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2006-
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Credits & Captions

Cover photo: Catherine Senior (CUPE 1182) with her young students – street children – outside the school in Pamplona, Lima, Peru.

p. 4: Photo credit: Christina Riley, Council of Canadians.

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p. 15: Design credit: Lisa Murphy.

p. 17 (top): Photo credit: Candace Rennick, CUPE regional vice-president – Ontario & CUPE 2280.

INTRODUCTION

CUPE is on the front lines locally and globally. We have a reputation for defending the rights of workers and building strong communities across Canada. We are also building a reputation internationally. International work in CUPE is not done out of charity. We are motivated by the principle of solidarity, recognizing that, as a Canadian union, we are part of the same fight as that of our brothers and sisters who are struggling against corporate control in every region of the world. Whether we work in a community in Cape Town or Corner Brook, we have a right to decent work and access to public services.



Canada-Colombia Frontline Solidarity Tour participants met with officials from the United Workers' Central (CUT) at the Women Worker's House (Casa de la Mujer Trabajadora) in Bogota, Colombia.



Hydro workers in Nairobi, Kenya.

When corporations take over public services in Canada, they are the same companies involved in privatization schemes in other corners of the globe. This is the nature of corporate globalization. Solidarity means CUPE members are making the connections between issues we face in our workplaces and communities, and those of workers everywhere.

Through our international activities and affiliations, participation in educational programs and conferences, and through CUPE's National

Global Justice Fund, we continually deepen our understandings and strengthen our networks of allies in the global movements to defend human rights. We continue to join actions in support of the United Nation's millennium development goals: the eradication of poverty, universal primary education, equality of women, combating HIV/AIDS, ensuring environmental sustainability and forming a global partnership for development.

There are many faces of international solidarity in CUPE. CUPE members are active on diverse issues, working through both formal and informal networks in our union, our workplaces and in our communities. CUPE divisions have a long history of activism on international solidarity issues. Many divisions boast international solidarity committees. Many members and locals commit their time and resources to collaborate actively with CUPE's National Global Justice Committee.

Our union work in Canada is based on strong social justice values. We encourage everyone to take a stand for workers' rights and social justice everywhere!

Paul Moist
National President

Claude Généreux
National Secretary-Treasurer

OUR ISSUES ARE INTERNATIONAL

CUPE is not alone in the promotion and defence of public services and social justice around the world. Our affiliation to Public Services International (PSI) – based in Ferney-Voltaire, France, with its 20 million members in over 650 affiliated unions in 150 countries – gives us a tremendous international presence on key issues. CUPE is one of eight public sector unions affiliated to PSI in Canada; four of those affiliates have solely a Quebec base. As the Quebec affiliates have recently joined PSI, together we are developing a communications strategy to ensure that we are sharing information and working collectively. National Secretary-Treasurer Claude Généreux meets regularly with our



In November 2006, in Medellin, Colombia, over 10,000 people – workers, students, campesinos (farmers) and others – came out to protest against the privatization of public services.

Canadian sister unions to work on common causes such as providing policy direction for PSI and organizing educational events within Canada. Not only does this strengthen our union internationally but it also breaks down some previous communications barriers within Canada.

Canada is part of the Inter-Americas Regional Executive Committee (IAMREC) of PSI, which covers North, Central and South America and provides a network for inter-union activity and support across the hemisphere. The head of the Canadian component of IAMREC sits on the Executive Committee. This position rotates among Canadian affiliates. After the PSI



An International Women's Day abortion rally at the Nicaraguan Supreme Court in Managua on March 8, 2007.

World Congress in September 2007, the National President of CUPE will be the first alternate and in 2010 it will be CUPE's turn to be the Canadian representative on IAMREC.

CUPE actively participates on other PSI bodies. National President Paul Moist is a member of the PSI Public Sector Steering Group (PSSG), which provides policy advice and direction to the PSI on issues ranging from current privatization threats to what public services will look like in 20 years. Managing Director Stan Marshall is an alternate to this group. Through the PSSG, CUPE is also a member of the PSI Utilities Advisory Group, addressing issues in the public provision of energy and water. CUPE PEI Division President Donalda MacDonald sits as an alternate on the IAMREC World Women's Committee. She will become a full member after the PSI World Congress in September 2007. CUPE Health Care Researcher Kathy Corrigan attends the once yearly meetings of the PSI Health Services Task Force. This task force provides advice, direction and information to the PSI and its affiliates on health care issues.

person-to-person

"For the past 1½ years, I have had the privilege of facilitating workshops and discussions on pay equity and job evaluation as part of the PSI pay equity campaign. In 2006, I assisted PSI with job evaluation training in Kenya and Ghana. At the World Social Forum in January 2007, I facilitated a PSI panel on pay equity. It has been inspiring and rewarding work."

*– Anne Didier-Floyd,
CUPE job evaluation representative*

THINKING GLOBALLY, ACTING LOCALLY

As the largest union in a country as wealthy as Canada, CUPE has a responsibility to ensure that Canada's foreign and domestic policies protect workers and vulnerable communities at home and around the world. Our responsibility extends to supporting our brothers and sisters in times of need when they suffer unfair treatment.

- **Using NAFTA to protect workers' rights in the U.S.:** CUPE was one of more than two dozen labour organizations from Mexico, the United States and Canada who jointly filed a charge against the United States, in October 2006. North Carolina's General Statute 95-98 prohibits collective bargaining for its 650,000 public employees, a clear and direct violation of international law. The complaint has been filed under the North American Agreement on Labour Cooperation (NAALC), the labour side-agreement to the North American Free Trade Agreement (NAFTA).
- **Exposing deep integration and the Security and Prosperity Partnership:** Senior government officials from Mexico, United States and Canada have been meeting privately and consulting with big business only to devise a strategy to create one economic and security block in North America: the Security and Prosperity Partnership (SPP). This covert initiative puts corporate profit before community; places drinking water, fresh water sources and whole ecosystems at risk; puts natural resources up for grabs; and adds "security" to this neo-liberal agenda. CUPE sponsored and participated in a teach-in called *Integrate This!*, organized by one of our coalition partners, the Council of Canadians, and held March 31-April 1, 2007 in Ottawa. At the teach-in, the SPP was exposed, and organizing to defeat it began.
- **Systemic abuses of migrant workers:** Under the federal Temporary Foreign Worker Program (TFWP), provincial governments in Canada have been expanding their lists of occupations that can be recruited internationally. In several provinces, these lists

include jobs now performed by CUPE members, especially in the health care sector. The TFWP allows employers to hire cheap labour without having to provide benefits or job security. In some cases, extremely poor, slave-labour conditions have been described by workers who are housed on worksites and completely dependent on their employers for food, shelter and other needs. CUPE participates in a CLC Temporary Foreign Workers Advocacy Group that is lobbying the federal government for changes.

- **Support our troops – bring them home!:** In October 2006, the National Executive Board passed a resolution endorsing the CLC's policy on Afghanistan and adopted a resolution calling on government to withdraw immediately Canadian troops from Afghanistan, allow debate on any future deployment of Canadian troops in the House of Commons, and increase development aid and multilateral peacekeeping and humanitarian initiatives where it is truly needed.
- **Emergency relief in a time of war:** Like many others, CUPE watched in horror as the violence in the Middle East escalated in the summer of 2006. In support of its work assisting people caught in this crisis, CUPE contributed \$15,000 to Oxfam's emergency relief appeal in Lebanon, Gaza and Israel.
- **Offsetting the effects of an embargo in Palestine:** Following the election of a Palestinian government led by Hamas, and because of the political embargo imposed by the United States and the European Union, members of the Union of Public Employees of Palestine – a major employer in Palestine – suffered over nine months without pay. In response, in December 2006, CUPE contributed

person-to-person

Michael Gfroerer won the prestigious international Orfea Musica Award for two musical works. He composed them in support of Glad Day Bookstore, Toronto, and Little Sisters Books, Vancouver, which have been subjected to discrimination by Canada Customs because of their LGBT content. A member of CUPE 2998, Michael will also join a delegation to the international rainbow cultural festival in Riga, Latvia, in 2007.

\$15,000 to a humanitarian assistance fund for the Palestinian Authority set up by Public Services International. CUPE urged the Government of Canada to provide humanitarian assistance to the Palestine National Authority, and to pressure the European Union and the United States to release funds earmarked for Palestinian development assistance.

- **Promoting solutions with Oxfam:** CUPE and Oxfam Canada have joined together in a campaign for universal access to public services, called In the Public Interest. In December 2006, CUPE's National Executive Board approved a \$100,000 donation in support of the campaign. CUPE and Oxfam have called on governments and international institutions to live up to their

commitments to meet targets to deliver more – and better – aid: for Canada, this means contributing 0.7 per cent of Canada's income, targeted at poverty reduction, promotion of human rights and building public services like drinking water and sanitation systems.

- **Writing for justice:** CUPE often lends support for international trade union campaigns through letters of solidarity. From our own struggles, we know that letters of support from sister unions can provide that little bit of inspiration workers need to stay on a picket line or in the streets. Over the past year, CUPE has sent letters to Guatemala, Colombia, United States, Argentina, Philippines, Korea, Ecuador, Mexico, Pakistan, New Zealand, Iran, Palestine and elsewhere.



National President Paul Moist, speaking at a CLC rally in Ottawa protesting the draconian and regressive new labour laws of visiting Australian Prime Minister John Howard, in May 2006.

ENGAGEMENT & EDUCATION

Invitations to participate in joint projects, educational opportunities and strategy forums come CUPE's way on a daily basis. The knowledge and perspectives gained from such experiences strengthen CUPE's work on the front lines at home and with our global partners.

- **World Peace Forum:** Ali Mallah (CUPE 79) spoke at the World Peace Forum in Vancouver in June 2006. A joint declaration was drafted and signed (see www.worldpeaceforum.ca/).
- **UN Commission on Sustainable Development:** An annual event, the Commission on Sustainable Development (CSD) brings together environmentalists, community activists and trade unionists to challenge corporate-oriented globalization. Health and Safety activist Ed Thomas (CUPE 5167) has been advocating for international recognition of April 28 Day of Mourning at the United Nations for several years.
- **Workers Out!:** CUPE lesbian, gay, bisexual and trans (LGBT) activists attended this special component of a major international conference on LGBT human rights held at the same time as the Montreal Outgames, in July 2006. A total of 25 CUPE members and staff attended the conference, including all the members of CUPE's national pink triangle committee and National Secretary-Treasurer Claude Généreux. CUPE presented workshops, set up an information booth, chaired sessions and contributed to the final action plan (see www.cupe.ca/lgbtt/Action_Plan_Workers_).
- **Municipal Services Project (MSP):** CUPE and the South African Municipal Workers' Union (SAMWU) are the two labour organizations involved in this research project, funded by Canada's International Development Research Centre and led by academic staff at Queen's University in Kingston, Ontario and Rhodes University in Grahamstown, South Africa. The MSP looks at the impact of decentralization, privatization and cost recovery on basic services to poor people and on public, industrial and mental health in South Africa.



(L-R) D'Arcy Lanovaz, CUPE regional vice-president, Alberta, and National Secretary-Treasurer Claude Généreux at the SAMWU Congress.

The MSP has identified strong associations between privatization and deteriorating health conditions. Anthony Pizzino, CUPE national director of Research, participates on the Steering Committee.

- **Exchange with municipal workers in China:** National Staff Representative Jim Gorman participated in a Vancouver and District Labour Council (VDLC) delegation to China in August 2006. The delegation met with the Beijing Municipal Federation of Trade Unions (BMFTU), which represents 3.5 million workers, half of whom are public sector workers. They met with women's and education committees and local unions, and toured workplaces. The VDLC have planned to assist the BMFTU with bargaining training. Two delegations of Chinese municipal workers met with the CLC and CUPE in Toronto last August. Chinese delegates were hungry for information about privatization and how to organize new members.
- **SAMWU Congress:** National Secretary-Treasurer Claude Généreux and D'Arcy Lanovaz, CUPE regional vice-president, Alberta, joined delegates from over 10 countries at the South African Municipal Workers' National Congress in August 2006. With privatization on the increase, a priority question for SAMWU is whether or not to support the African National Congress-led alliance.



CUPE National Equality Rep Conni Kilfoil outlines CUPE's work on aboriginal issues during a workshop at MEC headquarters in Managua, Nicaragua.

- **CLC AIDS Forum and World AIDS**

Conference: CUPE was proud to send three members (Gerry Lavallee, Fred Hahn and Kevin Hall) and two staff (Corina Crawley and Darcie Beggs) to the Labour Forum on AIDS hosted by the CLC in Toronto in August 2006. The same three members attended the XVI International AIDS conference that followed, joining many CUPE members who are front line HIV/AIDS workers sent by their employers. The CLC forum focused on how to advance work on policy and advocacy, workers' rights and global solidarity.

- **Symposium on HIV/AIDS in the**

Workplace: Held on December 6, 2006 at the "UN University" in Tokyo, Japan. There were presentations on the situations in Botswana, Namibia, Kenya, Zambia, India, Pakistan and Bangladesh. Corina Crawley, CUPE senior research officer, attended and reported on key messages from the CLC AIDS Forum held in Toronto earlier that year.

- **World Social Forum (WSF):** The 7th WSF was held in Nairobi, Kenya, January 20-25, 2007. Pauline Niles, president, CUPE I, and CUPE national staff Anne Didier-Floyd and Corina Crawley, attended on CUPE's behalf. Anne

Boulet and Wendy Iler, CUPE members on staff with the Canadian Union of Postal Workers, also formed part of the CUPE delegation. They participated in discussions and workshops on: employment and decent work as important basic rights, women's equality, pay equity, privatization of energy and water resources, LGBT rights, food sovereignty, debt cancellation and more.

- **Commonwealth Study Conference:**

Candace Rennick, regional vice-president, Ontario, and Kevin Rebeck, regional vice-president, Manitoba, were selected to participate in the study tour to India, Malaysia and Singapore in March 2007. Participants witnessed unmistakable poverty, lack of access to education and clean drinking water, significant levels of informal employment and poor infrastructure. Members learned sustainable growth must include social development and community-driven investment in infrastructure.

- **Cairo Conference:** Hundreds of activists in support of peace, human rights and public services gathered in Cairo, Egypt, March 29-April 1, 2007 to debate how to strengthen the peace movement and to push for real democratization. The 5th Cairo Conference and the 3rd Cairo Social Forum focused on

imperialism, tyranny and oppression, exploitation and corruption. Ali Mallah, CUPE 79, who has been involved on the international coordination committee of this conference for some time, attended the conference.

- **International Roundtable on Rebuilding the Public Sector:** Morna Ballantyne, CUPE managing director of Union Development, attended this roundtable in March 2007 in New York. The roundtable was convened by the Cornell Global Labor Institute to address the need for public sector unions to work with civil society for progressive reform and expansion of the public sector.

- **Health Care Workers' Exchange:** The Exchange brings health care unions from across the hemisphere together on a regular basis to promote the struggle for universal, accessible, public health care for all as a fundamental human right, and to fight back against trade

agreements that promote the privatization of health care. CUPE hosted the very first meeting with five countries, in Niagara Falls in 2003. Subsequent meetings have been held in Buenos Aires, Argentina and Havana, Cuba, with representation from over 12 countries as well as guests from South Africa and the United Kingdom. Financial support from the CUPE Global Justice Fund has made these meetings possible. Edgar Godoy (president, CUPE 2191) has been selected to represent CUPE on the planning secretariat for the 4th conference, to be held in Caracas, Venezuela.

- **UNISON Health Care Service Group Conference 2007:** CUPE Ontario Research Representative Doug Allan accompanied a large labour delegation from the Ontario Federation of Labour to the health care conference organized by UNISON, Britain's largest union.



At the World Social Forum, Pauline Niles (president, CUPE 1; front, right) and Wendy Iler (co-president, CUPE 1979; front, 2nd from right) befriend a group of young women who live in Kibera, Nairobi, the world's 2nd largest slum.

GLOBAL JUSTICE FUND

Established in 1993, CUPE's Global Justice Fund supports initiatives that strengthen our collective movements for change, through cooperation and solidarity with unions and popular movements outside of Canada. Together, we improve our ability to organize, fight privatization and promote healthy, strong communities.

The following projects were supported by the Fund in 2006-2007:

- **Gender and privatization in South Africa:** CUPE works with the South African Municipal Workers' Union (SAMWU) to support training in organizing and servicing of women workers. CUPE has learned about new employer tactics such as month-to-month contracts in the municipal sector.
- **Privatization in Colombia:** Joint Canada-Colombia anti-privatization activities involving CUPE, CUPW, PSAC and BCGEU (see page 16 for details).
- **Women organizing in Canada and Bolivia:** At an International Women's Day event in PEI in 2007, Alejandrina Ibañez Aramayo, a Bolivian organizer, shared her experiences and challenges, encouraged action to protect rights, and stressed a need to involve young people. Six women union leaders, including Sister Donalda MacDonald from CUPE, were celebrated.
- **Independent media in Guatemala:** CUPE 1281 works with the Alliance for Peace and Life in Guatemala, to broadcast Radio Libertad: La Vos de los Sin Voz (Freedom Radio: Voice of the Voiceless). It builds democracy, community, local fair trade and promotes collective actions for a just world.
- **Conflict research in Guatemala:** Roxanne Wales (CUPE 38) worked with a community organization in the largely indigenous region of

Guatemala to assess the conflict over regional development in the Peten region, an initiative to create infrastructure for trade purposes.

Jointly with CUPE BC, the Global Justice Fund has also supported:

- **Worker education in Cuba:** CUPE worked with the National Union of Public Administration (SNTAP) to buy equipment and construct classrooms that make it possible for 800 workers to receive training each year.
- **Workers' and women's rights in Nicaragua:** Long-term collaboration with the Maria Elena Cuadra Movement of Working and Unemployed Women (MEC) to address health and safety issues in the maquila (free trade) zones. MEC is a major force for social justice in Nicaragua.
- **Human and labour rights in Colombia:** A four-year project with SINTRAEMCALL, the union representing municipal workers in the City of Cali, and NOMADESC, a human rights organization, to train trade unionists and other activists to defend their rights. NOMADESC leaders live and work under constant threat; CUPE's solidarity remains vital to their work.

Jointly with the Hospital Employees' Union (HEU), CUPE's Health Services Division in BC, the Fund has also assisted with:

- **Labour rights and health & safety in Latin America:** Partnered with CoDevelopment Canada to support maquila workers' efforts to improve labour rights and address occupational health and safety issues in Guatemala, Honduras, El Salvador and Nicaragua.

person-to-person

Catherine Senior, member of CUPE 1182 in Sudbury, raised \$1,000 from CUPE locals and CUPE National toward her work in Trujillo, Peru. There, Catherine spent a month helping educate street children while living in the heart of extreme poverty. The money raised from CUPE purchased sports equipment for seven schools in the area, and clothing and shoes for 200 children.

CUPE LOCALS STEP UP

Some of CUPE's international work is supported by the Global Justice Fund. The National Global Justice Committee recommends projects for approval to CUPE's National Executive Committee, based on approved criteria established at CUPE's 2001 convention. The Fund is supported by CUPE locals, CUPE National and individual CUPE members and staff. Funds are also raised from the Canadian International Development Agency, and employer contributions negotiated at the bargaining table.

Locals that contributed to the Global Justice Fund in 2006-2007:

- CUPE 974, Saskatoon Community Clinic, SK
- CUPE 2440, CUSO, Ottawa, ON
- CUPE 3008, Resi-Care Cape Breton Association, Glace Bay, NS
- CUPE 3371, Canadian Council for International Cooperation, Ottawa, ON
- CUPE 3479, North Island College, Courtenay, BC
- CUPE 3912, Dalhousie, St. Mary's & Mount St. Vincent universities, Halifax, NS
- CUPE 3963, Prince Albert Cooperative Health Centre, SK
- CUPE 4326, Cumberland County Transition House, Amherst, NS
- CUPE 5167, City of Hamilton, ON

Some locals have negotiated a small contribution from each member's pay, which is deducted at source. Others have opted to make contributions from local coffers. Locals interested in contributing to the Global Justice Fund can do so by going to www.cupe.ca/globaljusticefund. CUPE National and our partners around the world thank you for your support of our international solidarity activities!



Sandra Van Niekerk, South African Municipal Workers' Union (SAMWU) director of Education, assisting workshop participants with planning for the next phase of a joint CUPE/SAMWU project.

person-to-person

The part-time faculty at CUPE 3912 in Halifax, NS, have just pledged to contribute \$500 annually to the Global Justice Fund.

CUPE's ACTIVITIES AROUND THE WORLD



CUPE is involved in international solidarity work in many countries. Each of the following activities is located on this map.

SOUTH & CENTRAL AMERICA

1. Women organizing, Bolivia
2. Fighting privatization, Colombia
3. Human and labour rights, Colombia
4. Workers' and women's rights, Nicaragua
5. Support for free trade zone workers, Guatemala, Honduras, El Salvador and Nicaragua
6. Conflict research, Guatemala

7. *Radio Libertad*, independent media, Guatemala
8. Health care workers' exchange, Cuba
9. Ongoing solidarity, Cuba
10. Worker education, Cuba

NORTH AMERICA

11. Education on the Palestine-Israel conflict, BC
12. International peace forums, Vancouver, BC
13. Labour against war coalition, BC
14. Local training and engagement, BC
15. Water meetings with Mexican water coalition chair, Vancouver, BC



- 16. Labour practices at Wal-Mart, AB
- 17. Migrant workers' issues, AB
- 18. Women organizing, SK
- 19. Youth conference on international development, Brandon, MB
- 20. HIV/AIDS partnerships in northern Aboriginal communities, MB
- 21. Promoting fair trade, MB
- 22. Anti-war organizing, Toronto, ON
- 23. Canada-Cuba labour conference, Toronto, Ontario
- 24. International HIV/AIDS forum & conference, Toronto, ON
- 25. Solidarity with Palestinian people, Toronto, ON
- 26. Toronto International Solidarity Network, Toronto, ON

- 27. Workshop on international solidarity, Toronto, Ontario
- 28. Deep integration teach-in, Ottawa, ON
- 29. International solidarity forum, Ottawa, ON
- 30. Status for All demonstration, Ottawa, ON
- 31. International Workers Out! conference on LGBT rights, Montreal, QC
- 32. Water issues education, NB
- 33. Labour practices at Wal-Mart, PEI
- 34. Women organizing, PEI
- 35. Solidarity with Cuba, NS
- 36. International water conference, Amherst, MA
- 37. International public sector roundtable, New York, NY
- 38. UN Sustainable development conference, New York, NY
- 39. Workers' Day of Mourning, April 28th, New York, NY
- 40. Joint action for public sector bargaining rights, North Carolina

EUROPE

- 41. UNISON health care conference, Brighton, England
- 42. Negotiation, arbitration, health & safety exchanges, France
- 43. Public sector travel exchanges, France & other European countries
- 44. PSI Health Services Task Force meeting, Geneva, Switzerland
- 45. PSI Public Sector Steering Group meeting, Geneva, Switzerland

MIDDLE EAST & ASIA

- 46. Cairo peace conference, Egypt
- 47. Offsetting the effects of an embargo, Palestine
- 48. War-time emergency relief, Palestine
- 49. Commonwealth Study Conference, India
- 50. Municipal worker exchanges, China
- 51. International HIV/AIDS symposium, Japan
- 52. Impact of Canadian mining operations, Indonesia

AFRICA

- 53. Impacts of civil war, Uganda
- 54. PSI pay equity and job evaluation training, Kenya
- 55. Water and energy mobilizing, World Social Forum, Kenya
- 56. HIV/AIDS project, Mozambique
- 57. Gender and privatization training, South Africa
- 58. Municipal services project, Cape Town, South Africa
- 59. SAMWU Congress, South Africa
- 60. Support of orphans from the HIV pandemic, South Africa

NOTE: This is a Peters Projection map, wherein countries are drawn in accurate relative sizes. It is an alternative approach to standard Euro- and North American-centric maps.

REGIONAL INTERNATIONAL SOLIDARITY ACTIVITIES

CUPE Divisions have an established record of involvement in international work. Working groups or committees that focus on international work exist in most provinces. Representatives from each of CUPE's regional divisions, and from Oxfam and CUSO, also sit on the National Global Justice Committee.

CUPE British Columbia

In addition to joint projects with CUPE National, CUPE BC's activities also included:

- **Colleen Jordan Fund:** Established at the 2005 CUPE BC convention as a stable source of funding for international solidarity work, with a 0.01% dues increase that took effect in January 2006. The fund supports humanitarian and solidarity work internationally and in Canada.
- **Local training and engagement:** Promoted CUPE BC's international work within the membership, and provided courses on international solidarity for CUPE members.
- **HIV/AIDS orphans:** Supported the "Go Go Grannies," an organization that works with the thousands of orphans caused by the HIV pandemic in South Africa, through contributions to the Stephen Lewis Foundation.



(L-R) Thom Marshall (CUPE 6001), Osvaldo Villeda (CUPE 6175) and Joey Hartman, HEU staff advisor to HEU's Global Justice & Peace Committee, at the October 28, 2006 peace march in Vancouver.

- **Middle East:** Worked through the National Global Justice Committee to educate CUPE members about the conflict between Palestine and Israel over occupied territories.
- **Ongoing solidarity with Cuba:** Worked with the National Union of Public Administration (SNTAP) over many years, in support of its goals of improving member communication and education.

Hospital Employees' Union (HEU), CUPE's Health Services Division in BC

In addition to joint projects with CUPE National, HEU's activities also included:

- **New global justice & peace committee:** Developed a comprehensive agenda to involve HEU members in learning about and mobilizing around global solidarity and promoting peace in the world.
- **BC labour against war:** Joined new inter-union peace group, and displayed its new peace banner prominently at Vancouver-area gatherings.

CUPE Alberta

- **Migrant workers:** Organized a breakfast screening of *El Contrato* (The Contract), a film that raises awareness about the plight of migrant workers in Canada. Given the booming economy, migrant worker issues will continue to be a key focus in Alberta.
- **Labour practices at Wal-Mart:** Screened *Wal-Mart: The High Cost of Low Prices*. The film exposes Wal-Mart's labour practices both inside Canada and in their factories in other countries. CUPE members were encouraged to refrain from shopping at these stores.

CUPE Saskatchewan

- **Privatization in Colombia:** Member Sharm Dursun (CUPE 4980) participated in the first Front Line Solidarity Tour to Colombia, June 29 - July 11, 2006.

- **Glen Makahonuk Humanity Fund:** Passed a resolution to determine the necessary steps to set up a solidarity fund based on a per capita levy.
- **Women organizing in Guatemala:** Learned from the experiences of Giovana Lemus Perez, of the Network for Non-Violence in Guatemala, who addressed the CUPE Saskatchewan convention in Regina on March 7, 2007 about the Network's efforts to end violence against women in Guatemala and fight for women's rights.

CUPE Manitoba

- **Fair trade in Manitoba:** Involved in founding "Fair Trade Manitoba" (www.fairtrademanitoba.ca), a worker-friendly organization that supports union and community activists promoting fair trade.
- **HIV / AIDS projects at home and in Mozambique:** Worked on AIDS issues with unions in Mozambique, and have begun to partner with aboriginal agencies helping people with HIV in northern Manitoba.
- **Civil war in Uganda:** Worked with people in Uganda and the Ugandan-Canadian Association on projects to help people deal with the effects of civil war.
- **Youth and international development:** Supported a Brandon School Division conference, "Youth Making a Difference – Changing the World," in April 2006, with Stephen Lewis, Special United Nations Envoy on HIV / AIDS in Africa, as the keynote speaker.

CUPE Ontario

- **Toronto International Solidarity Network:** Developed a website, list-serv and newsletter to serve as tools for education and coordination on local and international campaigns on diverse international issues.
- **Israeli occupation of Palestine:** Adopted a resolution at the May 2006 CUPE Ontario convention condemning the Israeli occupation



Sophie Harkat – speaking the day after her husband, Mohammed Harkat, was released from detention under security certificate and put under house arrest – at the Ottawa "Status for All" demonstration.

of Palestinian land, and calling for education and an international campaign of boycott and divestment.

- **International solidarity forum:** Organized a forum in Ottawa with speakers from the Colombia Action Solidarity Alliance, Canada Haiti Action Network, Justice for Mohamed Harkat Committee and Coalition Against Israeli Apartheid.

person-to-person

"We are intrinsically linked to one another as human beings. Now more than ever is the time for us to make human rights the core of a global HIV/AIDS solution."

*– member & LGBT activist Gerry Lavallee,
CUPE Airline 4092*

- **“Status for All” demonstration:** Co-organized the National Day of Actions Against the Deportations, with the International Solidarity Committee and the Justice for Mohamed Harkat Committee, on May 27, 2006. Speakers included frontline community workers, trade unionists and people involved in the sanctuary movement.
- **Anti-war:** Very active in the labour-community coalition that organized the Toronto demonstrations during the bombing of Gaza and Lebanon.
- **Labour Day:** Organized a Palestine Solidarity float and distributed information leaflets with the Toronto Coalition Against Israeli Apartheid.
- **Coalition Against Israeli Apartheid:** Helped plan and conduct outreach for the labour session of the October 6-8, 2006 conference in Toronto.
- **Canada-Cuba labour conference:** Helped organize the conference held in Toronto in November 2006.
- **Education campaign on the Middle East:** Developed and conducted education on the Israeli occupation of Palestine so that trained CUPE members from various sectors and locals



Working with members of the Maria Elena Cuadra (MEC), a women’s labour organization in the maquila free trade zones in Nicaragua. Clockwise from back left: Lisa Claxton (BCGEU staff); MEC promoter; Conni Kilfoil (CUPE national equality rep); MEC promoter Hilda; Carlene Keddie (CUPE BC general vice-president); MEC promoter Teresa; Susan Zander (CUPE BC general vice-president); and Megan Ashbury and Joey Hartman (HEU staff).

could raise this issue with district councils, and at general membership meetings of locals, jurisdictional meetings and all-presidents meetings.

- **Workshop on international solidarity:** Facilitated a workshop at the CUPE Ontario School in February 2007 focusing on Oaxaca, Mexico; Darfur; the Philippines; Six Nations’ struggle in Caledonia; and Palestine.

CUPE Quebec

- **The right to energy:** Involved in a long-standing relationship with “Droit à l’énergie SOS Futur,” a coalition of European and international organizations and Hydro-Quebec workers, to defend the global right to energy for all. Hosted its general assembly and board of directors meeting in Montreal, with participants from Europe, Africa, Asia, the Americas and the Caribbean.
- **Negotiation, arbitration, health and safety:** Involved in two-way Quebec-France worker exchanges through the National Federation of Mines and Energy (FNME), based in France. In 2006, CUPE 1500 sent five VPs to visit production plants and meet with workers.
- **International travel exchanges:** Participated in two-week exchanges to a variety of locations, with tours of publicly owned and other utilities. Participants paid a large portion of the costs. In 2006, members went to Italy, Romania, Greece and Morocco, as well as to several locations in France.
- **In solidarity with the FTQ:** Participated in international work through the Fédération des travailleurs et travailleuses du Québec’s (FTQ) international department.

CUPE New Brunswick

- **Women organizing in Bolivia:** Exchanged experiences with Alejandrina Ibañez Aramayo, a Bolivian organizer who shared her experiences and challenges organizing women workers with CUPE members and other community activists in Moncton and Saint John, in March 2007.

- **Water:** Learned about the privatization of public water services in other countries, in collaboration with the Council of Canadians.

CUPE Prince Edward Island

- **The Wal-Town Tour:** Contributed to the Maritime Division's Wal-Town Tour in January 2007, on the impact of Wal-Mart both locally and internationally. Screened the NFB film *Wal-Mart: The High Cost of Low Prices* in Summerside and Charlottetown.
- **Impact of Canadian mining on indigenous communities:** Partnered with the Institute of Island Studies to help support a tour of Indonesian women concerned about the impact of Canadian mining companies on the sustainability of indigenous communities in fall 2006.
- **Health care in Cuba, privatization in Colombia:** Members participated in the Colombia (Tracy Fall, CUPE 3324) and Cuba (Nancy Ingalls, CUPE 805) tours in fall 2006.
- **Women organizing in Bolivia:** Co-hosted Bolivian organizer, Alejandrina Ibañez Aramayo, at a CUPE/CUSO International Women's Day event in Charlottetown, PEI.
- **Celebrating a leader:** Doreen Wall, founding president of CUPE PEI, long-time National Global Justice Committee member and local activist on global justice issues, retired in late 2006.

CUPE Nova Scotia

- **Cuba solidarity:** Participated in a Nova Scotia-Cuba Friendship Solidarity Group that has been active for 20 years. Events included an annual "Moncada Day" celebration, fundraising, and collection of educational materials, clothes and musical instruments for distribution to Cuban groups.
- **Privatization in Colombia:** Barbara Moore (CUPE 3912) participated in the labour tour in fall 2006.



Logo developed for the International Women's Day events in PEI. Alejandrina Ibañez Aramayo, a women's organizer from Bolivia, was an invited guest speaker.

- **New committee in the works:** Passed a convention resolution to create a standing Global Justice Committee in the NS Division.

CUPE Newfoundland & Labrador

- **Increased focus on international issues:** Began to participate in the CUPE-Oxfam Canada campaign for universal public services. Robert Fox, executive director of Oxfam Canada (and former CUPE National communications director), spoke at their recent Division convention. Passed a resolution on increasing international solidarity activities at the convention.
- **Building support for international solidarity issues:** As a result of discussions about international issues at local meetings, the one cent per member per month contributions to the Global Justice Fund are growing.

person-to-person

At the LabourTech conference, held in San Francisco in November 2006, Communications Officer Pat Daley shared her knowledge of technology as a tool for activist work, such as strategies for getting workers' perspectives into the media and using the Internet for solidarity campaigns.

TRADE UNION ACTIVISM IN COLOMBIA

Colombian trade unions are courageously confronting an extremely repressive government that is restructuring the public sector through aggressive privatization. Unionists are working in partnership with human rights activists, civil society representatives, campesinos (farmers) and students to stop the destruction of public services.

“Defending Public Services: Canadian and Colombian Workers on the Front Lines” is a project designed to build solidarity between public sector unionists in the two countries. Following visits to Canada by Colombian unionists in 2004 and 2005, Canadian participants from CUPE, CUPW, PSAC and BCGEU – unions that are fighting the privatization and contracting out of Canadian public services – visited Colombia in July and November 2006. The CUPE members on these Front Lines tours were Ken Davidson (CUPE 1004), Sharm Dursan (CUPE 600), Tracy Fall (CUPE 3324), Joanne Foote (CUPE 3257), Barbara Moore (CUPE 3912), Barbara Wood (CUPE 1004-13), and National Communications and Research Representative Dennis Lewycky. Support for the tour came from the CUPE Global Justice Fund.

Colombian workers shared their experiences with Canadian workers about the privatization of postal and health systems, municipal services, banks and universities. Thousands of workers have



Members of CUPE, CUPW and PSAC met with some of the 5,000 campesinos (farmers) in Suarez, Colombia, who had lost their land and livelihood because of the Salvajina hydro-electric dam.



Participants in the Canada-Colombia Frontlines tour, with members of the Association of Public Employees of the Human Rights Ombudsman (ASDEP), in Bogota, Colombia.

lost their jobs and services have become harder to access. More government-provided public services are slated for sale to private, frequently foreign-owned, companies.

Currently, Colombia is the most dangerous country in the world in which to be a trade unionist or a journalist. Thousands have been killed and many continue to be assassinated for their efforts to expose corruption and oppose privatization. Canadian participants heard about government using violence to transform Colombian society to service the global market. Millions have been displaced from their homes and lands, and insecurity grips the whole society. Today, with the help of a Colombian research organization, public sector unions and CUPE’s Global Justice Fund, villagers are learning how to defend their human rights.

At the end of their tours in Colombia, CUPE members came away even more committed to taking on the anti-privatization fight in Canada, and willing to take action to support their counterparts in Colombia.

person-to-person

In July 2006, the CUPE-CUPW-PSAC labour tour was present for the graduation ceremony of 19 human rights trainees in Cali, Colombia. The graduates were thrilled to receive a diploma and pin from CUPE BC General Vice-President Ken Davidson in recognition of their work.

PUBLIC WATER IS A RIGHT

Around the world, one in five people does not have access to safe drinking water. In Canada, water resources face multiple threats including scarcity, contamination, crumbling infrastructure, privatization and growing calls to treat water as a trade-able commodity.

Whether in Canada or other countries, water security is a basic human right. Many aboriginal and poor rural communities in Canada lack access to clean, safe drinking water, and face extended boil-water orders and fears of exposure to water-borne diseases. Global lack of water security is a crisis, deepened by public-private partnerships and other forms of privatization. Some international finance and development agencies are beginning to come to terms with the fact that privatization has failed to improve access to water for the poor.

“Our Communities, Our Water” was the title of a conference attended by Danny Cavanagh, president of CUPE Nova Scotia and member of the National Executive Board, and Corina Crawley, senior research officer at CUPE National, in Amherst, Massachusetts in September 2006. Speakers focused on the dangers of various forms of water privatization, environmental contamination and community-based solutions. Some water bottlers earn huge profits from bottling publicly treated water, or depleting local fresh water sources. Front and centre were concerns about American corporate interest in Canadian water and plans for bulk water exports and other forms of diversion.



Girl collecting water in Raghurajppur, Orissa, India.

Also in 2006, CUPE joined a broad network of international allies to launch Blue October – an international month of action to challenge corporate control of water and to protect water as a shared natural resource available to all. October was chosen to commemorate and celebrate the October 31, 2004 passing of a constitutional amendment in Uruguay that recognized access to water as a fundamental right, making it illegal to profit from community water systems.

CUPE BC brought Claudia Campero, chair of the Mexican Coalition for the Right to Water (COMDA), to its province in November 2006. Sister Campero participated in a major water conference in Qualicum and attended a series of small meetings and a larger public meeting in Vancouver, co-sponsored by Oxfam Canada, CoDevelopment Canada and the Council of Canadians.



People filling their bottles with contaminated water from an urban duck pond at Uhuru Park, Nairobi, Kenya.

At the World Social Forum 2007, in Nairobi, Kenya, CUPE members and staff heard about the lack of access to clean water in poor communities because



Gathering water in Cape Town, South Africa.

of privatization, and the successful delivery of publicly controlled water to people who need it. “The African Water Network” was launched in Nairobi, building on a growing movement to defend public water from privatization. Other networks that are up and running include “Red Vida” in Latin America, an International Friends of the Right to Water Network, and an informal Canadian network of water activists. CUPE has links with each of these alliances.

World Water Day is March 22. In 2007, CUPE took part in a national day of action to promote the right to water as a public good, not a source of profit. Activists sent messages to Prime Minister Harper demanding that Canada reverse its shameful opposition to the right to water, and join the growing number of countries that have formally recognizing that access to safe, clean, affordable drinking water is a fundamental human right. CUPE National President Paul Moist urged Stephen Harper to improve access to clean public water in the global South.

CUPE supports KAIROS’ continuing campaign regarding water as a sacred gift, public trust and human right. Currently, the campaign is focusing on pressuring the Canadian government to enforce environmental legislation at home, and enact binding legislation to hold corporations accountable

for environmental abuses committed overseas. CUPE also joined Public Services International in highlighting water as a women’s issue and pressing governments to accept their responsibility to provide quality water services to all.

CUPE continues to be on the front lines promoting public financing, community control and public-public partnerships between governments as solutions to water security. CUPE members work in coalition with others to demand that access to clean water be guaranteed for all. Whether in New Brunswick or Tanzania, water is a human right. Water is a community resource that must not be exploited for profit. It is critical that we continue to build and enhance our strategies and tools for protecting public water.

person-to-person

CUPE National has provided financial support for CUPE 3906 member Patricia Chong, a teaching assistant at McMaster University in Hamilton, Ontario, to take a one-year master’s program on labour policies and globalization at the Global Labour University (GLU) in Germany, beginning in October 2007. GLU brings together students from around the world who have been involved in labour and social justice in their home countries.

AFFILIATES, RELATIONSHIPS & COALITIONS

CUPE's experiences and those of our global partners teach us that organizing to win requires coalition work. Partnerships are an important part of most campaigns and activities, often essential to fighting privatization, and building and defending strong communities.



(L-R) Fred Hahn (secretary-treasurer, CUPE Ontario Division), Bobby Nand (CUPE 4400) and Marie Clarke Walker (CLC vice-president, member of CUPE 4400) participate in the CLC Labour Forum on AIDS held in Toronto in August 2006.

International Agencies within CUPE

CUPE is fortunate to have, among its membership, a number of agencies whose international work is their *raison d'être*. Many of CUPE's most committed international activists work in these agencies, which provide valuable services and support.

- **Canadian Council for International Cooperation, CUPE 3371:** A coalition of Canadian voluntary sector organizations working globally to achieve sustainable human development, CCIC has regional working groups that undertake international aid and trade-related policy research and lobbying.
- **CoDevelopment Canada, CUPE 1004-13:** "CoDev" has been building alliances between unions, community and women's groups in Canada, Latin America and Cuba for 26 years. It coordinates a number of projects supported by CUPE's Global Justice Fund.

- **Canadian University Services Overseas, CUPE 2440:** A Canadian-based international development organization, CUSO works with partner groups and individuals to foster equality and freedom, safeguard cultures and communities, and protect the environment.
- **KAIROS, CUPE 4557:** As the coordinating body of Canadian churches, KAIROS works on international issues such as debt, energy, water, HIV / AIDS, human rights, trade and poverty.
- **Oxfam Canada, CUPE 2722:** Founded in 1963, Oxfam supports international community programs in food security, health, nutrition and democratic development, with an emphasis on working with women. Common issues of importance, such as strong public services and a focus on women's rights, have led to a joint campaign between CUPE and Oxfam Canada that will be launched in 2007-2008.

Affiliations

As part of a global network of trade union activists, CUPE is formally affiliated with organizations that promote CUPE members' interests at the international level.

- **Canadian Labour Congress (CLC):** CUPE is the largest affiliate union of the 3 million-member CLC. The CLC's international department coordinates projects all over the world, as well as the Labour International Development Program, which allows CUPE's Global Justice Fund to access funding from the Canadian International Development Agency.



(L-R) Anne Boulet and Wendy Iler (co-presidents, CUPE 1979) were sent to the World Social Forum 2007 in Nairobi by their local at the Canadian Union of Postal Workers.



October 28th, 2006 peace march in Vancouver. CUPE member Megan Schlase (CUPE 15) is holding the middle of the “Out of Afghanistan” banner.

- **Public Services International (PSI):** CUPE is directly affiliated to PSI, a global union federation made up of more than 650 trade unions. Together, these unions represent more than 20 million workers who deliver public services in 150 countries and advocate for public services workers around the world (see p. 2 for more information).
- **International Trade Union Confederation (ITUC):** In 2006, the International Confederation of Free Trade Unions merged with the World Confederation of Labour and eight other national trade union organizations to form ITUC. ITUC represents 168 million workers through its 306 affiliated organizations in 154 countries and territories. CUPE is affiliated to the ITUC through the CLC.
- **International Transport Workers’ Federation (ITF):** CUPE is affiliated with the 100-year-old ITF, which represents 4.5 million transport workers in 681 unions in 148 countries. ITF coordinates work on common corporate strategies, effective union responses and issues affecting flight attendants the world over.
- **Coalition of North American Flight Attendants (CNAFA):** CNAFA brings together CUPE’s Airline Division and a wide range of different U.S. unions.

Partners, Networks & Coalitions

CUPE does not work alone. Strong networks and coalitions allow us all to broaden the scope of our work. The organizations that follow are important friends on international issues, sharing

information and supporting each others’ initiatives.

- **Canadian Centre for Policy Alternatives (CCPA):** A non-partisan research institute concerned with issues of social and economic justice. CUPE works closely with the CCPA in areas such as trade and economic policy.
- **Canadian Peace Alliance:** Canada’s largest umbrella peace organization provides a coordinated voice for peace issues at the national level.
- **Common Frontiers:** A multi-sectoral working group that promotes alternatives to the social, environmental and economic effects of economic integration in the Americas. Common Frontiers is CUPE’s link to the Hemispheric Social Alliance.
- **Council of Canadians:** Canada’s largest citizens’ organization, with members and chapters across the country. It promotes fair trade, energy security, and resisting the degradation and privatization of water.
- **Polaris Institute:** Works to enable citizen movements to re-skill and re-tool themselves to fight for democratic social change in an age of corporate driven globalization. Issues include: energy, fair trade, water, security and transnational corporations.
- **Worker to Worker, Canada-Cuba Labour Solidarity Network:** Aims to build links of solidarity and friendship between Canadian and Cuban workers, in particular, the Central Trabajadores de Cuba (Cuban Worker Central).



Labour leaders from many countries share experiences in the “decent work” tent during the World Social Forum 2007.

STRIDING FORWARD

CUPE is proud of our international solidarity work, and the committed activists and staff who work to defend human rights, including labour rights, at home and in so many corners of the globe.

The gap between rich and poor is growing both within and between countries, and access to decent and secure work is becoming increasingly rare. Meanwhile, more than 70% of those living in absolute poverty – struggling to survive on \$2 per day or less – are women and girls. We make no mistake that this is the result of neo-liberal economic policies, yet we cannot forget that aid also has a role to play.

Canada has to do its fair share, and CUPE will be continuing to work with our coalition partners – Canadian Council on International Cooperation, Common Frontiers, Oxfam Canada and others – to hold the federal government to account. The world needs more and better aid for human development, not money for weapons, war and privatization. So, too, do we need to fight to eradicate poverty, help improve the circumstances of women and girls around the world, and ensure a sustainable future for the planet and its peoples.

We must continue to improve circumstances in our own backyards. Poor working conditions, poverty, social inequality and privatization of public services are very real problems in Canada. These issues are connected to global realities. By defending our own rights, we support our allies in the global South who look to the developed world for examples and partners in their efforts to improve working and living conditions in their own countries.

We have our work cut out for us, and we have reason for hope, because together we *can* make a difference. For example, labour played a key role in coalition work that resulted in the defeat of so called “free-trade” agreements – such as the Free Trade Area of the Americas, and the Multilateral



(L-R) Anne Didier-Floyd (CUPE job evaluation representative) and Pauline Niles (president, CUPE 1) at the conclusion of a long march to close the World Social Forum 2007.

Agreement on Investment – that would have harmed workers, communities and the environment. Led by water workers, a well-organized movement in Cochabamba, Bolivia, achieved community control of a private water facility. Progressive movements are electing leaders across Latin America who are making economic policy that puts workers’ and community interests before corporate profits.

Our international work reminds us that we are not alone. Labour and community activists throughout the world fight the same fight in different arenas. We have much to learn from our brothers’ and sisters’ struggles and successes. We will continue to share our own experiences, and support the joint work that strengthens all of us, as part of this global community struggling for a better world. That is what solidarity is about.



GLOBAL justice **MONDIALE**