029 0251-0030	BLAINE PETERS NANCY INGALLS ELAINE FAGAN MICHAEL HOPKINSON
1145	CHARLOTTETOWN	0251-0009 0251-0010 0251-0011	URBAN MACLELLAN WANDA GOUDET MELVIN JAY
1770	CHARLOTTETOWN	0251-0013 0251-0014 SUPP/ALT	KELLY MATHESON DIANNE MACKENZIE KAREN TSISTINAS
1775	CHARLOTTETOWN	0251-0015 0251-0016 0251-0017	GENE THOMPSON MARY VINCENT PAT GREENAN
1778	MONTAGUE	0251-0018	SHIRLEY JOHNSTON
1779	SUMMERSIDE	0251-0019 0251-0020 0251-0021	LEONARD CRAWFORD REUBEN RAMSAY LEONARD GALLANT

1870	CHARLOTTETOWN	0251-0034 0251-0035 0251-0036 SUPP/ALT	TRACY CARMICHAEL LEO CHEVERIE MACIEJ ZAWADZKI LINDA GILLAN YOUNG
2523	CHARLOTTETOWN	0251-0031	DONNA GORMLEY
3260	CHARLOTTETOWN	0251-0022 0251-0023 0251-0024	KARYN NOBLE LINDA JONES ROSE-LUNE GOULET
3324	CHARLOTTETOWN	0251-0025 0251-0037	JASON WOODBURY ANGELA DAVIES
3373	CHARLOTTETOWN	0251-0033	GEORGIE MURPHY

**LOCALS / SECTIONS LOCALES**

**QUÉBEC / QUÉBEC**

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301	MONTRÉAL	0301-0738 0301-0739 0301-0740 0301-0741 0301-0742 0301-0743 0301-0744 0301-0745 0301-0746 0301-0747 0301-0748 0301-0749 0301-0750 0301-0751 0301-0752 SUPP/ALT	MICHEL MARTIN JOCELYN TROTTIER CHANTAL RACETTE MICHEL PARENT YAN PAQUETTE ANDRÉ LEPAGE JEAN-PIERRE LAUZON PIERRE LALONDE BENOIT LAJEUNESSE MICHEL JEANNOTTE DANIEL GAUCHER BENOIT DUROCHER FRANCOIS BOURGOUIN SYLVIE BOURBONNIERE NORMAND BERGERON JIMMY LECLERC
305	MONTREAL	0301-0541	DANIEL LAVOIE
306	SAINT-BRUNO	0301-0158 0301-0159 0301-0160 0301-0161 0301-0162 0301-0163	MARIE-FRANCE RACINE LYNDA HEARN D.J. MOYE CHANTAL MARCOTTE DANIEL DUVAL GINETTE TRÉPANIER
307	LONGUEUIL	0301-0013 0301-0014 0301-0015	FRANÇOIS BELZILE FRANCOIS BRISSON MARIO GAUTHIER
311	ROUYN-NORANDA	0301-0701 0301-0702	LOUISE FRENETTE PAUL-ANDRÉ CLERMONT
313	MONTREAL	0301-0016 0301-0017	JEAN-MARC OUELLET MARIE-EVE ADAM
335	VILLE DE MALARTIC	0301-0164	MARJOLAINE BOUTIN
375	MONTREAL	0301-0019 0301-0021 0301-0022	DANIEL FORTUGNO DOMINIK PRUD'HOMME MARTIN LAPIERRE



429	MONTREAL	0301-0486 0301-0487 0301-0488 0301-0490 0301-0491 0301-0492 0301-0493 0301-0494 0301-0495 0301-0496 0301-0497 0301-0498 0301-0499	GIOVANNI DI TIRRO MARC-ANDRÉ LATULIPPE JULIE LACOMBE LOUISE THOUIN MARIO SABOURIN PATRICK DUBOIS DOMINIC CHARLAND BENOIT AUDETTE LOUIS LONGPRÉ LYNE LACHAPELLE FRANCINE BOULIANE GILLES MAHEU ALAIN FUGÈRE
675	MONTRÉAL	0301-0166 0301-0167 0301-0168	JEROME LABEL ISABELLE DOYON ISABELLE FORTIN
687	MONTREAL	0301-0170 0301-0171 0301-0172 0301-0173	MARC-ANDRÉ HAMELIN RÉJEAN BEAUDET ZIVANKA KOVALSKI MARTIN LEVASSEUR
899	CHIBOUGAMAU	0301-0844	NORMAND LAFRENIÈRE
1108	QUEBEC	0301-0704 0301-0710	MARIE-CHANTALE LAVOIE MARTIN CAREAU
1113	CHOMEDAY, LAVAL	301-0598 0301-0599 0301-0600	RICHARD NADON YVES LECOURT PATRICK BEAULIEU
1114	SHERBROOKE	0301-0191 0301-0192	DENIS FRÉCHETTE MIGUEL FORGUES
1186	MONTRÉAL	0301-0503 0301-0504	MARIO GREGOIRE STÉPHANE LAVIGNE
1208	MONTRÉAL	0301-0608	CLAUDE BELANGER
1244	MONTREAL	0301-0756 0301-0757	MARGARET LAPOINTE ERIC ROMANO
1269	CHIBOUGAMAU	0301-0025	DANY BOUCHARD
1294	MONTRÉAL	0301-0196 0301-0197 0301-0198 0301-0199 0301-0200 0301-0201	DENIS DESMARAIS GÉRARD LAMOUREUX ALINE PAJOT CLAIRE BOUCHARD THÉRÈSE FILLION NATHALIE GIGUÈRE
1296	QUEBEC	0301-0808 0301-0809 0301-0810 0301-0811	MARIE-JOSÉE ALVAREZ JULIE GUILBEAULT FRANCE PITRE STÉPHANIE MONDOU
1299	DELSON	0301-0792 SUPP/ALT	STEPHANE DUGUAY MARTIN DIONNE

1340	DONNACONA	0301-0207 0301-0208 0301-0209	CHANTAL HAMEL JULIE Fiset LOUISE PAQUIN
1417	QUEBEC	0301-0658 0301-0659 0301-0660	FRANÇOISE ROYER ANDRÉ BLOUIN STEEVE DUBÉ
1432	VAUDREUIL-DORION	0301-0027	STÉPHANIE THERRIEN
1450	QUEBEC	0301-0641	STÉPHANE VILLENEUVE
1459	VAL-D'OR	0301-0213 0301-0214	GINO MERCIER GINETTE BEAUMIER
1500	MONTREAL	0301-0216 0301-0217 0301-0218 0301-0219 0301-0220 0301-0221 0301-0222 0301-0223 0301-0224 0301-0225 0301-0226 0301-0227 0301-0228 SUPP/ALT	YVON DUBOIS YVAN TREMBLAY SYLVAIN DUBREUIL RONALD BELLEY LUC CORRIVAUT YVON LACHAPPELLE MARTIN BOUCHER BRUNO CHARROIS HENRI-PAUL MASSON STÉPHANE BÉLANGER PIERRE DUCHESNEAU JOELLE RAVARY RICHARD PERREAULT PHILIPPE BEAUCHEMIN
1535	MONTREAL	0301-0861	ROBERT WATSON
1574	CHICOUTIMI	0301-0234 0301-0235	NELSON HOUDE LINE LALANCETTE
1638	QUÉBEC	0301-0542 0301-0543 0301-0544 0301-0545 0301-0546 SUPP/ALT	GÉRARD CYR DANIEL SIMARD ALAIN BOURASSA CARL LAVOIE MARIO GINGRAS MATHIEU DESBIENS
1690	SAINTE-JULIE	0301-0032 0301-0033	DOMINIQUE DUMONT STÉPHANE BOLOGNA
1751	HAMEL	0301-0038 0301-0039	PIERRE GIRARD MICHEL CADRIN
1800	TROIS-RIVIERES	0301-0506 0301-0507 0301-0508	KARINE LETHIECQ CINDY CARBONNEAU DENISE BELAND
1841	LACHINE	0301-0533 0301-0534	EMMELINE FRANÇOIS LOUISE CUIILLERIER
1872	QUÉBEC	0301-0859 SUPP/ALT	LUC DUCHESNEAU JEAN-PAUL BRIÈRE
1965	VARENNES	0301-0727	CLAUDE DUBUC
1983	MONTRÉAL	0301-0251	DANIEL LEROUX

		0301-0252	GUY ALPHONSO
		0301-0253	LINE BLACKBURN
		0301-0254	MARIE-FRANCE DUGUAY
		0301-0255	STÉPHANE LACHANCE
		0301-0256	YVON HUARD
		0301-0257	SYLVIE BORDELEAU
		0301-0258	PINO TAGLIAFERRI
1993	MONTRÉAL	0301-0260	JOELLE LEFEBVRE
		0301-0261	CATHERINE PAQUIN-BOIVIN
2000	MONTREAL	0301-0266	LUC-ANDRÉ FAUBERT
		0301-0267	SUZANNE ROBERT
		0301-0268	NANCY RAIL
		0301-0269	SYLVIE ROBILLARD
		0301-0270	MARIO CATELANI
		0301-0271	PIERRE PARADIS
2051	QUÉBEC	0301-0274	CHRISTINE SIMARD
		0301-0275	MARC LEVESQUE
2168	REPENTIGNY	0301-0285	VALÉRIE MONETTE
		0301-0286	PATRICK GLOUTNEY
2184	MONTREAL	0301-0550	CHRISTIAN LANTHIER
		0301-0551	GUEDON AUGUSTIN
		0301-0552	ETHEL-ANN FLORES
		SUPP/ALT	MARIE DIEUDONNE NOEL
2222	MONTRÉAL	0301-0290	CHRISTIAN TRUDEAU
		0301-0291	ERICK MARCIL
		0301-0292	JÉAN BARIL
2252	STE-FOY	0301-0771	CARL BEAUDOIN
		0301-0772	ERIC BOUTET
2310	QUÉBEC	0301-0295	DANIELLE PAQUIN
		0301-0296	CASSANDRE OUELLET
		0301-0297	MARTINE LACHANCE
		0301-0298	MARIÉLAINE GIRARD
2326	TERREBONNE	0301-0857	JESSY BRISSON
		0301-0858	STÉPHANE MOREAU
2334	LEVIS	0301-0774	YANNICK DÉMANGE
		0301-0775	HENRI-PAUL THERIAULT
		0301-0776	GÉRARD POIRIER
		SUPP/ALT	RÉJEAN BARGONÉ
2385	RICHMOND	0301-0049	CHANTAL DENIS
		0301-0050	MICHEL JOLIN
2425	MONT-ST-HILAIRE	0301-0301	SYLVAIN LAROSE
2442	LEVIS	0301-0847	SYLVIE LANGLOIS
		0301-0848	JÉAN-PHILIPPE DECHELLE
2466	JONQUIERE	0301-0690	RENÉ CLOUTIER
2500	STE-FOY	0301-0055	YVAN PÉPIN
		0301-0056	MÉLANIE ALAIN

		0301-0057	ANDRÉ ROUSSEAU
		0301-0058	FRANCINE GIRARD
		0301-0059	LUC BROUILLETTE
2541	ALMA	0301-0126	ROBIN COTÉ
		0301-0127	JÉROME FORTIN
2608	STE-MARIE-DE-BEAUCE	0301-0305	MARJOLAINE PLANTE
2641	BAIE COMEAU	0301-0307	SYLVIE GAUDREULT
		SUPP/ALT	BERTHE LABEL
2661	TROIS-RIVIERES	0301-0509	PAUL BELLEMARE
		0301-0510	LUCIE PRONOVOST
		0301-0511	LUCIE LORRAIN
2667	STE-ANNE DE BELLEVUE	0301-0654	ANNIE VÉZINA
2684	METABETCHOUAN	0301-0309	ALAN GAUTHIER
2718	MONTREAL	0301-0135	YVES PAPROCKI
		0301-0136	ANTONIO PEREZ
		0301-0137	GAWEL GEORGE
2791	ROUYN	0301-0635	GUY DESLONGCHAMPS
2815	MONTREAL	0301-0717	GUY GAGNE
		0301-0718	JACQUES DENOMMÉ
		0301-0719	YVES LAROSE
		0301-0720	JACQUES VAUGEOIS
		0301-0721	GYSLAINE CHAPUT
		0301-0722	JEAN-FRANÇOIS BLANCHETTE
		0301-0723	MARTIN LAPLANTE
2825	MONTREAL	0301-0556	MARIO DAGENAIS
		0301-0557	MARTINE ROY
2850	MONTREAL	0301-0319	ANDRÉ CHARTRAND
		0301-0320	DENIS GAGNON
		0301-0321	MARTIN GAGNON
2881	DORVAL	0301-0515	ALAIN PLANTE
		0301-0516	REMI ARSENAULT
		0301-0517	DENISE HÉBERT
		0301-0518	EDITH BRASSARD
2886	COTE-ST-LUC	0301-0793	MARJORIE PARANADA
		SUPP/ALT	JANET POWER
2927	LEVIS	0301-0601	HERVÉ TREMBLAY
		0301-0602	JOSÉE DESROCHERS
		0301-0603	HÉLÈNE ST-PIERRE
		0301-0835	ANNIE JOBIDON
2929	QUÉBEC	0301-0329	SIMON HÉBERT
		0301-0330	SYLVAIN BEAULIEU
		0301-0331	MICHÈLE VÉZINA
2957	MONTREAL	0301-0333	FRANÇOIS OUELLET
		0301-0334	MIREILLE LACHARITÉ

2960	MONTREAL	0301-0682 0301-0683 0301-0684 0301-0685	FRANK KOCIPER FÉLIX BELLAND YANICK DUCHARME SYLVAIN LEMIEUX
2992	QUÉBEC	0301-0335	PHYLLIS SMITH
3005	MONTREAL	0301-0336 0301-0337 0301-0338	STEPHAN JEAN LEO-PAUL CARON SYLVIE PERRIN
3055	SAINT-JEAN-SUR-RICHELIEU	0301-0141	ANDRÉ PLANTE
3124	CHICOUTIMI	0301-0339 0301-0340	BERNARD GRAVEL GILLES MÉNARD
3187	MONTREAL	0301-0067 0301-0068 0301-0069	ALAIN DESJARDINS OLIVIER AUDET DANIEL CHOINIÈRE
3247	CHATEAUGUAY	0301-0558 0301-0559 0301-0560 0301-0561 0301-0562	SIMON BEAULIEU MARIO DIONNE JULIE LARAMÉE NICOLE BOYER NANCY QUENNEVILLE
3259	ST-HYACINTHE	0301-0345 0301-0346 0301-0347 0301-0348	JACQUES LÉTOURNEAU CYNTHIA COTÉ GILLES ST-PIERRE CHANTAL PRIMEAU
3280	CHATEAUGUAY	0301-0351 0301-0352 0301-0353	MICHEL BLANCHETTE SYLVAIN PITRE LOUISE GALLANT
3300	QUÉBEC	0301-0142 0301-0143 0301-0145	PIERRE SOUCY FREDERIC BRISSON LYNE LAFOND
3332	LONGUEUIL	0301-0354 SUPP/ALT	JEAN BIGUÉ DANIELLE GAURON
3333	LONGUEUIL	0301-0355 0301-0356 0301-0357 0301-0358	SYLVIE CHAMPAGNE DOMINIC ST-LOUIS MARIO RUEL ROCH DUMONT
3350	MONTREAL	0301-0735 0301-0736 0301-0737	FAITH FRASER MARTIN RASSENTI CHERIE THOMAS
3535	MONTREAL	0301-0372 0301-0373 0301-0374 0301-0375	RICHARD SIMARD DANIEL BOUCHER PASCAL DAOUST PIERRE BÉRUBÉ
3608	VAL D'OR	0301-0805 0301-0806	DENIS GAGNÉ ANDRÉ VAILLANCOURT
3624	TROIS-RIVIERES	0301-0693 0301-0694	ALAIN CARON ERIC PINSONNAULT

		0301-0695 0301-0696	ISABELLE TOUSIGNANT MARC CARON
3758	MONTREAL	0301-0849 0301-0850	BRIGITTE PERRON ANDRÉE DEROME
3783	MONTREAL	0301-0536 0301-0537 0301-0538	PASCAL BOLDUC MARTIN LAPOINTE JEAN FRANÇOIS HARDY
3939	MONTREAL	0301-0147 0301-0148 0301-0149	DENIS GALY ANGELO COPPOLA LUCIANO IACHINO
3993	GATINEAU	0301-0398 0301-0400	PATRICK LANGEVIN FRANCIS CANTIN
4041	DORVAL	1721-0011 1721-0012 1721-0013	AUDREY GAUTHIER VERONIQUE BOND ISABELLE SCHMADTKE
4055	MONTREAL	1721-0055 1721-0056 SUPP/ALT	CHRISTOPHER POWIS MARK BRANCELJ MARTIN COURSOL
4091	MONTREAL	1721-0025 1721-0026 1721-0027	DOMINIC LAVOIE KATHERINE KONTOSTHENOS JULIE PELLETIER
4115	TROIS-RIVIERES	0301-0815 0301-0816	DONALD SIMARD GUY GERMAIN
4121	SAINT-FÉLICIEN	0301-0403	MARTIN SIMARD
4238	BOISBRIAND	0301-0574	ROBERT CHOUINARD
4250	MONTREAL	0301-0083 0301-0084 0301-0085 0301-0086 0301-0087 0301-0088 0301-0089	STÉPHANE MIVILLE ÉRIC VAILLANCOURT FRÉDÉRIC LEFEBVRE ROBERT LAFONTAINE DENIS GAGNON JEAN-FRANCOIS LAROUCHE BENOIT BOUCHARD
4264	CANDIAC	0301-0413	VICKY GIONET
4294	LAVALTRIE	0301-0151	STEPHEN DOUCET
4475	SHERBROOKE	0301-0646	SUZANNE DESLOGES
4512	MONTREAL	0301-0783 SUPP/ALT	KYLE MCLAUGHLIN TERRY WILKINGS
4545	LAVAL	0301-0436 0301-0437	FRANCIS DESJARDINS MARTIN GAGNON
4582	QUEBEC	0301-0102 0301-0103	GUYLAINE DESCHENES MANON CORBEIL
4628	MONTREAL	0301-0445 0301-0446	PIERRE-PAUL TESSIER JAMAL-EDDINE KEBBATI

4634	MELOCHEVILLE	0301-0447	JOCELYN LÉVEILLÉ
4646	RIMOUSKI	0301-0448 0301-0449	RICHARD LABELLE MARLEINE GUIMOND
4713	MONTREAL	0301-0455 0301-0456 0301-0457 0301-0458	NATHALIE DUFRESNE BENOIT LEGAULT LISE BOUCHARD NATHALIE BROUSSEAU
4750	BELOEIL	0301-0461	JOHANNE GAUTHIER
4755	WESTMOUNT	0301-0778 0301-0779	PROLET TOCHEVA MAUREEN DALEY
4953	QUÉBEC	0301-0650 0301-0652	FRANCINE LAMOTHE DANIEL POISSON
5044	RIMOUSKI	0301-0626	DIANE GAGNÉ
5059	MONTREAL	0301-0780	ROYSE HENDERSON
5087	MONTRÉAL	0301-0860 SUPP/ALT	NATAKI COLLINS ALEXANDRA HOUGHTING
5144	RIMOUSKI	0301-0477 0301-0478 0301-0479	ALAIN SAMSON JEAN-PAUL LAVIOLETTE ISABELLE OUELLET
5222	SAINTE-THÉRÈSE	0301-0118 0301-0119	GUILLAUME BÉGIN JOEL-VINCENT CYR
5425	MONTRÉAL	0301-0563 0301-0564	GUY JOLICOEUR BRIGITTE CAMIRAND
5436	TROIS-RIVIÈRES	0301-0122 0301-0123 0301-0124	MANON LUPIEN MARYSE BRONSARD MADO HÉBERT

**LOCALS / SECTIONS LOCALES**

**ONTARIO**

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1	TORONTO	0401-1374 0401-1375 0401-1376 0401-1377 0401-1378 SUPP/ALT	JOHN CAMILLERI CHARLENE MUELLER ROBERT HANDLEY DAVID CARRINGTON STEVE LAKE LINEISHA BERNARD
2	TORONTO	0401-0388 0401-0389 0401-0390 0401-0391	DAVID LAMANNA JOHN MELO MIKE MCKEE GAETANO FRANCO
3	SAULT STE MARIE	0401-0392 0401-0393 0401-0394	MARK HARRINGTON ANTHONY BUMBACCO RICHARD MOON
29	KINGSTON	0401-1612	JILLIAN RUNNING

32	CAMBRIDGE	0401-0404 0401-0405 SUPP/ALT	WAYNE WHITEHEAD RAY BURIGANA MICHAEL GREGORASZ
44	HAMILTON	0401-1528	BRIAN FALLON
53	WHITBY	0401-1282 0401-1283 0401-1284 SUPP/ALT	KAREN WILSON GREG FRENCH KEVIN COCHRANE CRAIG BEACOCK
54	AJAX	0401-0406	BILL HICKEY
57	GUELPH	0401-1495 0401-1496 0401-1497	KATHRYN JASPERSON CHERYL BRODIE-CAMPBELL CHRIS SANELLI
65	FORT FRANCES	0401-1135 0401-1136 0401-1137 0401-1138	DARCY RUDOLPH JAUNITA NOBLE TERRY SOULLIERE DEBBIE ADAMS
66	MISSISSAUGA	0401-1671 0401-1672 SUPP/ALT	CHRIS SCHIN SERGIO FILICE DANNY ROCCA
67	SAULT STE MARIE	0401-1562 0401-1563 0401-1564	JEAN TRUELLE SUSAN BURSCHE MARIA PINO
68	KITCHENER	0401-0410 0401-0411 0401-0412 SUPP/ALT	DOUG KUDOBA BLAIR ARSENAULT BOB UNDERWOOD JASON CARMOUNT
79	TORONTO	0401-1305 0401-1306 0401-1307 0401-1308 0401-1309 0401-1310 0401-1311 0401-1313 0401-1314 0401-1315 0401-1316 0401-1317 0401-1318 0401-1319 0401-1320 0401-1321 0401-1322 0401-1323 0401-1325 0401-1326 0401-1327 0401-1329 0401-1330 0401-1331	JOANNE WARNER JOHN AROKIADASS STELLA COADY REBECCA JAGESHAR ZULEMA YOUNG VAN NGUYEN BEVERLEY PIKE TRISH O'BRIEN VIRGINIA ASHBERRY SANDRA HIGGINSON YASMIN MAKANI FRED TAYLOR LINDA ROSE SOFIA RENO AVALINE MILLER BEVORIA MARTIN-CLARKE NINA MEGAS GARTH BARRY LILY CHANG KEITH FIERING AINSWORTH HAMILTON JASON DESJARDINS TIM MAGUIRE NANCY MURPHY
82	WINDSOR	0401-0414	MIKE PRESTON



		0401-0415	JEFF ST-PIERRE
		0401-0416	JIM WOOD
87	THUNDER BAY	0401-0417	DAVE SUTTON
		0401-0418	JERRIS LANDER
		0401-0419	LUC CONNELL
		0401-0420	MARIE DEAN
101	LONDON	0401-0421	RHEA CAMPBELL
		0401-0422	BRENDA CANDURO
		0401-0423	PHILIP VIVYURKA
		0401-0424	SHELLEY NAVARROLI
		0401-0425	ANGELA SMITH
107	LONDON	0401-0024	ALASTAIR BRUFF
		0401-0025	DENNIS REED
		0401-0026	JAMIE MCBRIDE
		0401-0027	LARRY COUGHLIN
		SUPP/ALT	BRIAN PAULGER
109	KINGSTON	0401-0426	LUIS TALLEDO
		0401-0427	TINA CARQUEZ
		0401-0428	JULIA LYNCH
		0401-0429	ADAM BOL
		SUPP/ALT	NANCY HANSCHMANN
122	NORTH BAY	0401-0313	MARTI GERBASI
		0401-0314	JOANNE BEAULIEU
		0401-0315	BRENT LAVIGNE
		SUPP/ALT	RAY OUELLETTE
126	PETERBOROUGH	0401-0431	DONNA LABRASH
		0401-0433	LYNDA BOLTON
129	PICKERING	0401-0028	RICK SAUNDERS
		0401-0029	DAVE WHITEHOUSE
		0401-0030	AL LILLIE
		SUPP/ALT	JAMES MCPHERSON
131	PETERBOROUGH	0401-0435	HEATHER CROUGH
		0401-0436	ARLENE LEE
132	REGION OF DURHAM	0401-1242	SHIRLEY NACZYNSKI
		0401-1243	LYNETTE WALKER
		0401-1244	KAREN MORRISON
		0401-1245	JAN TUTTON
		0401-1246	ANNETTE AMODEO
		SUPP/ALT	TRACEY LAKE
133	NIAGARA FALLS	0401-0438	TIM BELL
		0401-0439	LENA HANTZIAGELIS
		0401-0440	CATHY SLEE
		SUPP/ALT	ANDREW CARRUTHERS
145	GEORGETOWN	0401-0031	ERIC WITVOET
		0401-0032	RAY WALKER
		0401-0033	GERALD MOHAMMED
		0401-0034	PAT DMITRUIC
		0401-0035	CHERYL SWAMINATHAN
		SUPP/ALT	VICTORIA BROWNE

146	NORTH BAY	0401-0444 0401-0445 0401-0446 SUPP/ALT	LAURA HAMILTON CANDANCE REATH HENRI GIROUX CORRINE HABER
150	ST. CATHARINES	0401-0450 0401-0451	CRAIG CONSTANT DANIEL VIENO
151	THOROLD	0401-0452	MIKE WILLIAMSON
157	ST. CATHARINES	0401-0455 0401-0456	STEVE BITTNER DON ELIA
181	BRANTFORD	0401-1459 0401-1460 0401-1461 0401-1462	ANDREW DUKESHIRE JEFF VAN WYK CHRISTOPHER BALDREY MAGGIE PIOVESAN
210	TIMMINS	0401-1649 0401-1650	BOB CARRIERE BEN SHORTT
217	LONDON	0401-0036 0401-0037	JOHN GLOVER JOHN R. SCOTT
218	DURHAM	0401-0460 0401-0461 0401-0462 0401-0463 0401-0464 0401-0465 0401-0466 0401-1220 SUPP/ALT	MARLEEN MACINNIS BRIAN BURD KAREN ULRICH CATHIE ROUSSEAU LORI CROSS MARION MOORE ROD KING DON BRYANS MAUREEN O'REILLY
229	KINGSTON	0401-1548 0401-1549 0401-1550 0401-1551 SUPP/ALT	PAT CUMMINGS ROSIE SARDINHA JONATHAN MACDONELL KEVIN CUTHBERTSON DEREK COLE
241	GUELPH	0401-0468 0401-0469 0401-0470 SUPP/ALT	PAUL CLULOW BRAD KELLOWAY MISTY GAGNE GLEN FINDLAY
255	HANOVER	0401-0040 0401-0041 0401-0042	SHERRY ANSTETT MARIETTA HUYSMANS WAYNE KAUFMAN
256	GUELPH	0401-1655 0401-1656 0401-1657	BILL FOSTER ANDREW HANN DOUG JACKSON
416	TORONTO	0401-0375 0401-0376 0401-0377 0401-0378 0401-0379 0401-0380 0401-0381 0401-0382	ALEX KREBELIJ DARIN JACKSON STEVE SPARKES JERRY DOBSON PATRICIA MARSH MATT FIGLIANO PETER TRAJANOVSKI MIKE MERRIMAN

		0401-0383	BEN DE SOUSA
		0401-0385	TOMMY LENATHEN
		0401-0386	FRANK DE RENZIS
		0401-0387	DOMENIC MAVGERI
434	TIMMINS	0401-0476	SUSANNE MAVOR
		SUPP/ALT	CHANTAL BENSON
503	OTTAWA	0401-0318	BRIAN MADDEN
		0401-0319	JAMES WATSON
		0401-0320	C.-L. POOLE-COTNAM
		0401-0322	ANA BETTENCOURT DA SILVA
		0401-0323	HEATHER DUFF
		0401-0324	ROGER GUAY
		0401-0325	DOUG HICKEY
		0401-0326	DAN HUFF
		0401-0328	WIL KELLY
		0401-0329	BRIAN MOLOUGHNEY
		0401-0330	BARBARA POTVIN
		0401-0331	PIERRETTE ST. LOUIS
		0401-0332	TAMMY STAFFORD
504	PETERBOROUGH	0401-1221	PAT CROUGH
		0401-1222	JEFF PASS
543	WINDSOR	0401-1223	MARK VANDER VOORT
		0401-1224	MARK MCARTHUR
786	HAMILTON	0401-1379	DOMENIC DIPASQUALE
		0401-1380	KEVIN COOK
		0401-1381	LUI CARINO
		0401-1382	LINDA CLAYBORNE
		0401-1383	HELEN LLEWELLYN
		SUPP/ALT	JOHN DINICOLANTONIO
791	KITCHENER	0401-0480	MAUREEN MANNING
		0401-0481	DALE HANKE
		0401-0482	SANDI MCCARTHY
		0401-0483	JOHANNA ELLIS
793	WATERLOO	0401-0049	GREG MACEDO
		0401-0050	BEN STEGNER
		0401-0051	ANNE LYNK
799	TRENTON	0401-1558	MARYLOU CROSS
		0401-1559	DOUG VILLENEUVE
815	MILTON	0401-0052	JANET KIROUAC
		0401-0053	LORI DALBELLO
		0401-0054	ELIZABETH SCHRAMM
		0401-0055	DOROTHY STEVENS
		SUPP/ALT	LORRAINE KENNEDY
822	KENORA	0401-0255	KIM JONES
		0401-0256	LESA SIERADZKI
		SUPP/ALT	INGRID PARKES
831	BRAMPTON	0401-1360	FABIO GAZZOLA
		0401-1361	HAYDEN STEWART
		0401-1362	RYAN SMART
		0401-1363	SANDY WALSH

		SUPP/ALT	JAGJIT PANESAR
855	LINDSAY	0401-1566 0401-1567 0401-1568 SUPP/ALT	ROY PURDY DARCY MCQUADE DENNIS BUCKLEY KAREN JONES
870	OTTAWA	0401-0487 0401-0488 0401-0489 0401-0490 SUPP/ALT	BEVERLEY EDGE KEN DESROCHES MICHAEL HURLEY BONNIE SOUCIE JANICE ROE
894	SAULT STE MARIE	0401-0492	TRACEY WETZL
895	SUDBURY	0401-1147	WILLIAM DESJARDINS
904	NEW LISKEARD	0401-0496	ARLENE HEARN
905	TORONTO	0401-0497 0401-0498 0401-0499 0401-0500 0401-0501 0401-0502 0401-0503 0401-0504 0401-0505 0401-0506 0401-0507 0401-0508	DOUG SHEPPARD NIKKI SHEPPARD CINDY MARTIN GRETA ZINCK CATHY MCCONNELL FRED WATT KRISTEN MORRISON DAVE NEESON KEN MARQUARDT PATRICK NICHOLSON ANDREW SCHAPER DAN RODZYNEK
907	BELLEVILLE	0401-1616 0401-1617	DEBI SARGINSON DAVID KIRKLEY
932	HAMILTON	0401-1555 0401-1556 0401-1557 SUPP/ALT	BRIDIE HOWELL CAROL HARDING RON GABOR LAURA LAMB
960	OSHAWA	0401-0515	TIFFANY BALDUCCI
966	BRAMPTON	0401-0516 0401-0517 0401-0518 0401-0519 0401-0520 0401-0521 0401-0522 0401-0523 0401-0524 SUPP/ALT	MARY-JO FALLE MICHEL REVELIN BRIDGETTE OSBORNE BONNIE PETRIE EDVARDA SOUSA-DYKENS JOANNE MORAIN HAYLEY THOMAS MAXINE LAING MARY ANN DRYG ANNE MARIE MARTINEZ
967	REXDALE	0401-1541 0401-1542 0401-1675	DONNA LEIGH GRANT KELLY YAREMKO KULWINDER BSRA
973	GUELPH/WELLINGTON	0401-1274 0401-1275 0401-1276	SYLVIA MILLER DAVID GOOCH STEPHEN WALMSLEY

997	HALIBURTON	0401-0059 0401-0060 0401-0061 0401-0062	LYNN RABACK TRACEY BENSON KIRK MACFARLANE WILLIAM CAMPBELL
1000	TORONTO	0042-0001 0042-0002 0042-0003 0042-0004 0042-0005 0042-0006 0042-0007 0042-0008 0042-0009 0042-0010 0042-0011 0042-0012 0042-0013 0042-0014 0042-0015 0042-0022 0042-0024 0042-0026	ANDREW CLUNIS MAUREEN SKOPELEANOS MIKE HAMBLY GEORGE HARRISON DARCY MAYNARD TOM CHESSEL GLENN DAWSON RICK JOHNSON PETER KELLY JOHN SPRACKETT DONALD WALLACE DAVE TRUMBLE TOM NICHOLLS DAVE SHIER LISA KIM DON MACKINNON BRAD CARNDUFF HOWARD PHORSON
1011	BURLINGTON/OAKVILLE	0401-0259 0401-0260	DAVE DICKSON TONY CUNHA
1022	BELLEVILLE	0401-0525 0401-0526 0401-0527 0401-0528	JO-ANNE WHITE LAURA WALTON DAVID LERICHE ROB ARSENAULT
1026	HAWKESBURY	0401-0529	SYLVAIN LEMAY
1033	GUELPH	0401-1535 0401-1536	JAMIE BATES DONNA BELCASTRO
1041	HAMILTON	0401-1646	JEFF MARTIN
1065	HAMILTON	0401-1591 0401-1592 0401-1593 SUPP/ALT	KORRY SPEHAR PATRICIA BROWN LORENA RICCI ROBIN MEAD
1072	KENORA	0401-0533 0401-0534	SARAH LAVA ROSE GUIINTO
1132	WINDSOR	0401-0539 0401-0540 0401-0541	ROSALIND BALDWIN LORNA ROBINSON LUCILLE CHOUINARD
1140	TIMMINS	0401-1516 0401-1517	NANCY LOYER LORRAINE ANN BRETON
1146	WOODSTOCK	0401-0544 0401-0545 0401-0546 SUPP/ALT	SANDRA DINEEN VERA STRUYK MIKAEL BEIJBOM HEATHER BUCHANAN

1156	TORONTO	0401-0063 0401-0064 0401-0065	MARY SCOON ROBERT NADEAU CALVIN CAMPBELL
1165	NORTH BAY	0401-0068	LISA FORBES
1182	SUDBURY	0401-0072 0401-0073	VALERIE TRUDEAU STACY MOORE
1196	YORK	0401-0547 0401-0548 0401-0549 0401-0550 0401-0551	PHILLIP SEMOFF VINCENT SQUILLACIOTI LARRY EMMANOUIL GUY GOVIS BILL MOORE
1230	TORONTO	0401-0079 0401-0080 0401-0081	WASYL SYDORENKO ALISON PAUL LISETTE HENRICH
1238	CHATHAM	0401-1529 0401-1530	JODI MCGILL CATHY WEBB
1263	WELLAND	0401-1207 0401-1208 0401-1209 0401-1210 0401-1211	SUSAN SCHMIDT BONNIE ROBISON MARTHA OVERHOLT SHARON BRAZEAU CATHY PIRSON
1280	WILLOWDALE	0401-1484 0401-1485 0401-1486 0401-1487	RAY FOGARTY LARRY ZAIKOS HANNIBAL DI SANTO NORM REVELLS
1281	TORONTO	0401-0557 0401-0558	SAIRA CHHIBBER MARNIE EVES
1287	ST.CATHARINES	0401-1228 0401-1229 0401-1230	RHONDA MCCABE ROBIN COTTON CHARLENE KING
1291	SARNIA	0401-0559	KAREN ALLEN
1306	PETERBOROUGH	0401-0561	CHRISTINE LANG
1307	OTTAWA	0401-0085 0401-0086	BEATRICE DUAH KELLY MCDOUGALL
1310	SIMCOE	0401-0563 0401-0564	ENZO INGRIBELLI KEVIN LIDSTER
1317	WELLAND	0401-0565 0401-0566 0401-0567 0401-0568 SUPP/ALT	VIRGINIA MATTIAZZO ANNA MAXNER SYLVIA NEMCKO KAREN INFANTINO PATRICIA BECK
1328	TORONTO	0401-0569 0401-0570 0401-0571 0401-0572	ELIZABETH KLIMKOWSKA LENA MORRA SYLVESTER DOMANSKI DANIELA VENTURIN

		0401-0573 0401-0574 SUPP/ALT	GREG MCKENNA JOSE DUARTE KATHY HARDING
1334	GUELPH	0401-0578 0401-0579 0401-0580	LAURA MACLURE NANCI MORLEY JANICE FOLK-DAWSON
1338	OTTAWA	0401-0088 0401-0089 SUPP/ALT	DALE PERRY DAN SAUVÉ ROBERT CAMPEAU
1339	POWASSAN	0401-1569 0401-1570 SUPP/ALT	AMANDA GIROUX IAN MCCHARLES TERESA BURNS
1348	AMHERSTBURG	0401-0261 0401-0262 0401-0263 SUPP/ALT	CATHY BARRETT DIANNE SERRAN CHRIS MCLEOD ANNE MARIE DIMARIO
1356	TORONTO	0401-1673 0401-1674 0401-1679 0401-1680 SUPP/ALT	CALVIN TRAYNOR TIFFANY WRY ROCCO BIAFORE DHARSHINI SHARVENDIRAN HARMONY RILEX
1358	ESSEX	0401-1233 0401-1235	SHELLEY SMITH PATRICIA HOLLAND
1371	CORNWALL	0401-0586	RON MCDONALD
1385	STRATFORD	0401-0587 0401-0588	BETH WALKER SHERRY BOYCE
1394	WILLOWDALE	0401-0592 0401-0593 SUPP/ALT	EDNA TAKAHASHI RUBY MAGILL TERRIS WRIGHT
1404	DUNDAS	0401-0092 0401-0093	MARYLOU MANGAOIL KAREN SHIMODA
1427	GODERICH	0401-0594 SUPP/ALT	LYNN GAUTHIER-BAXTER KATHY YOUNG
1453	PETERBOROUGH	0401-0595 0401-0596 0401-0598	DOUG DODD KATHI DOUGLAS ANNE COOK
1480	KINGSTON	0401-1294 0401-1295 0401-1296 0401-1297	DONNA JACKSON MAVIS HULLEY KAREN PLATZ BURTON BURNS
1483	MISSISSAUGA	0401-1543 0401-1544 0401-1545 0401-1546 SUPP/ALT	MATT WANES MICHAEL GORDON KEVIN KERR GIAN CARLO FIRMANI HECTOR ASTORGA
1484	TIMMINS	0401-1654	SYLVAIN ROMAIN

		SUPP/ALT	JOSÉE LAMBERT-CHAREST
1487	SCARBOROUGH	0401-0600 0401-0601 0401-0602 0401-0603 SUPP/ALT	CHERYL EICKMEIER DAVID PETTIGREW DAWN FLAXMAN GAETANO IACONO ZORAN PIVALICA
1496	CORNWALL	0401-0604 0401-0605	TAMMY WHEELER BRENDA ARCHAMBAULT
1502	PEMBROKE	0401-0338 0401-0339	SIMONE BURGER CINDY SCHULZ
1508	RENFREW	0401-0264 0401-0265 SUPP/ALT	JEAN LAMBERT NANCY DOLAN CASSY CRAWFORD
1521	OTTAWA/LANARK	0401-1298 0401-1299 0401-1300 0401-1301	ANNE MARIE BLOOM JEREMY THOMPSON ALEX ARNOTT ERIN FILION
1528	SAULT STE MARIE	0401-0101 SUPP/ALT	ROCHELLA ROBSON CHERI BELSITO
1544	TIMMINS	0401-0608 SUPP/ALT	DONALD GUILLEMETTE BEN DECARIE
1548	RENFREW	0401-1595 0401-1596	DEBBIE HOWES LEEANN SOMERVILLE
1571	RICHMOND HILL	0401-1668 0401-1669 0401-1670 SUPP/ALT	PETER LUCCA ROGER MABARDI ANDY ORFANAKOS LENNY PALUMBO
1582-01	TORONTO	0401-0104	MATTHIAS STURM
1590	SCARBOROUGH	0401-0612 0401-0613 0401-0614 0401-0615	SHIRLEY BISHOP GABRIEL LOPEZ ELKIN GREIG KEVIN TYRRELL
1600	TORONTO	0401-1236 0401-1237	DAVID FARR JENN MARTIN
1623	SUDBURY	0401-1658 0401-1659 0401-1660 0401-1661 0401-1662	DAVE SHELEFONTIUK BILLY MCLELLAND ROGER RICHER B. BASSO MCLELLAND SHARON RICHER
1628	MISSISSAUGA	0401-1503 0401-1504 0401-1505 0401-1506 SUPP/ALT	LINDA RACICOT LUCY FURTADO CINDY NIELSON LISA MAGEE DIANA TENUTA-HERON
1656	WATERLOO	0401-0623 0401-0624	HARRY SLUPEIKS REINER STRENZKE



		0401-0625	MARK GOODWIN
1734	NEWMARKET	0401-0628 0401-0632 0401-0633 0401-0634	TODD CANNING ANGIE D'ANGELO LIZ MCDONALD JOHN BRITNELL
1750	DON MILLS	0401-0637 0401-0638 0401-0639 0401-0640 0401-0641 0401-0642 0401-0643 0401-0644 0401-0645	MARLENE LAWS DOMENIC CORRADI ELAINE LEGER TONY MACCARONE SYLVIA WILSON CYNTHIA IRELAND MARTIM GASPAR TONY DINARDO HARRY GOSLIN
1758	RED LAKE	0401-0269	SANDRA LITWIN
1764	OSHAWA	0401-1439 0401-1440 0401-1441 0401-1442 0401-1443 0401-1444	PAULINE HOPLEY SPENCER JONES JEFF VAN PELT LYNN SUTTON KRISTIE OSMOND GRACE HAGE
1776	BRAMPTON	0401-1603 0401-1604	LAURA LALONDE SARAH CLIFFORD
1781	KENORA	0401-1347 SUPP/ALT	JUDY BAIN LAURIE KOZLOWSKI
1785	OSHAWA	0401-1521 0401-1522 0401-1523 SUPP/ALT	DAN MCGREGOR TOM SUTHERLAND DENNIS CHARBONEAU JIM ELLIOTT
1797	HAMILTON	0401-0650 0401-0651 SUPP/ALT	OLGA BAKAI SUSAN CAMARA STEPHEN WIEGAND
1813	MUSKOKA/PARRY SOUND	0401-1664 0401-1665	GREG BOYD STEPHANIE GONNEAU
1833	PETERBOROUGH	0401-1159	ADAM COONES
1842	TRENTON	0401-1538 0401-1539 SUPP/ALT	MIKE FOLEY JENNIFER MIZEROVSKY BRENDA MURRAY
1880	SAULT STE MARIE	0401-1161 0401-1163	DAWN BELLEROSE LEE ANN PETTENUZZO
1882	CAMBRIDGE	0401-0656 0401-0657 SUPP/ALT	MARGARET PASHER PAUL KOCH IRENE MAST
1883	KITCHENER/WATERLOO	0401-0658 0401-0659 0401-0660	JAN RICHARDS CORRINNE BERNARD LOIS ISLES

1909	LINDSAY	0401-1524 0401-1525	JANET SHEEHEY PAUL MORASSE
1916	SUDBURY	0401-0662 SUPP/ALT	SHAWNA BRYDGES LIANE CECCHETTO
1943	PETERBOROUGH	0401-1247 0401-1248	LAURIE HATTON CHARMAINE DAVIS
1967	HAWKESBURY	0401-1629 0401-1630 SUPP/ALT	LINDA VILLENEUVE THÉRÈSE CRÊTE CINDY BEAUDRY
1974	KINGSTON	0401-0669 0401-0670 0401-0671 0401-0672	LOUIS RODRIGUES JANE PETERSEN JOE LUSBY TAMMY BENTLEY
1997	CORNWALL	0401-1394	DIANE PATENAUDE
1999	OSHAWA	0401-0673 0401-0674 0401-0675 0401-0676 0401-0677 SUPP/ALT	MARJORIE GIROUX DONNA FLETCHER PAM PARKS MICHELLE THOMPSON JOANNE LOVE LORI BOLLE
2026	MISSISSAUGA	0401-1348 0401-1349 0401-1350	DENA CHIARELLI CAROLINA TATANGELO LISA MAYE
2040	NEWMARKET	0401-1285 0401-1286 0401-1287 SUPP/ALT	KIRSTIN EADE BETTY LOU MORGAN COLLEEN MARCHMAN SUE HURST
2119	SMITH FALLS	0401-0686 0401-0687 0401-0688 SUPP/ALT	JOHN JACKSON RHONDA EATON CATHY ONION GEORGIA MCNALLY
2141	SIOUX LOOKOUT	0401-1613 SUPP/ALT	TREVOR DAVIES JENNIFER HOEY
2179	THUNDER BAY	0401-0698 0401-0699 SUPP/ALT	ROBYN PERCOSKY PATRICIA FRANKLIN NICOLE CASHMAN
2189	TORONTO	0401-0700 0401-0701 SUPP/ALT	NICOLE SUTHERLAND MARIE LORENZO CARI PINE
2190	TORONTO	0401-0702 0401-0703 0401-0704 SUPP/ALT	ANA RIBEIRO PAULA TAVARES KAREN A. TRENCH ANGELICA NAVARRETE
2191	TORONTO	0401-1265 0401-1266 0401-1267 0401-1268	DIANNA CHRISTIE DANIELA GRECO DAVESON HARAAN VERILINE HOWE

2199	ORLEANS	0401-1239 0401-1240 SUPP/ALT	JOANNE WADDELL NICOLE POIRIER JOANNE DURÉ
2202	KINGSTON	0401-0116	LORI O'CONNOR
2204	OTTAWA	0401-1609 0401-1610 0401-1611	CARLA TOMLINSON DONNA MORTIMER ATHINA BASILIDAI
2220	ST. CATHARINES	0401-1577	STEVE ECCLES
2221	TORONTO	0401-0117	MAHMOUD SADDO
2225	OSHAWA	0401-0710 0401-0711 0401-0712	MARY WILLIS BRUCE MACKAY KAREN POPADYNETZ
2247	CAMPBELLFORD	0401-0713 SUPP/ALT	WANDA TUCKER PENNY MARSHMAN
2280	PETERBOROUGH	0401-1264	LUANNE ROY
2286	WINDSOR	0401-1368 0401-1369 0401-1370	MIKE A HERN ANDREA MADDEN CATHY MATTHE
2290	KINGSTON	0401-1575 0401-1576	MARGARET GOLLOGLY MARILYN NADEAU
2316	TORONTO	0401-0722 0401-0723 0401-0724 0401-0725 SUPP/ALT	DAVID LAIRD MIKE DINEEN DONALD DAVIS AUBREY GONSALVES BRUCE MACKINNON
2328	THOROLD	0401-0122 0401-0123 0401-0124	MELANIE LEPP LISA MYKYTUIK FIONA MCNAIR
2331	AURORA	0401-0726 0401-0728 0401-0729 0401-0730	BIANCA BALAZIN JESSE RICHARD PATRICIA DIGNARD ELENA DINARDO
2332	DRYDEN	0401-0732	DARRYL LITTLE
2345	WINDSOR	0401-0125 0401-0126 0401-0127	CHARLOTTE NELSON DESIREE HARRIS PASEKA ROSANNE LAUZON
2357	OTTAWA	0401-0736 0401-0737 0401-0740	ALLISON MCSHEFFREY SHERRY BELLEFEUILLE DOUGLAS BESHARAH
2376	OTTAWA/CARLETON	0401-1395 SUPP/ALT	MARCUS BLASZCZYK MIKE BEAUREGARD
2381	NEWMARKET	0401-0746 SUPP/ALT	LISA MCCONKEY ROSEMARY GIBBS

2424	OTTAWA	0401-0129 0401-0130	AL MACLENNAN PAM GRIFFIN-HODY
2440	OTTAWA	0401-0747	SARAH PENTLOW
2453	LANCASTER	0401-0748	HELENE THIBERT
2484	TORONTO	0401-0137	JANET TEIBO
2486	THUNDER BAY	0401-1167 0401-1168 0401-1169 SUPP/ALT	ROD MCGEE DON BRIAND GERRY MANNISTO LIZ BRIAND
2501	OAKVILLE	0401-1666 0401-1667	STEPHEN CROSS LISA WARK
2512	CAMBRIDGE/KITCHENER	0401-1215 0401-1216	LISA EDWARDS LYNN REINHART
2544	MISSISSAUGA	0401-0756 0401-0757 0401-0758 0401-0759 0401-0760	ANTONIO PEREIRA DAVE REUSCH TIM TIMLECK FRED ORMSTON KATHY WILCZYASKI
2557	FOREST	0401-0764 0401-0765 0401-0766	LORRIE FRAYNE DEBRA MAXFIELD IAN MINIALLY
2563	TORONTO	0401-1397 0401-1398 0401-1399 SUPP/ALT	JENNIFER DANTAS MAUDRY WILTSHIRE ROSANNA DIAS GRACE DIMARCANTONIO
2564	CARLETON PLACE	0401-0767 SUPP/ALT	PATRICIA CAREY MIA WARWICK
2577	LANARK/SMITHS FALLS	0401-0768	MELANIE FALZON
2597	DASHWOOD	0401-0770 SUPP/ALT	CHRIS BRUXER PETRA AISENPREIS
2599	SUDBURY	0401-1170 0401-1171	CLAIRE CHISNELL BEVERLEY DESJARDINS
2605	OTTAWA	0401-0771 0401-0772	WENDY BONNEVILLE JEN MCIVOR
2620	OAKVILLE	0401-0774 0401-0775 SUPP/ALT	BILL RAINEY JENS HEIDECKER STEVE THORNTON
2626	OTTAWA	0401-1288	AIDA SHARIF ROHANI
2628	COBOURG	0401-0776 0401-0777 0401-0778	PEGGY SMITH KELLY WALKER MARY ANN SHAW

2692	LONDON	0401-1400 0401-1402	CINDY MORTON-CESARONE CHERYL SENAY
2770	OTTAWA	0401-0794 0401-0795 0401-0796	MATHIEU TESSIER RONALD BLAIS DEBBIE LALONDE
2816	TORONTO	0401-0798 0401-0799 0401-0800 SUPP/ALT	SHEILA DICKSON LEONORA FOSTER MOHAMMAD ALI SHIRANI GERRY DECAROLIS
2828	L'ORIGNAL	0401-0802	NATHALIE PILON
2863	AURORA	0401-0804 SUPP/ALT	DEBBIE HOWARD JACKIE CISZEWSKI
2888	BURLINGTON	0401-0805 0401-0806	RICHARD REBELO DAVID LANGDON
2926	WYOMING	0401-0809 0401-0810 SUPP/ALT	MARY AIKIN HOLLY LANKIN-BRAUN JILLIAN DAVEY
2936	AJAX	0401-0144 0401-0145 0401-0146 0401-0147	TAMMY VANDYK JOHN HALIK MATT PARR KIM BLANCHARD
2998	TORONTO	0401-0149 0401-0151	CHANTELLE FLOWERS LAYNEY ANDERSON
3000	WINCHESTER	0401-0815 0401-0816	STEVE GIBSON BONNIE PRIEUR
3022	ALMONTE	0401-0818 0401-0819	SHERRY CAVANAGH LINDA MELBREW
3101	OTTAWA	0401-0822 SUPP/ALT	STÉPHANIE CYR GINETTE BLANCHETTE
3127	TIMMINS	0401-0152 0401-0153	BRENDA LARONDE KELLY SABOURIN
3169	OTTAWA	0401-0830	VÉRONIQUE MÉNARD
3175	KINGSTON	0401-0832 0401-0833	GORD MITCHELL DANIELLE BONNAH
3189	ORLEANS	0401-0835 0401-0836	LISE VOISINE JOHANNE LAMESSE
3191-01	TORONTO	0401-1351 SUPP/ALT	DENISE PHILLIPS AUDREY ASHLEY
3192	SHELBURNE	0401-0838 0401-0839 SUPP/ALT	TAMMY SALE-ROSA HEATHER RIDEOUT KARA PURDIE
3202	TORONTO	0401-1663	PETER VOTSCH

		SUPP/ALT	NASRIN SAFARY
3224	TORONTO	0401-0843 0401-0844 SUPP/ALT	SRITHARAN SIVAGNANAM WANDA FRANCE BRIDGETTE BECKFORD
3236	TORONTO	0401-0845	NICK VALENTE
3252	MISSISSAUGA	0401-0848 0401-0849 0401-0850 0401-0851 SUPP/ALT	PASQUALE ROMANO JOSEPHINE STEWART DENISE MURDOCK JOE RICCI LAIRD MACLEOD
3261	TORONTO	0401-1277 0401-1278 0401-1279 0401-1280 0401-1281 SUPP/ALT	RUDY WON DANIEL RIVERO KELLY ANN CLEMENTS ALLAN JAMES TUAN VUONG DAVID VIEIRA
3268	UNIONVILLE	0401-1681 0401-1682 SUPP/ALT	IMOGENE HENRY RUTHLYN WRIGHT MURENE CASSIE
3302	OTTAWA	0401-0854 0401-0855 0401-0856	JENNIFER DASILVA JOHN PEPRAH TERA MORTON
3313	PETERBOROUGH	0401-0282 0401-0283 0401-0284 SUPP/ALT	CAROLYN CHISHOLM KAREN WEBSTER SUSAN KIRKWOOD DONNA KEENAN
3367	THUNDER BAY	0401-0861 0401-0862	FRANK STEWARDSON BETH ALKENBRACK
3390	ALEXANDRIA	0401-0864 SUPP/ALT	CONNIE HURTUBISE LISA MACDONALD
3396	HAMILTON	0401-0159 0401-0160 0401-0161 0401-0162 SUPP/ALT	LINDA DURKIN CHRISTINE BARTNIK FARINA TEMPLETON HELEN DANIEL LEIGH-ANNE VERVAEKE
3501	TORONTO	0401-0871 0401-0872	URSKIN BUTE DAVID HYLTON
3564	NEPEAN	0401-0874 SUPP/ALT	LORNA KING SUSAN CUNNINGHAM
3565	AJAX	0401-0875	CATHERINE FITZSIMMONS
3572-02	TORONTO	0401-0876 0401-0877	LISA THOMPSON ETHEL BURCHILL
3586	PEMBROKE	0401-0880 0401-0881 SUPP/ALT	BRENDA SHANNON CONNIE GAGNON AMY WAITE

3634	KENORA	0401-1251 SUPP/ALT	KAREN PERCY CORRINE BURLEY
3651	MARKHAM	0401-0886 0401-0887	RICK ZEEMAN JIM TSOUTSAS
3690	SARNIA	0401-1509 0401-1510 SUPP/ALT	LINDA MACLELLAN DOUG DOWNIE KARA LEONE
3691	OTTAWA	0401-0893 0401-0894	MARIE ALOUDE PHILIZAIRE JOSELLE COUTURE
3744	MARKHAM	0401-0296 0401-0297 SUPP/ALT	CARL TULLOCH EMILY DOWNY ANDREA VANLOO
3791	TORONTO	0401-1606 0401-1607 SUPP/ALT	CLAUDIA GEORGE MIRANDA TOUSSAINT ISABEL ALVIR
3794	TWEED	0401-0899 0401-0900	LINDSAY KESSLER TRISHA BLAKELY
3808	REXDALE	0401-0904 0401-0905	PATRICIA PITT-ANDERSON DNAIWU EVBUOMWAN
3874	TORONTO	0401-0177 0401-0178	MYRLE BANTON INDRA MAHARAJ
3902	TORONTO	0401-1177 0401-1179 0401-1180 0401-1181 0401-1182 0401-1183 0401-1184 0401-1185 0401-1186	PAMELA ARANABIA ANTHONY KULIC YONGFANG JIA DENYS ROBINSON ALEX DJEDOVIC ABOUZAR NASIRZADEH RYAN CULPEPPER SUJATA THAPA WAYNE DEALY
3903	TORONTO	0401-0911 0401-0912 0401-0913 0401-0914 0401-0915 0401-0916 0401-0917 0401-0918	FAIZ AHMED JOANNE AZEVEDO CHRISTINE ROUSSEAU RACHEL MANNING KAREN WALKER WILLIAM PAYNE CHARLIE ANDREWS STEVE DA SILVA
3904	TORONTO	0401-1640 0401-1683	JOSEPH ZBORALSKI ROB COELHO
3906	HAMILTON	0401-0927	BLAKE MCCALL
3907	TORONTO	0401-1614 0401-1615 SUPP/ALT	HARRIET AKANMORI SAFIA GAHAYR PHILLIP TAUCHER
3908	PETERBOROUGH	0401-0310 0401-0311	SHAOLING WANG STEPHEN HORNER

3913	GUELPH	0401-0933 0401-0934 0401-0935 0401-0936 0401-0937	DEIDRE ROSE MYKHAYLO SHEREMET DENISE MARTINS REZA ESFAHANI ECE SUBASI
3987	BARRIE	0401-0186 0401-0187	YVETTE CHIASSON TAMMY SCHELL
4000	OTTAWA	0401-1446 0401-1447	KEVIN ROCHON KEVIN CHARRON
4040	OTTAWA	1721-0068	SANDRA ARBUCKLE
4047	TORONTO	1721-0016 1721-0017 1721-0018	JULIANNE VONDREJS JOSE ROSADO MARTYN J.C SMITH
4092	TORONTO	1721-0041 1721-0042 1721-0043 1721-0044 1721-0045 1721-0046 1721-0047 1721-0048 1721-0049 1721-0050	JOYCE NAKANISH SHERI CAMERON VICTORIA PRIMAVERA CYNTHIA KRYSZAK DEA PASINI MARC ROUMY SHIRLEY CHAU GERRY LAVALLEE DENIS MONTPETIT ALISON MACDONALD
4098	TORONTO	1721-0069 1721-0070	ALEJANDRA DING ZANELE M'CWABENI
4148	SAULT STE. MARIE	0401-1192	VICKY EVANS
4153	HAMILTON	0401-0941 0401-0942 0401-0943 0401-1565	JOHN TOMPA LORI WHITEFORD DAVE PFAU ARCH WALKER
4154	CORNWALL	0401-0352 0401-0353 0401-0354	LIZ HARRISON TRUDY SCOTT RHONDA PETERSON
4155	CORNWALL	0401-0944 0401-0945 0401-0946 SUPP/ALT	JEAN CARRIÈRE MICHELLE COTE LOUISE SABOURIN JOANNE RAVARY
4156	ST. CATHARINES	0401-1474 0401-1475 0401-1476 0401-1477 0401-1478 0401-1479	FRANK VENTRESCA COLLEEN THIBODEAU MARK LUCIANI DOMINIC ALBANESE DAWNA ALLEZ KEITH LEVERE
4168	WINDSOR	0401-1623 0401-1624 0401-1625	SUZANNE MILLS DINA CARTER DAN MEYERINK
4170	PETERBOROUGH	0401-0189 SUPP/ALT	PAM PRESSICK CHRIS EATON



4175	WINGHAM	0401-1676	DEBBI JEFFERSON
4186	LONDON	0401-1585 0401-1586 0401-1587 0401-1588	MOIRA BELL PATRICIA KLEBER SCOTT SHUTE JAN SOCHACKI
4191	MISSISSAUGA	0401-0953 0401-0954	SALLY VALERIO FERNANDO FLORES
4207	ST. CATHARINES	0401-0957 0401-0958 0401-0959	MIACO KUZYK-HILDEBRAND DANIEL CROW CHRIS GRAWAY
4222	LONDON	0401-1253 0401-1254 0401-1255 0401-1256 0401-1257	DAVE DENOUDEN JOANNE DOWSWELL VICTORIA DOWSWELL KEN DUMOULIN HEATHER MCDOWALL
4248	TORONTO	0401-1677 0401-1678 SUPP/ALT	PATRICIA CLARKE-BAYNE PHILOMENA BYRNE ESMERALDA LETTS
4258	OTTAWA	SUPP/ALT	CHANTAL LAVIGNE
4293	COCHRANE	0401-0968 SUPP/ALT	PAOLO MERENDA JOANNE TESSIER
4299	TECUMSEH	0401-0191 0401-0193	ANTHONY CUTRONE JENNIFER CÔTÉ
4308	TORONTO	0401-1626 0401-1627 0401-1628 SUPP/ALT	SOPHIA AIKENS XOLISIWE NDLOVU CLAUDIA DURHAM KELLY O'SULLIVAN
4321	CORNWALL	0401-0300	JOEL DUROCHER
4325	GUELPH	0401-0973 0401-0974	NICO VANDER SLUIS CATHY THOMAS
4340	TORONTO	0401-0195 0401-0196	JEAN-PIERRE ROUSSEAU SYLVAIN PICHÉ
4358	TORONTO	0401-0976 SUPP/ALT	COLLEN DEW KWABENA BOATENG
4365	SCARBOROUGH	0401-0978 0401-0979 0401-0980 0401-0981	JUDI WILLCOCKS CINDY DAWSON EVERTON STERLING BRENDA FORTEY
4366	MILTON	0401-1515	DEBORAH LEBRET
4373	SIOUX LOOKOUT	0401-0197 0401-0198	SCOTT DELL CHRISTINE TAVARES
4392	GUELPH	0401-1651 0401-1652	ERIN MURRAY CHRISTA PECORE

		0401-1653	JOANNE SMITHERS
4400	TORONTO	0401-1409 0401-1410 0401-1412 0401-1413 0401-1414 0401-1415 0401-1416 0401-1417 0401-1418 0401-1419 0401-1420 0401-1421 0401-1422 0401-1423 0401-1425 0401-1426 0401-1427 0401-1428 0401-1429 0401-1430	NORMA MCGIBBON JOHN WEATHERUP SANDRA ALI DON MACMILLAN ANNE COWAN SHAUN O'GORMAN HELLEN YOUSUFZAI JOHN MCDOUGALL WILSON MUISE ANNA HUTCHISON MARIE COULTER MIGUEL LIMA GISELLE BURTON BILL YOUNG YOLANDA MCCLEAN TERRI PRESTON KATIE MCGOVERN COLLEEN COSTA MIKE CIARABELLINI DAVE SMITH
4514	STRATFORD	0401-0998	ANDREE MARTIN
4540	OTTAWA	0401-1431 0401-1432 0401-1433 0401-1434 SUPP/ALT	BRIAN GRANT DAVID VERCH FRANK LAMOTHE DIANE GOSTICK GILLES GAUTHIER
4580	WINDSOR	0401-1004 0401-1005 0401-1006	KUSH AGGARWAL LUV AGGARWAL ISHIKA ZONINA TOWELC
4599	TORONTO	0401-1009 0401-1010 0401-1011	TERESITA DIMALIWAT CHERYL AMEDEE ROCKLYN PEARCE-BEST
4600	OTTAWA	0401-0205 0401-0206 0401-0207 0401-0208	LYDIA DOBSON JAMES MEADES HASSAN HUSSEINI DAVID SIMAO
4605	HAMILTON	0401-1013	CAROL GOTTLÖB
4616	BONFIELD	0401-0211	MONICA HAWKINS
4681	IROQUOIS FALLS	0401-0213	GASTON ROMAIN
4685	SAULT STE. MARIE	0401-0216 0401-0217	CARRIE WITHERS ALISON CAUL
4705	SUDBURY	0401-1020 0401-1021 0401-1022 0401-1023 0401-1024	WAYNE JONES KIM BRADY DOUG DANDENO MARC CLOUTIER RICK LEROUX
4721	OTTAWA	0401-1197 0401-1198	MYRIAM GIROUX MARC LAFRANCE

		0401-1199 0401-1200 SUPP/ALT	MARTIN GRÉGOIRE LAURIN LÉVESQUE MARCO PEPIN
4727	STRATFORD	0401-1029 0401-1030 0401-1031 0401-1032 SUPP/ALT	TREENA HOLLINGWORTH CAROL SCOTT KIM LINCOLN LORI STEWART DEB HUTTON
4788	OSHAWA	0401-1038 0401-1039 SUPP/ALT	BRENDA PHILLIPS HAILY MATHERS KEVIN BATES
4823	TORONTO	0401-1259 0401-1260	ANGELLA FORSKIN SHARON CUMMINS
4826	OTTAWA	0401-1043	LOUANN GAUTHIER
4830	TORONTO	0401-1581 0401-1582	IVY OPOKU NANCY JING GAO
4914	MISSISSAUGA	0401-1054 0401-1055 0401-1056 SUPP/ALT	ATIXHE ZENELI DONNA RUDDOCK SONIA YUNG PETER VAMBE
4921	BRAMPTON	0401-1493 0401-1494 SUPP/ALT	JANNET BARNES SHAWNA MAY GIBSON RUDY ALANA
4923	HAMILTON	0401-1059	MARIAN SCHORR
4943	OTTAWA	0401-1061 0401-1062	ELLIE MADELEY DANIKA BRISSON
4948	TORONTO	0401-1064 0401-1065 0401-1066 0401-1067 0401-1068 0401-1069 0401-1070	NAHID RAHNAVARD SAMEE-LEE GROSSMAN JOANNA CRISTINI VIVECA GRETTON CARMELA DEGIORGIO BRENDAN HALEY MAUREEN O'REILLY
5100	BRANTFORD	0401-0233 0401-0234 0401-0235 0401-0236	BILL PAPACHRISTOS RON TOMCZAK BARB GUEST SARAH OLDHAM
5110	BOWMANVILLE	0401-1092 0401-1093	LISA BARKWELL KAREN CLUGSTON
5167	HAMILTON	0401-0365 0401-0366 0401-0367 0401-0368 0401-0369 0401-0370 0401-0371 0401-0372 0401-0373	ANN STOKES TRACEY ST.AUBIN YASMEEN MIRZA GORD FARROW JEAN TAVARES ROB GOULD ROSE MACGOWAN LUISA SMITH LORETTA MARSHALL

		0401-0374	KATHY RANKIN
5200	BURLINGTON	0401-1578 0401-1579 0401-1580 SUPP/ALT	TRACEY NEWMAN SUSY VIANA-AZEVEDO MARLENE MUSIOL CAROL FIELDS
5335	OTTAWA	0401-1098	FRANCYNE PARENT
5500	OTTAWA	0401-1101 0401-1102	BERNIE SCOTT WAYNE WATTS
5555	PETERBOROUGH	0401-1103 0401-1104 0401-1105 0401-1106 0401-1107	ANNE POSTILL DON POSTAR SCOTT CARL VERN ANDRUS LAURIE LUCCIOLA
5666		0401-1110	MARTHA PETERS-GODIN
5678	CORNWALL	0401-1111 0401-1112 0401-1113 0401-1114 0401-1115	SHEENA HAGERMAN ERIN HURFORD SUE HANSON LOIS LINTELL GARY MCDONALD
7548	KINGSTON	0401-1589 0401-1590 SUPP/ALT	SARAH BRAZEAU MÉLANIE HÉBERT KRISTINE MCLEOD
7575	LONDON	0401-1121 0401-1123 0401-1124	MAY MCCLYMONT HEATHER SKOLLY TERRY TKATCH
7800	HAMILTON	0401-0240 0401-0241 0401-0243 0401-0244 0401-0245 0401-0246 0401-0247	ALEX MAGIS GREG DONDLE BILL FERGUSON KEN JAY DAVE MURPHY LUC CYR MARLON PICKEN
7811	CORNWALL	0401-1371 0401-1372 0401-1373 SUPP/ALT	DIANE PECORE ALLEN RENWICK SHARON COX BETTY VAN RIEL
8888	TIMMINS	0401-1501 0401-1502	CHRIS WILSON BUNNY DOWNEY

**LOCALS / SECTIONS LOCALES**

**MANITOBA**

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69	BRANDON	0501-0003 0501-0004 0501-0005	JUDY SKULMOSKI VAL MCARTHUR BRIAN SIMPSON
110	WINNIPEG	0501-0214 0501-0215 0501-0216 SUPP/ALT	TERRY EGAN NIRMAL SIDHU PHIL BROWN MICHAEL MARTIN

336	SELKIRK	0501-0038	CHARLES "DYLAN" FUNK
500	WINNIPEG	0501-0158 0501-0159 0501-0160 0501-0161 0501-0163 0501-0164 0501-0165 0501-0166 0501-0167 0501-0168 0501-0169	MIKE DAVIDSON ALEX MCCLURG KAREN BYZUK BOB RIPLEY GLENORIA MOLNAR PHIL DEMBICKI REBECCA SCOTT CATHY WILLIAMS-STEWART TED YORKE ELIZABETH BLAIR BRIAN BARRON
731	WINNIPEG	0501-0196 0501-0197	SID DROBOT ROY KRATSCH
737	BRANDON	0501-0118 0501-0119 0501-0120	JAMIE ROSE DEBRA ARPIN KIM CASTLE
744	WINNIPEG	0501-0207 0501-0213	GREG LEFURGEY JOHN MARSH
998	WINNIPEG	0501-0185 0501-0186 0501-0187 0501-0188 0501-0189	DENIS CÔTÉ MICHAEL KUBRAKOVICH MICHELLE BALINA RICHARD BOSIAK ARLENE MACKLEM
1063	WINNIPEG	0501-0044 0501-0045 0501-0046	CARL KERNSTED DENNIS KSHYK SUSAN ROTH
1475	WINNIPEG	0501-0047 0501-0048 SUPP/ALT	EDITH FREISEN VALERIE BEEL KHRISTIN WAGNER
1522	SELKIRK	0501-0050 0501-0051	PAULINE DRUMMOND CHERYL LEVIN
1543-01	WINNIPEG	0501-0172	LORI SCHROEN
1550	WINNIPEG	0501-0122 0501-0123 0501-0124 0501-0125 0501-0126	JUDY LAVALLEE JODI JOWETT DANIEL ANDRIANOV SHIRLEY LANGAN YVON (IVAN) LECLERC
1599	WINNIPEG	0501-0055	DEBBIE BOISSONNEAULT
1618	AGASSIZ	0501-0057	DOREEN PALIDWOR
1973	WINNIPEG	0501-0063 0501-0064 0501-0065 SUPP/ALT	DARLENE PAYETTE CHRIS PULLEN KEVIN ADRIAN RIC MCALPINE
2039	WINNIPEG	0501-0217	DON CHEBA

2153	WINNIPEG	0501-0070 0501-0071 0501-0072 SUPP/ALT	BRAD THIESSEN ZULLY TRUJILLO RYAN MCRAE DINA FEDEROWICH
2180	WINNIPEG	0501-0073 0501-0074 SUPP/ALT	LOUISE LEWIS NENITA MASESAR BARBARA HILL
2348	WINNIPEG	0501-0203 0501-0204 0501-0205 0501-0206 SUPP/ALT	HOUDA BRAUN LEIGHA PHELPS AZIZEH FERDOWSI S. TERICHOW-PARROTT CLAIRE FRIESEN
2509	WINNIPEG	0501-0013 0501-0014 0501-0015	RICCK PATANE ROMA AGUINALDO DANNY ABARIANTOS
2938	WINNIPEG	0501-0112	ALICE KLUMPER
3473	WINNIPEG	0501-0083 0501-0084 0501-0085 SUPP/ALT	COLLEEN DEEGAN YVONNE MCCLEERY ROSE JEMSON GINETTE TRAPP
3644	WINNIPEG	0501-0220 0501-0221	HEATHER DOLENUCK CYNTHIA PENNY
3754	LORETTE	0501-0092 0501-0093 0501-0094 SUPP/ALT	LUCETTE SABOURIN LINE DECKER LUC BISSONNETTE EVELINE TOUCHETTE
3909	WINNIPEG	0501-0018	MATHEW MCLEAN
4270	PORTAGE LA PRAIRIE	0501-0097 0501-0098 0501-0099 0501-0100 0501-0101 SUPP/ALT	DARRIN COOK CANDACE WRIGHT PATRICIA UNGER RON RANKIN JOHN REYNOLDS NATINA PELLETIER
4572	WINNIPEG	0501-0024 SUPP/ALT	SANDRA MAKWICH PAMELA EAGLE
4588	WINNIPEG	0501-0211 0501-0212	BRENT INGRAM BRUCE KAMINSKY
4642	WINNIPEG	0501-0033 0501-0034	PIERRE DESROSIERS ANNETTE MCLEOD
4701		0501-0106 0501-0107	TIM DUPONT TRACEY STEPHEN
4860	WINNIPEG	0501-0218	DAWN SABESKI
5021	WINNIPEG	0501-0182 0501-0183	JULIE ELLIOTT YVONNE PERREAULT

		0501-0184	SUZANNE IRVING
5156	WINNIPEG	0501-0219	CHRISTOPHER RIGAUX
8600	FLIN FLON	0501-0026 0501-0027	LYLA YAREMCHUK SUSAN WOODS

**LOCALS / SECTIONS LOCALES**

**SASKATCHEWAN**

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7	REGINA	0601-0183 0601-0184 0601-0185 SUPP/ALT	SHEREE EINARSON MARK ENRIGHT COLLEEN PIPP REG WOLFF
9	MOOSE JAW	0601-0187 0601-0188 0601-0189	BOB CRAIG RYAN NELSON JUSTIN MERCIER
21	REGINA	0601-0192 0601-0193 0601-0194	CHRIS SZAKAOS CLINT DRIEDGER DARREN FOX
47	SASKATOON	0601-0215 0601-0216	RICHARD SIELSKI TROY DAW
59	SASKATOON	0601-0008 0601-0009 0601-0010 0601-0011 0601-0012 SUPP/ALT	MATT BARANIECKI GLORIA KYOWSKI-BZDEL BRIAN LUTZER STAN MACALA DAVE MCKEE STEWART FEHR
600-03	MOOSE JAW	0601-0003 0601-0004	NANCY SYKORA JACALYN LUTERBACH
650	REGINA	0601-0068 0601-0069	DARREN ALEXANDER PETE PROSOFSKY
859	SASKATOON	0601-0204 0601-0205 0601-0206 SUPP/ALT	MICHAEL STEFIUK CLIFFORD REDDEKOPP ARTHUR RACHUL JOSE JUAREZ
974	SASKATOON	0601-0075 SUPP/ALT	JANET JOHNSON EVELYN MORDEN
1594	REGINA	0601-0199 0601-0200	DEBBIE MIHIAL DIANE ZERR
1949	LA RONGE	0601-0208	DEB HOPKINS
1975	SASKATOON	0601-0017 0601-0018 0601-0019 0601-0020 0601-0021	LESLIE FISHER CRAIG HANNAH JEFF THEIS WAYNE FOLEY BOB JONES
2268	SASKATOON	0601-0213 0601-0226	BRIGITTE BUEHLER DOUG KINZEL

		0601-0227	GWEN MURPHY
		0601-0228	ELAINE CARRIERE
2669	SASKATOON	0601-0092	LISA WOROBEC
		0601-0093	DOLORES DOUGLAS
2714	MAPLE CREEK	0601-0234	KERRIE CHABOT
3287	SASKATOON	0601-0102	HEATHER WAGG
3730	SASKATOON	0601-0109	SHANE DAVEY
		0601-0110	GORD LAING
3766	REGINA	0601-0111	JACKIE CHRISTIANSON
3967	REGINA	0601-0163	JODIE WENMAN
		0601-0164	DARLENE GILEWICH
		0601-0165	LAWRENCE NOVECOSKY
		0601-0166	MELANIE BUCKSHAW
		0601-0168	SHEILA BOULDING
		0601-0169	CLARA MORTON
		0601-0170	CINDY ZORN
		0601-0171	SHARON KERLEY
		0601-0172	TRACY MOATE
		0601-0173	JIM CARR
		0601-0174	GLORIA FINGAS
		0601-0175	SCOTT MCDONALD
4195	PRINCE ALBERT	0601-0026	DEBBIE LORENZEN
		0601-0027	CHERYL PILLAR
		0601-0028	BRENDA ANDERSON
4254	SASKATOON	0601-0117	MONICA NEALE
		0601-0118	JANICE JANZEN
		0601-0119	GRACE WUDRICK
4324	REDVERS	0601-0120	TRACY AKINS
4552	ITUNA	0601-0122	AMANDA SENFT
4747	NORTH BATTLEFORD	0601-0128	DARLENE ROTH
		0601-0129	LINDA DAVISSON
		0601-0130	BRENDA CUBBON
4777	PRINCE ALBERT	0601-0137	TERESA WALKER
		0601-0138	CHARLOTTE NELSON
		0601-0139	HELEN SAWATSKY
4784	YORKTON	0601-0197	KARLA SASTAUNIK
		0601-0198	KATHRYN BRUNSKILL
4802		0601-0061	JODI SLOCOMBE
		0601-0062	DEBBIE JESTIN
		0601-0063	SUSAN MUNCHINSKY
4980	YORKTON	0601-0040	DONNA KRAWETZ
		0601-0041	RHONDA ONESCHUK
		0601-0042	CHERYL WALCHUK
		0601-0043	PEARL BLOMMAERT



5111	NORTH BATTLEFORD	0601-0045 0601-0046 0601-0047 0601-0048 0601-0049 0601-0050	BRIAN MANEGRE GENIEN SPILLER VICKIE ANGELL-SCHELER BERNITA WILSON DEBRA HAFTNER MARILYN GOLL
5512	MOOSE JAW	0601-0051 0601-0052	TRISH MULA DIANNE RASMUSSEN
5791	REGINA	0601-0155	BRADLEY MARTIN
5999	WEYBURN	0601-0176 0601-0177 0601-0178 0601-0179 0601-0180 0601-0181	DEBBIE SHEPPARD VICTOR FRANK WANDA EDWARDS LAURA WEIGHTMAN SANDRA SEITZ LAURIE SHIELS
8443	SASKATOON	0601-0156 0601-0157	CHARLOTTE SOPATYK JASEN MARKWART

**LOCALS / SECTIONS LOCALES**

**ALBERTA**

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8	CALGARY	0701-0007 0701-0008 0701-0010 0701-0011	COLETTE SINGH BELLA MIGUEL LISA BYARD DANIEL PEAT
30	EDMONTON	0701-0012 0701-0013	MIKE SCOTT RICK EWASHKO
	CALGARY	0701-0021 0701-0022 0701-0023 0701-0024 0701-0025 0701-0026 0701-0027 0701-0028	DUSTIN WITHERS DON MONROE ELIZABETH TWEEDALE RICH DALKE GEORGE CARNEGIE TED BRADLEY CYRIL WILSON SCOTT CUSH
38	CALGARY	0701-0078 0701-0079 0701-0080 0701-0081 0701-0082 0701-0083 0701-0084 0701-0085	PETER MARSDEN D'ARCY LANOVAZ DEBORAH MAGSON KAREN BRINKLOW KIM JAEDICKE SASHA WALLIS LESLIE STERN PAUL CARDIFF
40	CALGARY	0701-0090 0701-0091 0701-0092 0701-0093	MEL DOW MARVIN SCHULTZ TROY KILLAM BOB ANDERSON
41	EDMONTON	0701-0173 0701-0174 0701-0175 0701-0176	DONNA PRICE CHERYL ROTH DARLEEN OLINYK LULETA (LOLA) BARRETT

46	MEDICINE HAT	0701-0197 0701-0198	JASON LENTZ DAVE JONES
70	LETHBRIDGE	0701-0029 0701-0031 0701-0032 SUPP/ALT	LOTTIE FREIJER-POULSEN DON NISHIKAWA DON HIGGINS PETER DAY
290	LETHBRIDGE	0701-0177	STANLEY MASTEL
408	LETHBRIDGE	0701-0200 0701-0201	LAWRENCE SILVER KATIE ANKERMANN
417	RED DEER	0701-0179 0701-0180 0701-0181 0701-0182	ROSE SIEBENEICH ASHLEY EISTETTER BRIAN STEVENS TARALYN SCOTT
474	EDMONTON	0701-0094 0701-0096	BARRY BENOIT TERRY DOHERTY
520	CALGARY	0701-0098 0701-0099 0701-0100	JOHN RUSSO FELICE LE MANNE FRANK METTIMANO
709	CALGARY	0701-0101 0701-0102 0701-0103 SUPP/ALT	DAVID MALDEN RORY GILL STEWART BRYDEN DOUG SHELLEY
784	EDMONTON	0701-0033 0701-0034	TOM KROCHAK JEFF MCINTYRE
787	GRANDE PRAIRIE	0701-0217 0701-0218 0701-0219 0701-0220	RANDY WALD GI GI LAFORGE MARIO PARADIS MERLE OLIVER
829	MEDICINE HAT	0701-0106 0701-0107	LORNA STATHAM SHARON STOLZ
838	RED DEER	0701-0036	DENISE WALLS
941	ST. ALBERT	0701-0229 0701-0230 SUPP/ALT	DEREK BENSON ALLEN MACCALLISTER TIM MCNEIL
1015	LLOYDMINSTER	0701-0071 0701-0072	STUART TICHKOWSKY RAYMOND PARR
1031	EDMONTON	0701-0185 0701-0186	NORMA SEARS VIOLET BONI
1099	ST. ALBERT	0701-0038 0701-0040	LEE-ANN KALEN PAULA BUDZAK
1158	EDMONTON	0701-0114 0701-0115 0701-0116 SUPP/ALT	JOY CORREIA INDERJIT KAUR GAKHAL LINDA JOYCE DOREEN MOISAN

1169	CALGARY	0701-0221	RH'ENA OAKE
1357	EDSON	0701-0118 0701-0120	DONNA CONGER SHEILA STEWART
1445	RED DEER	0701-0214 0701-0215	CHANTAL MARCHAND DRENA DECHANT
1505	FORT MCMURRAY	0701-0043 0701-0044 0701-0045 0701-0046 0701-0047	RYAN COOPER LINDA OUELLETE MYRA ROSS GARY KENT NAOMI MISON
1661	WESTLOCK	0701-0122	CONNIE HALL LYONS
1825	LETHBRIDGE	0701-0124 0701-0125	MARINA HERBA JANE MEAKER
2038	TABER	0701-0187 0701-0188	DONNA WEISS C. KALLEN-NELSON
2111	EDMONTON	0701-0049 0701-0050 0701-0051 0701-0052	LORNA MARK PATSY LENZ LEONIE ELLIS LEILA ESPIRITU
2133	CLARESHOLM	0701-0228 SUPP/ALT	BONNIE CASTELLARIN BECKY RINALDI
2157	FORT MCMURRAY	0701-0129 0701-0130 SUPP/ALT	JAMES REID GAIL LEEKE KARLI MATTHEWS
2545	FORT MCMURRAY	0701-0054 0701-0055 0701-0056	LORNA TOLLMAN LYNN FLEET CRYSTAL STOUTENBURG
2550	MORINVILLE	0701-0136	LEANNE LAROCQUE
2559	FORT MCMURRAY	0701-0138 0701-0139	COURTNEY POWER DANIELLE DANIS
3174	VIKING	0701-0147	FLO BASURIC
3203-00	TABER	0701-0226	MARILYN WALLACE
3484	LEDUC	0701-0151 0701-0152 SUPP/ALT	JOCELYNE LEPAGE THERESA BUSENIUS LANA WOTHERSPOON
3550	EDMONTON	0701-0156 0701-0157 0701-0158 0701-0159 0701-0216	JODY CAREY CAROL CHAPMAN GLORIA LEPINE LINDA HARRIS COLLEEN COOPER
3782	FORT MCLEOD	0701-0060 SUPP/ALT	SALLY PLOURDE LOREE PLOURDE
3911	ATHABASCA	0701-0061	ERNIE JACOBSON

		0701-0062	RONNIE LEAH
		0701-0063	VIRGINIA GILLESSE
4053	EDMONTON	1721-0060	CARMEN CAMPBELL
		1721-0061	CHIEN-PANG JAMES YANG
4095	CALGARY	1721-0062	KIMBERLY WENTZELL
		1721-0063	ANNA CLAUSER
4318	BANFF	0701-0064	JASON PRATT
		0701-0066	MELODY PILGRIM
4731	CALGARY	0701-0075	GARRY LEHMANN
		0701-0076	ELIZABETH BONK-RICHARDS
		0701-0077	SHERRY ELLIOTT
4733	STETTLER	0701-0163	BRENDA REID
		SUPP/ALT	MELODY SWAREN
4791	LETHBRIDGE	0701-0164	ROBERT RODZINYAK
4810	RED DEER	0701-0166	BETHANY MOREAU
4822	CALGARY	0701-0210	SHARON ZIMMER
		0701-0212	JANETTE TODORUK
4839	PEACE RIVER	0701-0167	MARJ BROSCOE
		0701-0168	MANDY VARNEY
		SUPP/ALT	DEBBIE THOMPSON
5606	WAINWRIGHT	0701-0171	DIANE HODGINS MILLER

**LOCALS / SECTIONS LOCALES**

**BRITISH COLUMBIA/COLOMBIE-BRITANNIQUE**

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15	VANCOUVER	0801-0273	SANTINO SCARDILLO
		0801-0274	KENNY BRETT
		0801-0275	RAVINA LAL
		0801-0276	BRENDAN BOYLAN
		0801-0277	RANDI GURHOLT-SEARY
		0801-0278	BARB DICKINSON
		0801-0279	MICHELE ALEXANDER
		0801-0280	ANTONIO ZULLO
		0801-0281	JOSEPH LAV
		0801-0282	CAROL BRYNJOLFSON
		0801-0283	OLIVER COOPER
		0801-0284	EMMA SOMERS
		0801-0285	SALLY BANKINER
		0801-0286	DONNA PETERSEN
		0801-0287	LEANNE TODERIAN
		0801-0288	PAUL FAORO
23	BURNABY	0801-0098	JERRY CAISSIE
		0801-0099	SIMON CHALLENGER
		0801-0100	DENIS DIONNE
		0801-0101	JOHN NEILSON
		0801-0102	FRANK DANIEL KUTIN
		0801-0103	CHIKA BUSTON
		0801-0104	MAJA JURCEVIC
50	VICTORIA	0801-0089	KYLE MCMORRAN

		0801-0090	CAROLYN BRADEY
		0801-0091	JOHN BURROWS
		0801-0092	DON SUTTON
116	VANCOUVER	0801-0008	COLLEEN GARBE
		0801-0009	DAVID LANCE
		0801-0010	ROGER DE PIERI
		0801-0011	LEAH MURRAY
		0801-0012	BARRY JONES
		0801-0013	LAURA LOWRY
118	PORT ALBERNI	0801-0108	STACY WATTON
		0801-0109	JANINE LANGFORD
333	ESQUIMALT	0801-0467	CAROL MCNICHOL
338	KELOWNA	0801-0359	GRAHAM MARCH
		0801-0360	LEE MOSSMAN
339	NELSON	0801-0110	ROCCO MASTROBUONO
374	VICTORIA	0801-0363	SARAH FAIRBRASS
		0801-0364	JOYCE MEIJA
		0801-0365	TREVOR DAVIES
		0801-0366	DAN MACBETH
379	BURNABY	0801-0289	MARY HUNTER
		0801-0290	MIKE VANDERLAANS
		0801-0291	TOMMY FAGAN
		0801-0292	DREW PARRIS
		0801-0293	PAUL SIMPSON
382	VICTORIA	0801-0113	GILLES LAROSE
386	COQUITLAM	0801-0117	KEN LANDGRAFF
387	NEW WESTMINSTER	0801-0019	GEORGE HABIB
		0801-0020	HARDEEP MAGHERA
		0801-0021	SUE BYRON
		0801-0022	DEBBIE WILSON
		SUPP/ALT	GORDY ROBINSON
389	NORTH VANCOUVER	0801-0023	CINDY MCQUEEN
		0801-0024	KATHY MCMAHON
		0801-0025	CAROL NORDBY
		0801-0026	AARON YOUNG
		0801-0027	LAURENCE MAGTOTO
		0801-0028	W. CLAY WHITE
391	VANCOUVER	0801-0373	ALIZA NEVARIE
		0801-0374	GERARD BATTY
		0801-0375	LYNDA CARLSON
		0801-0376	RENEE CHALUT
		SUPP/ALT	SARAH HALL
394	RICHMOND	0801-0377	TOM KNOWLES
		0801-0378	RYAN BOYCE
		0801-0379	TOM CHEUK
399	PRINCE GEORGE	0801-0119	GARY CAMPBELL

401	NANAIMO	0801-0031 0801-0032 0801-0033	BLAINE GURRIE LAWRENCE AMY BOB PALMER
402	SURREY	0801-0120 0801-0121 0801-0122 0801-0123 0801-0124 0801-0125 0801-0126 SUPP/ALT	DARCY MCPARTLIN DENISE PARKS MIKE GURALIUK JEANNIE KILBY RICK TANAKA LARRY HARRISON TOM WIEBE NADINE HEIDT
403	LANGLEY	0801-0127 0801-0128 0801-0129 0801-0130	CINDY BIRCK PETER TAYLOR DEBBIE WHYTE JILL HANSEN
409	NEW WESTMINSTER	0801-0395 0801-0396 0801-0397	MARCEL MARSOLAIS TOM MCKEON DANIEL BRUCE BURNS
410	GREATER VICTORIA	0801-0035 0801-0036	VICKI SUNDHER FATIMA FERREIRA
411	CHILLIWACK	0801-0398 0801-0399 0801-0400 0801-0401	ROD ISAAC DON DAHL LAURA DEAN LIZ PAYNE
439	COURTENAY	0801-0131 0801-0133	BETH PERRY DENISE BULLOCK
454	DELTA	0801-0386 0801-0387 0801-0388 0801-0389	TAMARA LAZA KEVIN LASTORIA SANDRA MURRAY DARRYL ROBISON
458	CHILLIWACK	0801-0135 0801-0136	DEBBIE MANDI BRIAN BICKLEY
459	VICTORIA	0801-0137 0801-0138 0801-0139 0801-0140	LINDA BROWN C. GORDON-FINDLAY LYNN STRAITON JAN PEEVER
498	PORT COQUITLAM	0801-0093 0801-0094 0801-0095 SUPP/ALT	PATRICIA LEMIRE MARK GRASBY BRIAN SAVAGE MARGARET HARITONIS
523	VERNON	0801-0141 0801-0142 0801-0143 0801-0144 SUPP/ALT	KARSTEN BELLOWS JOSE VAN BERKEL ALISON REIGH JEAN FROLEK HEATHER REID
561	COQUITLAM	0801-0147 0801-0148 0801-0149 0801-0150	NICOLE COOKE RORY WESTON IRENE SCHOEMAKER BRUCE RICHARDSON

593	MISSION	0801-0152 0801-0153	FAYE HOWELL LYNN MCCAWE
606	NANAIMO	0801-0154 0801-0155 0801-0156 0801-0157 0801-0158	SHERRENE ROSS PATRICIA "TRICIA" GILSON ROBERT GRIFFIN KELLY DUNAWAY ROB ZVER
608	PENTICTON	0801-0040	BRIANNE HILLSON
622	MAPLE RIDGE	0801-0043 0801-0044	JENNIFER SPINELLI VAL SILVA
703	MAPLE RIDGE	0801-0162 0801-0163 0801-0164 0801-0165	TRACEY DAHLIN LESLIE FRANKLIN CHRISTINE MACVEIGH KEN DUTTON
716	RICHMOND	0801-0446 0801-0447 0801-0448 0801-0449	GORD FRIESEN JUNE KAISER LISA DEVITT TIM BAKKER
718	RICHMOND	0801-0167 0801-0168 0801-0169 0801-0170 SUPP/ALT	DAL BENNING GORD FREDERICKSON DENNIS STOCK ROBERT GILCHRIST MAGDA LALJEE
727	PORT ALBERNI	0801-0175 0801-0176	NADINE DOUCETTE LAURA JOHNSTON
728	SURREY	0801-0046 0801-0047 0801-0048 0801-0049 0801-0050 0801-0051 0801-0052 0801-0053 0801-0054 SUPP/ALT	JANICE MEEHAN ANIL KUMAR SINGH RANDY ANDERSON-FERRELL RYAN GROUNDWATER DARCY COPAN DON JACKSON DEBRA MERRIER VAL CADAMIA EDWARD PARSOTAM IRENEUSZ "ERIC" JAWORSKI
748	NELSON	0801-0471	MICHELLE BENNETT
774	ABBOTSFORD	0801-0476 0801-0477 0801-0478	SCOTT GOOSEN JASON TANGUAY SHANE KAMSTRA
779	SQUAMISH	0801-0367 0801-0368	ANDREA SMITH KIYOSHI HAYTER KOSKY
788	GANGES	0801-0469 0801-0470	ANGELA GRAY LARRY MELIOUS
798	POWELL RIVER	0801-0405 0801-0406	GRAHAM MAHY DANIELLE CRAIGEN
801	GIBSONS	0801-0294	CAROLYN SMITH

		0801-0295	MARNIE BABA
825	PORT MOODY	0801-0443 0801-0444	BURKE BORTHWICK RAMAN BRAICH
873	BURNABY	0801-0298 0801-0301 0801-0302 0801-0303 0801-0304	SHARI THOMAS DAVE DEINES TOM MANZ CAMERON EBY BRONWYN BARTER
900	KAMLOOPS	0801-0335 0801-0336 0801-0337 0801-0338	GAYLE NELSON ADAM JENSEN SUE BEPPLE NICOLE DOUCET
917	VICTORIA	0801-0460 0801-0462 0801-0463	ROB PARK MIKE CAUDWELL BYRON SPIERS
947	VICTORIA	0801-0305 0801-0306 0801-0307 0801-0308	JENNIFER WHITEHOUSE JANE MASSY MICHAEL STRONG ANNE-MARIE BASCH
951	VICTORIA	0801-0380 0801-0381 0801-0382 0801-0383	PAT SHADE LAURIE WHYTE KAREN DYKES DOUG SPRENGER
1004	VANCOUVER	0801-0431 0801-0432 0801-0433 0801-0434	FRANK LEE DAVE VAN DYKE BRENDA WALL DENNIS DONNELLY
1048	PRINCE GEORGE	0801-0182 0801-0184	JANET BIGELOW SANDY HEWITSON
1050	QUESNEL	0801-0185 0801-0186	CHRISTI MCKEE-POITRAS RON THOMPSON
1091	DELTA	0801-0187 0801-0188 0801-0189 0801-0489	COLIN PAWSON SAYSAMONE LOUANGXAY SARAH RICHMAN EILEEN PENNEY
1260	LANGLEY	0801-0055 0801-0056 0801-0057 0801-0058	JILL MAY DONNA MASON LINDA CADIEUX MARNIE WILSON
1698	FRASER VALLEY	0801-0198 0801-0199 0801-0200	DENNIS NEUMANN LEANNE FRUNO BALVIR BAHIA
1760	VANCOUVER	0801-0202	JEFF TSAI
1767	DELTA	0801-0203 0801-0204 0801-0205 0801-0206	TRENT SNIKKERS DONALD CURRIE KEVIN MCPHAIL DAVID ROBERTSON



1816	VANCOUVER	0801-0341 0801-0342 0801-0343 0801-0344	BETH MILLER ROGER PEARCE LYNN WEAVER DEBBIE BORG
1851	LANGLEY	0801-0486	RICHARD FROST
1858	NANAIMO	0801-0208 0801-0209	DEBORAH HOPPER CRYSTAL KRESCHUK-CAREW
1908	SALMON ARM	0801-0210 0801-0211	CLIFFORD DOHERTY KEVIN HANSEN
1936	VANCOUVER	0801-0407 0801-0408 0801-0409 0801-0410 0801-0411	MICHAEL LANIER SHERYL BURNS LUCIA RINCON BERNICE WAY ANNIE MAY THOMPSON
1978	VICTORIA	0801-0421 0801-0422 0801-0423 0801-0424 0801-0425 SUPP/ALT	JASON DALES JODY WATSON RANDALL FILAN MICHAEL MCKINLEY RICK ILLI MAURICIO NAVARETTE
2010	WHISTLER	0801-0474	PETE DAVIDSON
2011	VICTORIA	0801-0215	TARSAM BASI
2052	TERRACE	0801-0061 0801-0062	MONICA BRADY LYNN LINDSTROM
2081	VICTORIA	0801-0309 0801-0310 0801-0311 0801-0312	TONY NELSON SHIRLEY WENDLAND LOUISE OETTING JERRY OETTING
2087	TRAIL	0801-0313 0801-0314	JEAN POOLE ANDREW GHERNOFF
2098	GRAND FORKS	0801-0481	SUSAN BLAIR
2262	CASTLEGAR	0801-0067	LEFORD LAFAYETTE
2278	VANCOUVER	0801-0345 0801-0347 0801-0348	ALEX HEMINGWAY TRISH EVERETT MICHAEL STEWART
2396	VANCOUVER	0801-0392 SUPP/ALT	SHAWN DHAKAR TIM RATTTEL
2403	DAWSON CREEK	0801-0488	BEA RUTLEDGE
2769	GOLD RIVER	0801-0223	ALISON PRINGLE
2950	VANCOUVER	0801-0071 0801-0072 0801-0073 0801-0074	NANCY FORHAN SUSANNE LESTER KAREN RANALLETTA SHEHNAZ MOTANI

		0801-0075	KEVIN SHILLITTO
3338	VANCOUVER	0801-0426 0801-0427	FIONA BRADY LENFESTY CRAIG PAVELICH
3479	COURTENAY	0801-0230	MICHELLE WAITE
3500	KAMLOOPS	0801-0323 0801-0324 0801-0325 0801-0326	JOHN HALL NICOLE EDMONDSON CARLO SIA LARRY BANCROFT
3523	KELOWNA	0801-0232 0801-0233 0801-0234 0801-0235	WENDY JOHNSON LEANNE LOUIE TREENA HARLEY DAVID TETHER
3570	QUALICUM	0801-0077 0801-0078 0801-0079	LISA PAINE TROY FORSTER BRIAN THORPE
3742	PRINCE GEORGE	0801-0237 0801-0238 0801-0239 0801-0240	KELLY MAULT THERESE ROY MARGARET KARLSON KAREN WONG
3787	BURNABY	0801-0485	MICHAEL ROY
3799	PRINCE GEORGE	0801-0242 0801-0243 0801-0244	DAWN GONZALEZ DALE LALUK CAROLINE SEWELL
3966	RICHMOND	0801-0453 0801-0454	THERESA DE SOUSA CINDY KLOOS
3999	PORT ALBERNI	0801-0415	NIKI LORD
4078	VANCOUVER	1721-0019 1721-0020 1721-0021 SUPP/ALT	TANYA PATERSON MICHAEL REED JULIE PAQUETTE ROBERTS PAMELA LOYD
4088	VANCOUVER	1721-0057 1721-0058 1721-0059	AVA SHUM DAVID CHAN CATHERINE FREIMARK
4094	VANCOUVER	1721-0028 1721-0029 1721-0030 1721-0031	KAMAL TOUFFAHA YVONNE HOCHÉ ANTONIUS LAM CAROLYN BUGNON
4165	KOOTENAY	0801-0247 0801-0248 0801-0249	SUSAN KRAUSE NORINE MCLENNAN IRENE BISCHLER
4177	VANDERHOOF	0801-0464 0801-0466	PAULA COX ELIZABETH WAGNER
4227	RICHMOND	0801-0251 0801-0252	CLAIRE HÉLIE FRANCINE BRISSON

4627	VANCOUVER	0801-0329 0801-0330 0801-0331 SUPP/ALT	CHRIS JOYCE JO HANSEN DEANNE BATES DAIKO BABICA
4653	FORT ST. JOHN	0801-0369 0801-0370 0801-0371	BRAD KENT MAUREEN HUMMEL JONINE FILMER
4879	KAMLOOPS	0801-0259 0801-0260 0801-0261 0801-0262	DEBBIE WASYLYSHYN RAZ MANN LYN FEREC LOIS RUGG
4990	QUESNEL	0801-0083	DENICE BARDUA
5150	REVELSTOKE	0801-0263	CLARA MALTBY
5523	VERNON	0801-0086 0801-0087 0801-0088	ANNEKA O'BRIEN ROSEMARIE SAMOLESKI GRAY BOISVERT
6001	VANCOUVER	0043-0009 0043-0021	BETTY VALENZUELA SHELDON AGECOUTY
6002	CHILLIWACK	0043-0005 0043-0006	IAN MASLIN JIM CALVIN
6004	COWICHAN	0043-0031	IVY ERIKSEN
6006	NANAIMO	0043-0050	DEBBIE FRAESS
6009	VICTORIA	0043-0045	DARLENE BROWN
6011	PITT MEADOWS	0043-0036	DEBBIE DYER
6014	KAMLOOPS	0043-0002 0043-0013 0043-0041	DONISA BERNARDO BARBARA NEDERPEL TALITHA DEKKER
6015	KELOWNA	0043-0003 0043-0007 0043-0040	KEN ROBINSON CAROL KENZIE CARMEN RAE BELANGER
6016	VANCOUVER	0043-0010 0043-0017	KELLY KNOX BEVERLY TRYNCHY
6018	BURNABY	0043-0038	LYNN HOLDEN
6020	PRINCE GEORGE	0043-0015 0043-0024	JUDY ANN GEERAERT NATALIE FLETCHER
6024	FERNIE	0043-0044	VALERIE SAILER
6027	TRAIL	0043-0012	SHELLEY BRIDGE
6028	WHITE ROCK	0043-0035	SUZI ROTHENBURGER
6038	SURREY	0043-0011	JODI GEORGE
6044	POUCE COUPE	0043-0022	ANDRE LAVOIE

6051	FORT ST. JOHN	0043-0014 0043-0025	CAROL CONNOR SARAH THOM
6054	RICHMOND	0043-0026	TOMMY LIU
6070	VICTORIA	0043-0033	IAN WALKER
6079	100 MILE HOUSE	0043-0042	CORY GREAVES
6090	VANCOUVER	0043-0046	KAREN MCVEIGH
6095	MAPLE RIDGE	0043-0049	JOANNE FOOTE
6101	NEW WESTMINSTER	0043-0004	CAROLYN UNSWORTH
6116	MONTROSE	0043-0048	AMI DOSANJ
6132	KAMLOOPS	0043-0039	MIKE POPOVIC
6133	BELLA COOLA	0043-0028	VERA ROBSON
6145	PRINCE RUPERT	0043-0023	CARRIE CUNNINGHAM
6157	NANAIMO	0043-0032	KEN BENNETT
6179	COMOX	0043-0020	BARBARA J. BILEY
6238	SURREY	0043-0016	LOUELLA VINCENT
6246	VICTORIA	0043-0019 0043-0030	BILL MCMULLAN TASHA WHENHAM
6393	VANCOUVER	0043-0001	VICTOR ELKINS
6422	BURNABY	0043-0027	KEVAN WVONG
6424	POWELL RIVER	0043-0018	JOHN NEIL FRASER
6426	VANCOUVER COASTAL	0043-0029	DOROTHY DOE
6448	SURREY	0043-0037	VEENA GOUNDER
7000	BURNABY	0801-0264 0801-0265	BILL MAGRI ANNALIESE HUNT

**LOCALS / SECTIONS LOCALES**

**NORTHWEST TERRITORIES/TERRITOIRES DU NORD-OUEST**

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4021	YELLOWKNIFE	1721-0067	BONNIE PAGE
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**DELEGATES REGISTERED AS AT OCTOBER 26, 2013**  
**PERSONNES DÉLÉGUÉES INSCRITES AU 26 OCTOBRE 2013**

**Number of delegates**  
**Nombre de personnes déléguées**

2	National Officers / Dirigeants nationaux	2
5	General Vice-Presidents / Vice-présidences générales	5
17	District Councils / Conseils régionaux	17
12	Provincial Council of Unions / Conseils provinciaux de syndicats	12
10	Provincial Divisions / Divisions provinciales	10
3	Service Divisions / Divisions de service	3
3	Service Contracts / Contrats de service	3
800	Local Unions / Sections locales	2,123

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TOTAL OF DELEGATES / TOTAL DES PERSONNES DÉLÉGUÉES	2,175
TOTAL OF ALTERNATES / TOTAL DES PERSONNES DÉLÉGUÉES SUPPLÉANTES	181

## 26th NATIONAL CONVENTION COMMITTEE MEMBERS

### CONSTITUTION COMMITTEE

John Deveau	L. 835	Nova Scotia	Co-chair
Charlene Mueller	L.1	Ontario	Co-chair
Gail Brinston	L. 3017	Newfoundland & Labrador	Member
Gloria Fingas	L. 3967	Saskatchewan	Member
Leonard Gallant	L. 1779	Prince Edward Island	Member
Cheryl Levin	L. 1522	Manitoba	Member
Minerva Porelle	L. 3392	New Brunswick	Member
Karen Ranalletta	L. 2950	British Columbia	Member
Joëlle Ravary	L. 1500	Québec	Member
Randy Wald	L. 787	Alberta	Member
Daniel Légère	NEB	New Brunswick	NEB Liaison

### CREDENTIALS COMMITTEE

Sylvain Allard	L. 1294	Québec	Co-chair
Lois Rugg	L. 4879	British Columbia	Co-chair
Sheldon Agecouty	HEU	British Columbia	Member
Bernard Brun	L. 81	New Brunswick	Member
Judy Lavallee	L. 1550	Manitoba	Member
Michael McNeil	L. 1259	Nova Scotia	Member
Helen Sawatsky	L. 4777	Saskatchewan	Member
Susan Schmidt	L. 1263	Ontario	Member
Yvonne Sullivan	L. 2329	Newfoundland & Labrador	Member
Elizabeth Tweedale	L. 37	Alberta	Member
Mary Vincent	L. 1775	Prince Edward Island	Member
Julianne Vondrejs	L. 4047	Québec (Airline)	Member
Henri Giroux	NEB	Northern Ontario	NEB Liaison

### RESOLUTIONS COMMITTEE

Dolores Douglas	L. 2669	Saskatchewan	Co-chair
Stephen Drost	L. 1418	New Brunswick	Co-chair
Derrick Barrett	L. 1560	Newfoundland & Labrador	Member
Lola Barrett	L. 41	Alberta	Member
Phil Dembicki	L. 500	Manitoba	Member
Stephen Doucet	L. 4294	Québec	Member
Dianne Frittenburg	L. 1933	Nova Scotia	Member
June Kaiser	L. 716	British Columbia	Member
Andrea Madden	L. 2286	Ontario	Member
Karyn Noble	L. 3260	Prince Edward Island	Member
Carolyn Unsworth	HEU	British Columbia	Member
Judy Henley	NEB	Saskatchewan	NEB Liaison

### SPECIAL NEB COMMITTEE ON STRATEGIC DIRECTIONS

Denis Bolduc	NEB	Québec	Member
Victor Elkins	NEB	British Columbia	Member
Judy Henley	NEB	Saskatchewan	Member
Michael Hurley	NEB	Ontario	Member
Lori MacKay	NEB	Prince Edward Island	Member
Kelly Moist	NEB	Manitoba	Member
Candace Rennick	NEB	Ontario	Member
Daria Ivanochko	CUPE	National Office	Staff person