



Twenty-eight  
Biennial Convention  
Proceedings

CUPE NATIONAL CONVENTION  
**Toronto**   
**CUPE** 2017

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## **MONDAY, OCTOBER 2, 2017**

### **MORNING SESSION**

#### **CONVENTION OPENING**

*The 2017 CUPE National Convention was called to order at 10:00 a.m. with Brother Fred Hahn, President of CUPE Ontario, in the chair.*

FRED HAHN (President, CUPE Ontario): It is my great pleasure to welcome you to this convention and to call the 28<sup>th</sup> Constitutional CUPE National Convention to order. This week we are coming together from across the country to chart a course for our union over the next two years. Earlier this year we asked CUPE members for their perspective on our union, what CUPE means to them, what makes CUPE the great union it is, and I have the honour to present to you the national convention video.

*“video presentation”*

Now, it is my official duty at this moment to welcome you as the President of CUPE Ontario to the Ontario region and to the City of Toronto for this convention. Welcome, delegates from across the country. Now, we are in Toronto. Sometimes called the centre of the universe. And those of us in Toronto know that many in the rest of Ontario like to poke some fun at this city. It is a city people might like to hate a bit. In fact, it is part of the dynamic of our province, and who is kidding who. We have that dynamic across the country. Lots of delegates from other regions often can feel that way about Ontario. We are kind of big and loud and we take up a lot of room, but we don't buy that kind of division in CUPE. In CUPE, we know better than that. We know that the heart of this city isn't the bank towers on Bay Street. That the heart of this city are things that keep us together in our communities, whether that be here or anywhere across the country.

Just blocks from this Convention Centre there are public schools, child care centres, libraries and municipal recreation centres. They are the living, breathing heart of this city and Toronto's neighbourhoods. Our public transportation system is the vital link between those neighbourhoods and our public utilities and power system literally light our way. Our universities attract people from around the world and it is our airline workers who help to bring them from around the globe to Toronto. And in the

helping hands that people look to in difficult times, they are not in the bank towers on Bay Street. They are in our hospitals and our ambulances, our social service agencies and our long-term care homes. The centre of the real people's universe here in this city is the public services provided by CUPE members every day.

And that is the same no matter where you live across this land that we call home. It is common whether you live in Corner Brook or Cornwall, Canmore or Port Coquitlam, Iqaluit or Chicoutimi. Our services that our members provide keep our communities strong, bring us together. They are what make our country great. Which is why those who seek to profit by privatizing, attack our members and our services so viciously. Why those who seek to pit workers against each other will pit our full-time members against our part-time members, the private sector against the public sector. But those are not the only divisive tactics our members face. Our equality statement rightfully names what is they are. Racism and sexism, homophobia and transphobia, discrimination on any basis, these are the tactics that are making front page news, but they aren't new.

Employers and some governments, bankers and CEO's, the ruling class have always tried to use them to divide workers from each other and we need to be honest with ourselves that in our families, in our neighbourhoods, for sure on our Facebook friends' list and some of our members, well, we are soaking in these divisive tactics. It is why we must resist and fight back because those tactics that hurt us, they divide us, not just in our union but in our communities when they are levelled against us, in our politics. And that is why in CUPE as a union with social unionism at our core, we understand that our obligation to defend our members does not end at the doors of their workplaces. Why now more than ever we need to be at the forefront in the fight against white supremacy and hatred wherever it raises its ugly head. Why we need to stand for real truth and reconciliation for Indigenous people. We understand the value of public education and public health care and public water and if we can have it in our communities, we must demand it for every Indigenous community in this country.

This week we get to define how we are going to respond to the politics of division. How we are going to stand against governments that try and remove our right to free collective bargaining. How we will push

back against concessions, make sure the next generation does better than this one, not just by saying no to two-tier agreements, but by demanding real improvements in our collective agreements. We will resist privatization wherever it rears its ugly head, because when they privatize our services, they just can't bring us together in the same way, not when they are about profit. The profit motive divides those with means against the rest of us.

This week we are here to strategize on how we will use our solidarity to strengthen our common purpose, about how we will break down the barriers between our regions and our sectors, find solace in our common struggle and inspiration from each other's victories. This week we must be clear, to ourselves and to those who seek to divide us. We are a union that will not stay quiet. We are a union that is loud and proud, bold and brave. We will demand better for our members, for our communities, and for our public services.

So welcome to Toronto. And welcome to Ontario. We are not the centre of the universe. But we do our trade unionism and politics here with a whole lot of fire and more than just a little bit of fun and we in CUPE Ontario wish you all the very best national convention while you are here with us.

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

FRED HAHN (President, CUPE Ontario): We are honoured to be joined today by Elder Peter Schuler to bring greetings from the Mississaugas of the Credit on whose territory we are meeting this convention. As a writer and artist, Peter is passing on the traditional teachings of his people through story-telling. He shares these stories at elementary and high schools and teaches Indigenous environmental knowledge at the University of Waterloo. Since his retirement from his construction work, Peter has been dedicated to promoting the understanding of First Nations history and culture as a way to fight racism.

Please help me in welcoming Elder Peter Schuller.

*Following Peter Schuller's address, Brother Fred Hahn thanked him and presented him with a gift.*

*"Solidarity Forever"  
"Bread and Roses"*

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

CHAIRPERSON MARK HANCOCK: It is my honour and my privilege to introduce some special guests. We are joined by many distinguished guests. First, to my left we are joined by Brother Jeff Rose, President Emeritus from 1983 to 1991. Sitting beside Jeff is a good friend of mine, a good friend to many people in this room, Paul Moist, President Emeritus who served from 2003 to 2015. Sitting next to Paul is Brother Jean-Claude Lanier, National Secretary-Treasurer of CUPE from 1985 to 1989 and of course Brother Claude Généreux, National Secretary-Treasurer from 2001 to 2011.

But there is one President Emeritus that is missing today, a good friend of many people in this room, Sister Judy Darcy who is back in British Columbia as a Cabinet Minister elected under the John Horgan government. Let's make enough noise so Judy Darcy can hear us.

I also want to welcome Brother Larry Rousseau, Executive Vice-President of the Canadian Labour Congress and he is going to be acting as our Chief Electoral Officer this week. Next to him, Brother Kevin Rebeck, President of the Manitoba Federation of Labour and a former member of our National Executive Board. Beside him is Brother Danny Cavanagh, President of the Nova Scotia Federation of Labour, and again, a former member of our National Executive Board. I was with Danny last week, showing the premier of Nova Scotia what we thought of his Bill 148. Next to him is Brother Patrick Colford, President of the New Brunswick Federation of Labour. I also want to welcome Brother Fred Loft, former member of our National Executive Board.

We also have with us today to my right a great friend, somebody that we are so happy that is here to join us this week Nesrine Malik, one of our keynote speakers and a columnist with The Guardian. Please give her a strong CUPE welcome. We have some other friends from across the globe as well. Brother Avigail Pérez Llanes, Secretary General of SINTAP, the public sector workers in Cuba. Someone I have met on a few occasions over the years, but a good friend, Sister Sandra Ramos of MEC, from Nicaragua. Solidarity, Sister. Sister Wol-san Liem, Director of International Affairs in the Korean Peninsula for the KCTU, Korean Union of Public Services and Transportation Union. Welcome, Sister. Brother Ferdinand Gaité, the National President of COURAGE, the Federation of

Unity and Advanced Movement of Government Employees from the Philippines. And the last but not least, the President of UNISON, our sister union from the United Kingdom, Sister Margaret McKee. Welcome Sister. It is an honour to have all of you here with us.

### **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; Denis Bolduc, Québec; Fred Hahn, Ontario; Judy Henley, Manitoba and Saskatchewan; and Marle Roberts, Alberta and British Columbia.

The two Diversity Vice-Presidents are: Yolanda McClean and Gloria Lepine; and the Regional Vice-Presidents Are: Wayne Lucas, Newfoundland and Labrador; Nan McFadgen, Nova Scotia; Leonard Crawford, Prince Edward Island; Odette Robichaud, New Brunswick; Marie-Josée Alvarez and Benoît Bouchard, Québec; Candace Rennick, Michael Hurley and Henri Giroux, Ontario; Gord Delbridge, Manitoba; Tom Graham, Saskatchewan; David Graham, Alberta; Paul Faoro 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 MARK HANCOCK: At CUPE events, we want everyone to feel respected and included. It makes our union stronger. Our Equality Statement sets the tone for this convention and is supported by CUPE's Code of Conduct. At every national convention, there's a team of ombudspersons that are ready to hear complaints about behaviour that is not in line with the equality statement or the code of conduct. We have a new video that shows how the Ombudsperson Program works at national convention. Let's have a look.

*“video presentation”*

If you do need to reach an ombudsperson during the convention, you will find the phone number in your program.

My friends, since we met last in Vancouver in 2015, our CUPE family has suffered many losses, we do our best to track members, staff, and retirees who have passed, and we acknowledge them at every National Executive Board meeting.

I'm always struck by the tributes paid to our fallen comrades at the division conventions, yet, I know if we were to put up a list of names, we would miss someone. And I also know if we do here what many of you do at your division conventions and read them into the record, we would simply run out of time for convention. There are so many members of our CUPE family that I am missing here today, and I know that you are feeling it too. Some good friends that we have lost in the last two years. Please join with me and stand for a moment of silence and tribute to our fallen sisters, and our fallen brothers and our fallen friends.

*“moment of silence”*

### **RULES OF ORDER**

CHAIRPERSON MARK HANCOCK: I want to draw your attention to the rules of order. These are CUPE's continuing rules of order, which are set out and part of our national constitution. A copy of the rules of

order is in your kits. If we run into any constitutional issues or parliamentary disputes, not that I would expect that from a CUPE convention, I am lucky enough to call on the immediate expertise of five very wise and learned constitutional advisers. Sister Dawn Learning, Brother Paul O'Ryan, Brother Glenn Gallant, Brother Justin Schmidt, and Sister Susan Coen. I thank you for your support.

We do conduct the convention as set out in the rules of order in the constitution, but you have a role as delegates to move the convention along so we can together deal with the important business before us. I will not abuse my role in the chair. I will try always to be fair, to be democratic and respect the rules of order and to be consistent and fair in the application of these rules. I say that knowing full well that if you ever think I stray away from that, you will let me know. From time to time, I will be asking the General Vice-Presidents to assist me in this task, and I know they will give you the same respect.

When you wish to speak from the floor, please approach an appropriate microphone. You will notice they are labeled pro and con. Use the pro mic if you support the report, motion, or resolution, and use the con mic if you are opposed to it. Make sure every time you speak, you identify yourself, you give your name and the local, council, or division you represent here. When speaking delegates are limited to 3 minutes. This is a rule that's been in place since 1993 and helps to ensure that we can hear from as many delegates as possible. We have timers that will count down the 3 minutes and warning lights as well. A yellow light will come on when you have 30 seconds left and the red light means your time is up. I will cut your microphone off if I must. I also want to talk about points of order, points of information, points of interest and other points delegates try to make at mics either in the middle of a debate or in between debates. I will do my best to limit these points to those that are legitimate under the rules of order, otherwise we will get bogged down and can't complete our work.

Under our rules, there are only 2 points allowed. Delegates can make a point of order or point of privilege. A point of order is made when a delegate believes that something has happened that's contrary to the rules of order. A point of order must be raised at the time of the alleged irregularity. It cannot be raised later. When a point of order is made, I will consider the objection and make a ruling. A point of privilege can only be made if a delegate feels it is

necessary to correct an inaccuracy that would otherwise reflect badly on him, her, or on CUPE. It is my job to decide if it is in fact a matter of privilege and I don't intend to be overly flexible on this.

Under the rules of order, there's no such thing as a point of information, and I know we all have points of view, but those aren't allowed either. I will not allow delegates to rise to the microphone no matter how creative you try. If you wish to share information with delegates or make an announcement, please don't get up to the microphone to raise a point. Instead, go to the convention office in 701B. The staff there will help you put the announcement in writing, and I will make the appropriate announcements on the adjournment of each session.

Sisters and brothers, we have a lot of work to do this week and it is my job to make sure we use the convention to do convention business and I'm counting on your cooperation to make that happen.

#### **CREDENTIALS COMMITTEE REPORT**

The committee members are: Sherry Hillier, co-chair, Local 879, Newfoundland and Labrador; Joe Rarama, co-chair, Local 1550, Manitoba; Dawn Bellerose, Local 1880, Ontario; Jim Calvin, HEU, British Columbia; Leonard Gallant, Local 1779, Prince Edward Island; Scott Hepfner, Local 417, Alberta; Richel Nixon, Local 7, Saskatchewan; Tanya Paterson, Local 4078, British Columbia; Minerva Porelle, Local 3392, New Brunswick; Joëlle Ravary, Local 1500, Québec; Kim Wentzell, Local 4095, Airlines; Greg Williams, Local 5248, Nova Scotia; Henri Giroux, NEB Liaison; Caroline Bédard, Maxine Copeland and Michelle Miller, Staff Advisors.

This is the first report of the committee.

From Newfoundland and Labrador: 43 delegates representing 22 local unions; 1 delegate representing 1 provincial division; for a total of 44 delegates and 13 alternate delegates.

From Nova Scotia: 59 delegates representing 27 local unions; 1 delegate representing 1 provincial division; for a total of 60 delegates and 9 alternate delegates.

From New Brunswick: 80 delegates representing 40 local unions; 3 delegates representing 3 councils of unions; 1 delegate representing 1 provincial division; for a total of 84 delegates and 18 alternate delegates.

From Prince Edward Island: 28 delegates representing 13 local unions; 1 delegate representing 1 council of unions; for a total of 29 delegates and 4 alternate delegates.

From Québec: 124 delegates representing 47 local unions; 4 delegates representing 4 councils of unions; 1 delegate representing 1 airline component; 1 delegate representing 1 provincial division; for a total of 130 delegates and 5 alternate delegates.

From Ontario: 495 delegates representing 198 local unions; 1 delegate representing 1 council of unions; 9 delegates representing 9 district councils; 1 delegate representing 1 service division; 1 delegate representing 1 provincial division; for a total of 507 delegates and 38 alternate delegates.

From Manitoba: 61 delegates representing 19 local unions; 1 delegate representing 1 provincial division; for a total of 62 delegates and 5 alternate delegates.

From Saskatchewan: 68 delegates representing 23 local unions; 1 delegate representing 1 council of unions; 1 delegate representing 1 provincial division; for a total of 70 delegates and 3 alternate delegates.

From Alberta and the Northwest Territories; 90 delegates representing 30 local unions; 2 delegates representing 2 district councils; 1 delegate representing 1 provincial division; for a total of 93 delegates and 1 alternate delegate.

From British Columbia: 185 delegates representing 89 local unions; 1 delegate representing 1 council of unions; 2 delegates representing 2 district councils, 1 delegate representing 1 provincial division; for a total of 189 delegates and 4 alternate delegates.

At this time, we have a total of 1,268 delegates and 100 alternate delegates representing 508 local unions, 11 councils of unions, 13 district councils, 1 service division; 1 airline component, 9 provincial divisions, 2 national officers and 5 general vice-presidents for a total of 1,275.

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 S. Hillier, committee member – Carried)*

There are four locals that have been chartered after the end of the previous fiscal year. They are locals 2881, 3247 and 5425 from Québec and 6364 from Ontario.

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.

On behalf of the committee, we move adoption.

*(M/S S. Hillier, committee member – Carried)*

### **CONVENTION CALL**

CHARLES FLEURY (National Secretary-Treasurer): In April of this year, a notice was issued to all local unions and chartered organizations. All the resolutions and constitutional amendments were presented in accordance with Article 6.11(a) of the CUPE Constitution as well as any changes that you will find in the kit. A copy was posted for all chartered organizations on the CUPE website thirty (30) days prior to calling today's convention to order.

In accordance with Article 6.3, the official call for the 28<sup>th</sup> Biennial National Convention was issued on July 4, 2017 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 2,600 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 28<sup>th</sup> biennial convention.

*(M/S C. Fleury, Member – Carried)*

*“video presentation”*

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

MARK HANCOCK (National President): Good morning, sisters, brothers, friends. Welcome to Toronto.

It is my great privilege to welcome all of you, to the 28<sup>th</sup> CUPE National Convention. I want to give a special shout out to the National Executive Board members from Ontario, Fred Hahn, Candace Rennick, Michael Hurley, Henri Giroux, and Yolanda McClean and everybody else at the back of the hall.

We are so happy to be with you at this convention in a province where CUPE is standing up against privatization at every turn. You are taking on the provincial government's plans to sell off hydro shares. You are campaigning against city councils who threaten to contract out our solid waste, and you are fighting institutions that want to privatize food, cleaning, and laundry services. This is also the province with the most strikes in the last two years where our members are standing up to bad employers. Because of the continued efforts by CUPE activists, we are finally seeing improvements on the labour code and a \$15 minimum wage!

I want to welcome, Paul Faoro, Victor Elkins, and all our delegates from British Columbia where we just turned the page on 16 years of corrupt Liberal governments and elected a new NDP government and three CUPE sisters in the legislation.

I want to welcome, Marle Roberts, David Graham, and Gloria Lepine and all our delegates from Alberta who have been weathering some difficult times like the fires in Fort McMurray and economic downturns, but they are coming out stronger on the other side. Welcome to our delegates from Alberta!

I want to welcome Judy Henley, Tom Graham, Gord Delbridge and all our delegates from Saskatchewan and Manitoba where our members are leading the charge against conservative governments bent on undoing generations of progress for working people.

I want to welcome Danny Légère, from New Brunswick, Leonard Crawford from P.E.I., Nan McFadgen from Nova Scotia and Wayne Lucas from Newfoundland and Labrador and all our delegates from Atlantic Canada and the Maritimes who are fighting back every day to defend public services against liberal governments who said one thing to get elected and did the opposite after they got in office.

Welcome to Denis Bolduc, Benoît Bouchard, Marie-Josée Alvarez, and all our delegates from Québec where this winter we won one of our best victories in organizing.

I want to thank our Secretary-Treasurer Charles Fleury. Charles is a dedicated leader who is very determined and a great friend. Thank you, Charles.

Finally, I want to thank all of you. Thank you for making the trip across our vast and beautiful country. Thank you for making the time to be here to be part of the discussions that we're going to have this week.

I want to thank our amazing staff, those with us here this week, making our convention work, and those who are back home, supporting our members.

Looking out across this room, filled with so many people who are so passionate about building our union, let me tell you, my friends, it is a pretty wonderful sight.

So, give yourselves a round of applause, bravo! Thank you for being here!

I want to begin by acknowledging what an incredible privilege it has been for me to serve as your national president for the last two years. I am grateful for having the opportunity to work alongside some truly inspiring minds and dedicated union activists. And for being able to help our union grow, even as other unions struggle to maintain membership. I have been so proud to support our locals, our members, and leaders during tough rounds of bargaining, strikes and lock outs. And I have been so very proud to seize every opportunity that we have had to make our union stronger. All of that and so much more has made the last two years an experience of a lifetime for me and one that I'm excited to continue, if I'm privileged enough to have your vote of confidence again this week.

Our union is an incredible organization. We have proven time and time again that we are up for every challenge that comes our way, and that is thanks to each one of you. All our members, from coast to coast to coast, thank you!

A lot has changed on the federal scene since our last convention. The Trudeau government was sworn in, and we have been able to work with them to achieve real concrete victories for working people. Together we successfully lobbied governments to repeal bills C-377 and C-525 and Stephen Harper's attacks on the labour movement and the rights of every worker to belong to a union. Together after a strong push by labour and our friends in the NDP, we won a significant increase to the CPP which will help Canadians retire with dignity. These are important victories and ones that would not be possible without the hard work of CUPE members. But we have also watched the Liberal government break a lot of promises. They promised to protect retirement security and then brought in bill C-67, a back-door attempt to undermine the pensions that Canadians have earned in good faith.

They said they would put in a fair voting system, only to abandon that in the most cynical way possible. They told communities they would help build infrastructure but instead they gave us the Canada Infrastructure Bank. A massive privatization scheme that will ratchet up the costs and corporate control of our public infrastructure in a way that only Stephen Harper could have dreamed.

And from child welfare to water treatment to the dysfunctional Commission on Missing and Murdered Indigenous Women, the Trudeau government turned its back on so many important commitments to Canada's Indigenous peoples. But my friends, we won't give up on these and other important fights over the coming years. Because while governments might be concerned with getting re-elected, as union members, we are concerned about fighting for equality, for social justice, and for accountability from our politicians.

There are no easy victories in our field. It is by working hard and by being determined that we will achieve our goals. All of those who have had to face conflict and stood on a picket line over the last two years know this very well.

Whether we were locked out or forced to take that last resort of going on strike, the struggles of our members who walked the picket line over the last two years reminds us just how tough it can be. Their struggles also remind us how important it is to stand up for what's right. And to stand up for each other when we see folks on a picket line.

That's why I want to acknowledge the courage of the members of Local 2316, the Children's Aid Society in Toronto who went on strike for a fair contract. Local 4325, Family and Child Services Workers in Guelph and Wellington who fought back for better wages. Local 1989, our Library Workers in Mississauga who took up the fight against precarious work. Local 926, our Support Workers at Wilfred Laurier University who took action against contracting out.

Child Care Workers at the YM and YWCA in Ottawa who fought for and won better wages for our members there. Local 4914, child care workers in Peel who showed such resolve in the face of shady employer tactics and eventually carried the day. Local 2049, the Children's Aid Societies in Nipissing and Parry Sound who won the day in their fight for a better contract and no concessions. Local 2500 at

Laval University resisted concessions for members and for retirees. I congratulate our members from Local 89 in Montreal who were on strike for decent timetables to protect their retirement and to fight against contracting out. Local 4155, the Catholic District School Board of Eastern Ontario who fought for a fair collective agreement. Local 2073, the incredible workers at the Canadian Hearing Society across Ontario who held the line against concessions and won their fight for better sick leave and better workload protections.

Locals 32 and 1882 the City of Cambridge, members who fought hard and proud for better wages. Local 1816, the Pacific Blue Cross workers in British Columbia who went to bat against concessions to their retirement and health care benefits. Local 1600, the zoo workers right here in the City of Toronto who fought for their members and for the safety of the animals that they care for and who I honestly think should win an award for the most creative picket signs. Those were amazing! And finally, I want to give a salute to the Library warriors, the sisters of Local 2974 in Essex county on strike for over 231 long days to resist concessions on sick leave. Such an incredible example of strength and solidarity for our union.

Let's give them and all our sisters and brothers who made a large sacrifice, a big round of applause. Congratulations and thank you to all of you.

But you know, our work doesn't start or stop at a picket line. The last two years we have seen new challenges to our contracts and our working conditions. And we have encountered new threats to the very existence of public services in Canada. And my friends, CUPE members in every corner of this country and every sector of our union have risen to the occasion and met those challenges head on every time.

Whether it's our Airline Division doing incredible work to improve health and safety for flight attendants and passengers alike. Or our hospital unions pushing back against workplace violence. Whether it's fighting back against privatization of our hydro in Manitoba or here in Ontario. Or saying no to P3 health care in Newfoundland and Labrador. Whether it's our post-secondary workers or our municipal workers fighting back and winning against the contracting out of their work. Or our library workers and social service workers showing there's a better way than austerity for these critical services in our communities across Canada.

Or our members from the Transportation Sector in the greater Montreal region who have been fighting against privatization of public transit and projects that had been praised by the Quebec government. Or our communications members who ensure that income tax credits for the industry be distributed more equitably. Whether it's our paramedics in British Columbia and Ontario fighting for the respect and recognition that they deserve, or our highway workers in Nova Scotia and New Brunswick working to keep the roads safe for everyone.

Our job as a union is about protecting people and protecting jobs, of course. But even more than that, it is about protecting the role that these people play in our society. It is about building those connections within our communities. It is about ensuring that the services people need are going to be there for them, delivered to them by people who care.

Delivering public service is more than a job. I know how strongly each and every one of you feels that deep within your heart and how deeply committed we are to defending and strengthening our cherished public services and their vital role in our communities. Well, my friends, we know that's a job that truly never ends. But it is CUPE members like you who are out there everyday protecting those public services that keep our communities thriving.

So, let's hear it for every CUPE member out there working to keep our public services alive and well in our communities.

As you know, collective bargaining is our core responsibility as a union. It is also one of the best ways that we can build our collective strength, by engaging and mobilizing our members, and using that as a source of strength as we seek a better deal for our members and a better country for all Canadians. Because whether we like it or not, we are living in a new era for collective bargaining. We are living in a country where no matter where you live, no matter what sector you work in, governments and employers are coming after the hard-earned rights of workers. They are taking new, aggressive approaches to try to cut back wages, benefits, and working conditions that we have spent generations fighting for.

Now, I have been inspired over the past two years to see the way CUPE has stood firm, the way our locals and our activists have held their ground against tough opponents. The way our incredible staff has provided

the dedicated support our members can count on. The way that CUPE members have fought back and won against daunting odds. But I also know that it isn't easy. That's why Charles and I together with the National Executive Board made it a priority last fall to re-imagine how we could do collective bargaining differently in 2017 and beyond. And this year announced a renewed bargaining policy for our union, to acknowledge that we are fighting new battles on unfamiliar territory, to acknowledge that our members and our locals need new resources and increased support, and to send two very strong and clear messages.

First, for our members, when your rights are under attack, we have your back. When you are standing your ground against government austerity, we will stand with you every step of the way. And second, a message to governments and employers across this country. When they demand that CUPE members accept concessions and two-tier bargaining proposals at the bargaining table. When they demand an ever-increasing number of CUPE members accept that violence is just part of the job and increasingly precarious working conditions that are just part of the norm. When they attack the rights of our members, they are not just taking on one member or one local; they are taking on all 650,000 of us.

When it comes to advancing the cause of workers' rights in our country, CUPE will always bargain forward. And when it comes to defending the hard-won rights of workers in Canada, we will not take one step back. With our new bargaining policy, we have a new game plan to ensure that our union solidarity is strengthened, and I know that if we manage to mobilize and if we stand together, we can continue to build on our strength to achieve great things for workers throughout the country.

Over the past two years, growing our union's commitment to diversity and inclusiveness has been another important priority for CUPE, and it will continue to be one for the years to come. Because CUPE is a proudly diverse union, and we have been a leading voice in our workplaces and on the national stage for inclusion since the earliest days.

As Canada's largest union, it is our job to stand up for equality and diversity. And it is our true calling to speak out for those who do not have a voice. The makeup of our union continues to evolve and becomes more diverse. Today one in six CUPE

members identifies as being racialized, one in five is under the age of 35 years old, seven in ten CUPE members are women, and a rising number of CUPE members identify as Indigenous, LGBTTTQI or workers with disabilities. Meanwhile, across the country, CUPE's organizing efforts are focused on sectors and communities with some of the most marginalized workers. Many of them are young workers or workers from equity-seeking groups, folks who don't often see themselves represented in leadership positions. Since 1999, CUPE has had two diversity vice-presidents on our Executive Board, and I want to give a special thank you to Gloria Lepine and Yolanda McClean, our two sitting Diversity Vice-Presidents, who do such valuable work for CUPE and all our members.

But the reality, my friends, is that there are still voices missing from around our table, and it is time to change that. This week we have an opportunity to do just that, with the resolution to add four more seats to our National Executive Board. One for young workers, one for LGBTTTQI workers, one for workers with disabilities and one for women in addition to the two seats that currently represent Indigenous workers and racialized members.

My friends, I want these new voices around our board table. Frankly, I cannot think of a time when our union needed them more. In the last year, we have seen the election of Donald Trump as President to the south of us, and the rise of Andrew Scheer, a social conservative to the right of even Stephen Harper. And the revival of white supremacy in North America and around the world. These are the things that remind us that equality and respect for diversity don't just happen on their own. We must work for equality. We must strengthen our diversity, and we must build respect, my friends, and it is time to do just that.

As our membership changes and we welcome more workers from underrepresented groups into our CUPE family, it is time for our leadership structures to change as well. We have a profound opportunity to better represent and reflect our membership and to expand the richness and the perspectives around our table, so that we can make better decisions about the direction of our union and build our strength for the challenges down the road. We must seize this opportunity to be more representative and to better reflect our membership, new points of view to debate, to come to better informed decisions in order to face the challenges that we need to face, and to show our commitment to equality within the National

Executive Board and within our union. It is time to deepen our commitment to equality at the National Executive Board and across our organization.

My friends, our union has grown a lot since we last met, and at our last convention in Vancouver in 2015, we had 635,000 members. Today, in Toronto, we stand at 650,000 strong. And it is no accident that we are growing as other unions struggle to maintain their current membership. Over the past few years, we have renewed our focus on organizing. We have rolled up our sleeves and we have done some hard, hard work to get where we are today from the local level all the way up.

And in the face of intense pressure by right-wing governments across the country, to undermine the rights of workers and unions who represent them, in the face of increasingly dirty tactics by employers who will do whatever it takes to keep workers from getting the representation that they deserve, we have been there. CUPE has been there. Working to organize wall to wall in our workplaces, taking on drives large and small, defending our bargaining units against raids and decertification, and fighting hard in representation votes in all corners of the country as employers and governments restructure. Our efforts are paying off. Our union is growing. But there is so much more we can do, and that is why this week we'll be presenting to you a plan to build upon the work of the last two years and a road map for the future of our union because organizing and growing our membership means so much more than just numbers. When we organize, we don't just give ourselves and the people around us a better shot at a fair deal. We give ourselves a stronger voice to call out injustice, and we grow our capacity to build a just and a more equal society.

My friends, this gathering is a chance to remind ourselves where our real strength comes from, from each other. We are here to set the priorities of our union and determine the course of our future. We'll come together to build our strength for years to come, because when we look around today, we can see the power of our great union right here in this room. We can see the potential of union solidarity, but only when we stand together.

So, my friends, if you are proud to stand for justice and equality, for everyone, raise your hands. And if you are proud to stand for fair wages and working conditions and a secure retirement, then make some noise. If you are proud to fight against racism and

hatred, then stand up, if you can. If you are here to fight for those who do not have a voice, then stand up. If you are proud to stand up for public services in our country, then stand up.

This is a tremendous strength of CUPE, my friends. This is our force. This is what we can accomplish when we are united. So, let's stand united and together let's grow this union. Let's fix our country, and let's make a better world.

Thank you very much

*(M/S M. Hancock, Member – Carried)*

## **MONDAY, OCTOBER 2, 2017**

### **AFTERNOON SESSION**

#### **PRESENTATION OF THE NATIONAL HEALTH AND SAFETY AWARD**

MARK HANCOCK (National President): My friends, it is time to present our National Health and Safety Award. It is the first of many awards that we will be giving out this week.

The award pays tribute to a health and safety leader and activist, someone who has solved problems, achieved important victories, established precedents or improved workplace conditions.

This year the award goes to Brother Gervais Pelletier.

Brother Pelletier was a lead apparatus electrician at Hydro-Québec for 35 years. He was a member of Local 1500 and started working as an activist in the '80s. Over time, he took on a lot of responsibility, including the right to refuse unsafe work, complaints to workman's compensation, investigations, prevention and the safety code at Hydro-Québec.

Brother Pelletier has become a true expert, capable of identifying problems regarding policies and work practices and was especially excellent in convincing Hydro-Québec to modify its policies. Gervais helped his brothers and sisters a great deal by his dedication and knowledge, his availability and generosity.

I am very happy to give him the National Health and Safety Award. Brother Gervais Pelletier!

*“video presentation”*

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

CHARLES FLEURY (National Secretary-Treasurer): Good afternoon, sisters, brothers and friends. We meet on the Wyandot, Haudenosaunee, and the Mississaugas of the New Credit.

We are honoured to be here. In CUPE, we are committed to stand up for the land, water, and air to make it healthy, public, and to do everything in our power to stop global warming. In CUPE, we care for our planet. We care for our communities, and we care for each other.

Our members face many challenges, attacks at the bargaining table, government cuts, funding freezes, inequality, and temporary jobs. I'm happy to say CUPE members are always ready to take on the fight and you can count on your national union to back you up.

But the power of our national union does not come from our national office in Ottawa. CUPE is strong because every member does their part. That's 650,000 members, tens of thousands of dedicated activists and more than 850 staff members. Together, we are CUPE. When all of us work together, we have everything we need to fight attacks and win. We build our strength across our regions, our unions, our sectors and across the country.

We have a powerful union because we share our resources. Because of this solidarity pact, we can give better support to our members wherever they are in Canada. This is the purpose of our national union. Alone, we can only do so much. When we work together and support each other, we have the people power and the resources to win many fights.

Delegates, I congratulate you for the work you do every day for our members, and I'm very proud to be with you today as your national secretary-treasurer. I am ending my third term, and I want to thank you for your trust and support. I also want to thank our local union leaders. They do very good work for their members and communities. Our members can count on the support of our dedicated National Executive Board and the leaders in all areas of CUPE. I thank you for all you do to make CUPE the most powerful and the most progressive union in the country.

I also want to thank our CUPE National President, Brother Mark Hancock. I am very proud to be at his side, and I can guarantee that our members can count on Mark to be there for us. Thank you, Mark!

The strength of our national union is in our members and all those near and far who are part of CUPE and contribute to this union. When I talk about our national resources, I'm talking about the contributions made by each CUPE member that their locals send to CUPE National. Our members expect us to use these funds prudently and strategically. Let's not forget this when making important decisions this week.

Through the years, CUPE has put in place important resources to help members, especially during negotiations, when you are asked to make concessions at the bargaining table or when you're asked to accept disparity of treatment. We have important tools available to our members to increase their chances of winning; we have the National Defence Fund and the National Strike Fund you can use.

During this last term, we put millions of dollars into campaigns and recruitment. We have funded dynamic campaigns in each region of the country. Many of these campaigns were fighting against privatization, contracting out, and other concessions. Other campaigns targeted increased public funding, improving working conditions for precarious workers, defending equal rights and the rights of First Nations, fightback against violence in the workplace, creating better links with our allies, coordinating bargaining and mobilizing our members.

During the last convention, delegates agreed to change the percentages going to the defence fund and their strike fund. Previously, 6 per cent of per capita went to the strike fund and 4 per cent to the defence fund. Currently, it is 5 per cent going to each of these funds, and I'm proud to say that this discussion has been very fruitful. We now have more money for campaigns in the regions and more money for organizing and for recruitment.

Our National Strike Fund is very strong. I am very proud that the National Strike Fund is close to 95 million dollars in the bank. This is dedicated money for strikes, lock outs, and interest arbitrations. Our employers know this. Governments know this. And, it makes a difference at the bargaining tables.

In CUPE, we do many things to prevent a strike, but sometimes going on strike is the only way to keep what we have and to make gains. Being on strike is not easy. I know it from personal experience. In my

work with Hydro-Québec, I have been on strike five times. In 1999, both my wife and myself were on strike at the same time. The strike was 18 months long. These were very tough times and at that time, CUPE didn't have a strong strike fund.

When I became national secretary-treasurer, I promised myself I would work to make sure our strike fund stays strong and available for every member who needs it. We have made improvements to our strike fund regulation to help members when they need it most. At the last national convention, we set up the National Strike Fund Task Force who worked very hard and presented a consensus report, and last year at the September National Executive Board meeting, the task force report was unanimously adopted. As a result, we now have a shorter waiting period of four days, more flexible picket line shifts, better accommodation guidelines and improvements for locals who do not have the right to strike.

Access to strike averting campaigns is now better. Training for elected officials and staff is improved and every four years, a review of the strike fund regulations will take place. We now have an automatic way to make all possible improvements.

Overall, we have a solid and better strike fund. This makes our national union stronger and it makes each local stronger at the bargaining table. With these improvements, we can continue to move forward. We will not go backwards as some of our employers would like to see us do.

In my written report, you will see how we used the financial resources over the last two years. Each year costs increase. We must put more money into our regular activities, just as you do for your own locals and your own personal budgets.

Per capita continues to increase every year, but the growth in our revenues has been at a slower pace since the economic crisis of 2008, and this is a result of several factors. Salary freezes, the increase of the number of part-time jobs, the many members who retire and are replaced by new members who start at the bottom of the ladder.

I'm happy to say our investments perform well and make up for the reduced growth in income. We are also trying to have more precise projections and so far, they have been right. Here are some of the significant expenses that we have had since the last convention.

During the last term, CUPE National had to make a special payment worth \$744,000 dollar to the CLC for the fairness campaign and advertising on TV and that was in addition to the close to \$800,000 dollars in payment in 2014.

After the 2015 convention, the NEB enhanced budgets for international solidarity work and for the global justice fund. Here at home in Canada, our resources support some of the most important legal fights in the country, many at the Supreme Court of Canada.

We increased funding for our Fightback Fund by over one million dollars. This is the fund we use to defend against legislation or actions and attacks against our union and bargaining rights. Our union education programs continue to be revised and expanded in both official languages.

Many of our 67 offices and education centres are being updated each year and we continue to improve our technology and systems across the country. For example, we now have online registration for national events and for our education programs. We are setting up our arbitration and legal tracking systems and we are also updating our *“Collective Agreements and Local Union Information System”*.

Our website and social media platforms have been updated and are reaching more people. Our resources also supported our work across Canada in the federal election when we got rid of Stephen Harper. I am happy to say his Bill C-377 is now gone as well. Thousands of CUPE activists and staff worked on election campaigns across the country and some even ran for office.

Local leaders engaged their members in internal workplace organizing and got their members to vote. We supported the campaigns that resulted in successful NDP elections in Alberta and British Columbia and we worked on many other campaigns.

In 2015 and 2016, we dedicated one million dollars to national events such as the Sector Council Conference and the Human Rights Conference. Bi-annually, we also commit almost four million dollars for expenses related to our national convention.

I'm proud to report that over the two-year period, we have funded 94 locals who needed assistance to send members to our national events. At this convention, over 100 members are here thanks to national assistance. This way, we are more inclusive. This

especially helps new, younger and equity-seeking members.

Over the last two years, CUPE National has been at the forefront of many of the efforts to support climate action across the country and internationally. In this fight for the future of our planet, we connect with activists from Indigenous communities, trade unions, the social justice community, students and faith groups, together as social justice and environmental activists.

We have much more to do here. We continue to support our CUPE locals as they negotiate workplace committees to take climate action. CUPE locals are leading the way in efforts to retrofit public buildings, cut greenhouse gas emissions, and increase jobs that help move us into a more carbon neutral future.

We will continue CUPE's commitment to build a strong movement to advance these issues. This convention is carbon neutral and we continue to improve our work in this area. As you can see, when we pool our resources, we can accomplish so much.

But the financial power as a national union must be cared for and protected. If we want to continue to fight for safe workplaces, to increase our bargain strength and organize for change, to build better communities and a better world, to increase our members' power and move forward together, we must manage our financial resources carefully.

And we do.

CUPE's foundation is solid and we have the resources to back up each and every fight across the country. Still we have financial challenges as an organization, and it is my job to anticipate the trends and plan accordingly.

On the other side of the balance sheet, our costs of operating continue to increase each year. We must live within our means and it is a challenge. The National Executive Board has tough decisions to make, but together we find solutions to make sure we support our locals and offer strong representation to our members.

In terms of membership, we have won several representation votes and we have a greater number of members. Many workers are looking for a better future and became members of CUPE in 2015 and 2016 but external threats remain.

Governments and employers are always looking for any opportunity to privatize and contract out, which is costly for our members. Provinces are continuing with mergers and restructuring to reduce their own costs, and that means we have more and more of these representation votes. In 2016, there were mergers in the Health Care Sector in Quebec and CUPE members had to withstand these representation votes which affected more than 200,000 members.

CUPE locals in Quebec contributed unprecedented resources in this fight with support from CUPE Quebec, from the leaders in this sector, from our staff, and from CUPE National which invested hundreds of thousands of dollars into this campaign.

Through this collective effort, we had extraordinary results. CUPE earned 4,000 new members in the Health Care Sector in Quebec. Let's welcome these new members warmly. All those members and all the other members across the country who joined CUPE in the past two years.

We are facing similar challenges in Saskatchewan, Manitoba, and Ontario, and together we will fight to win there too. CUPE is like all public sector organizations. We must invest most of our resources in staffing. This is how it should be. We will continue to add new positions because more staff are needed. In our last two budgets 11 new positions were added. However, we have concern about the CUPE pension solvency valuation, and we couldn't make these 11 positions permanent, but we did not give up.

Recently, the Ontario government announced that we do not have to pay the mandatory solvency payments of six million dollars next January. As a result, I'm very happy to announce in September, the National Executive Board vote to make the 11 temporary staff positions permanent and to post all vacant positions at the same time.

This will help provide stability for our union, but our staffing challenge is not just about money. Since I was elected in 2011, 232 staff have retired. Forty-nine per cent of our national staff have less than five years on the job. The staff turnover will increase significantly in the next few years. As a result, we increase resources for staff training and mentoring.

Locals face the same challenge as many of our leaders retire. We must look at new ways to support our new staff and leaders. Over the next term, this will be an

important priority. We have very important challenges within staffing across the country. CUPE locals are changing in many regions, smaller locals are merging into big provincial locals. We have more central and provincial bargaining tables. Our union is growing. Newly-organized members need more support. High staff turnover causes many issues, especially in bargaining. We need more coordination, more support for legal and political fights and more strategic planning. I'm very pleased to announce the National Executive Board passed a motion to set up an NEB task force to review our staffing needs.

We will seek input from small and large locals, all regions, and all diversity VP's. We will review how staffing resources are assigned. We will look at who needs more resources, we will look at staffing models, and the task force will report to the NEB with recommendations in June next year.

We are also determined to continue to set money aside to fund future benefits for our staff. In 2005, we adopted a roadmap to reach this goal. Over the next few years, we will continue to follow this roadmap and continue to make special payments into the pension plan to reduce the solvency deficit. This is a constant and costly challenge, but these payments will make all the difference for future beneficiaries. The pension plan will still be a major priority over the next two years.

As national secretary-treasurer, I also want to underline the important role that our financial officers play in locals as well as our staff who support them. We have improved the resources to help them in their work. We also have more training for trustees and for the newly-appointed secretary-treasurers. We have updated our courses. These courses are now offered throughout the country and we have a new guide for financial officers. We have another example of the big electronic books available online for secretary-treasurers. Electronic e-transfers are now available to locals and CUPE National can now make electronic payments.

I know we continue to increase the number of trustee's reports presented to the members and sent to me at the national office. This is a requirement of our national constitution and is also the right thing to do. I believe all of CUPE must be accountable and transparent when it comes to our spending. Our members expect this from us.

In closing, I thank each of our national trustees for their work on behalf of the membership of CUPE. I also thank the thousands of CUPE leaders from across the country who dedicated themselves to make sure the finances are healthy, accountable, and transparent.

Thank you to my team, in NSTO, and to all the staff who work so hard each and every day to make CUPE the best union in the country. And most importantly, I thank each of you here today, and everyone watching from across the country, for all you do for our members.

I am honoured to represent you as your national secretary-treasurer. With a solid financial and strategic foundation, we will continue to support and expand our work representing our members and build a better future for all.

Together, we will move forward.

Thank you very much, my friends, brothers and sisters.

I move adoption of my report. *(M/S C. Fleury, Member – Carried)*

## **REPORTS OF THE NATIONAL TRUSTEES**

The National Trustees are Mark Goodwin, Christian Trudeau and Karen Ranalletta.

### **January 1 to December 31, 2015**

This year's audit meeting took place at the CUPE National Office in Ottawa, from June 6 to 10, 2016. We had the opportunity to meet with both CUPE National President Mark Hancock and CUPE National Secretary-Treasurer Charles Fleury to review and discuss last year's Trustees' report. We also met with senior CUPE staff, external auditors and external actuaries.

To perform our audit, we had access to the minutes of all National Executive Committee (NEC) meetings, all National Executive Board (NEB) meetings as well as the draft financial statements dated December 31, 2015 for the General Fund, the Defence Fund and the Strike Fund. We also reviewed files on per capita payments and arrears, Strike and Defence Funds, Defence Fund expenses, actuarial valuations of the CUPE Employees' Pension Plan (CEPP), post-

employment benefits for 2015 and any other documents deemed necessary for our audit. We met with Deloitte (the accounting firm) to review the draft financial statements. We met with the consulting and actuarial firm Eckler who reviewed the most current valuation of the CEPP. We also met with Welton Parent Inc. who explained the actuarial valuation of the post-retirement and post-employment benefits for accounting purposes.

### **General Fund and Per Capita**

The Trustees reviewed entries made to the General Fund and found them to be in good order. At the time of this report, CUPE's revenue per capita and initiation fees in 2015 was \$188,256,554. The General Fund had assets of \$207,220,088 as at December 31, 2015.

### **Per Capita Receivables, Per Capita Arrears**

The per capita receivables as at December 31, 2015 were \$26,533,835. 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.

### **Recommendations**

As stated in previous reports, the Trustees would like to receive documentation electronically prior to our arrival in Ottawa for our annual meeting, including minutes from the NEB and NEC meetings, Deloitte's reports of the year-end communication and financial statements for the General, Strike and Defence Funds, Eckler's Actuarial Valuation for the CEPP, any new valuations, the most recent CEPP report to members, the Welton Parent Inc. report on the Actuarial Valuation of Post-Retirement and Post-Employment Benefits for Accounting Purposes and any related policies and supporting documentation.

It would be helpful for CUPE to note documents received electronically in files where both paper and electronic documents exist.

### Follow-up on previous recommendations

We are pleased that the recommendations regarding the strike files have been addressed to ensure that the files are complete from start to finish.

Due to timing issues, we were not able to get the documents prior to our meeting this year, however Brother Fleury assured us that we will receive all necessary documents electronically prior to next year's meeting as per last year's recommendation.

### Accrued Benefit Liability - Other Plans

In 2015, the accrued benefit liability amounted to \$184,418,522, of which CUPE reported \$96,896,207 on the balance sheet. The understatement of the accrued benefit liability is therefore \$87,522,315. This information can be found in the 2015 financial statements of the General Fund (please refer to note 7).

The actuaries continue to use a discount rate to express future liability in today's dollars. The new standards allow them to use a discount rate in line with the rate of return of the organization's assets.

CUPE continues to acknowledge the shortfall of the Liability for Future Benefits and is addressing it in accordance with the roadmap approved by the NEB by providing increased funding.

### Accounting Standards

CUPE is in compliance with the Canadian Accounting Standards for not-for-profit organizations, with a qualification with respect to the recognition and measurement of the employee future benefits referred to above, and an internal fund restriction recorded in the statement of operations (please refer to the 2015 General Fund financial statements, Note 2 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.

### 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

The Trustees discussed the future benefit liability with Welton Parent Inc. and discussed the CUPE Employees' Pension Plan with Eckler Consultants. Both actuaries provided detailed explanations of their actuarial valuations.

### Concluding Remarks

The Trustees found the books to be in excellent order. We congratulate Brothers Fleury and Hancock for their efforts over the past year. Special thanks to Brother Moist and we wish him all the best. We would also like to thank the CUPE staff in the Accounting and Communications branches who answered our questions quickly and accurately. Special thanks to Sisters Danielle Jennings, Lois Ann Graham, Linda Marcoux, Isabelle Gendron, Rhonda Henry, Natalie Rocque and Tammy Greaves as well as Brothers Michael Butler and Wes Payne.

*(MS M. Goodwin, unidentified delegate – Carried)*

### **January 1 to December 31, 2016**

#### Introduction

This year's audit meeting took place at the CUPE National Office in Ottawa, from May 29 to June 2, 2017. We had the opportunity to meet with CUPE National Secretary-Treasurer Charles Fleury to review and discuss last year's Trustees' Report. We also met with senior CUPE staff, external auditors and external actuaries.

To perform our audit, we had access to the minutes of all National Executive Committee (NEC) meetings and all National Executive Board (NEB) meetings, as well as the draft financial statements dated December 31, 2016 for the General Fund, the Defence Fund and the Strike Fund. We also reviewed files on per capita payments and arrears, Strike and Defence Funds, Defence Fund expenses, actuarial valuations of the CUPE Employees' Pension Plan (CEPP), post-employment and post-retirement benefit plans for 2016 and any other documents deemed necessary for our audit. We met with the external auditors, Deloitte, to review the draft financial statements and Audit Results report. We also met with the consulting and actuarial firm Eckler who reviewed the most current valuation of the CEPP. Finally, we met with Morneau Shepell who explained the actuarial valuation of the post-retirement and post-employment benefit plans for accounting purposes.

### General Fund and Per Capita

The trustees reviewed entries made to the General Fund and found them to be in good order. The General Fund revenue was \$191,905,938. The General Fund Expenses were \$189,665,157. The General Fund's total assets were \$235,089,746.

### Per Capita Receivables and Per Capita Arrears

The per capita receivables as at December 31, 2016, were \$28,657,596. Only a small portion of that amount is actually in arrears (more than 90 days overdue).

### 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.

### 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.

### 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 National Defence Fund.

### Accrued Benefit Liability – Other Plans

In 2016, the accrued benefit liability amounted to \$185,969,773 of which CUPE reported \$107,303,514 on the balance sheet. The understatement of the accrued benefit liability is therefore \$78,666,259. This information can be found in the 2016 financial statements of the General Fund (please refer to Note 7).

The actuaries continue to use a discount rate to express future liability in today's dollars. The new standards allow them to use a discount rate in line with the rate of return of the organization's assets.

CUPE continues to acknowledge the shortfall of the liability for future benefits and is addressing it in accordance with the roadmap approved by the NEB by providing increased funding.

### Accounting Standards

CUPE is in compliance with the Canadian Accounting Standard for not-for-profit organizations, with a qualification with respect to the recognition and measurement of the employee future benefits referred to above, and an internal Fund restriction recorded in the statement of operations (please refer to the 2016 General Fund financial statements, Note 2 and Note 7).

### Actuaries

The Trustees discussed the post-retirement and post-employment benefit plans with Morneau Shepell and discussed the CUPE Employees' Pension Plan with Eckler Consultants. Both actuaries provided detailed explanations of their actuarial valuations.

- *Eckler - CUPE Employee's Pension Plan (CEPP)*

*The going-concern valuation showed the CEPP is healthy with a surplus in funding. We also discussed the plan's solvency valuation. In our 2015 report, there was a 16.8% shortfall in funding. It was noted that this funding gap has been narrowed to 8.8% funded by the close of 2016. This is because of higher returns on investments, increased interest rates and additional contributions.*

- *Morneau Shepell – Benefit Plans*

*We met with the new actuary Morneau Shepell to review the 2016 actuarial valuation of the post-retirement and post-employment benefit plans. In addition to the valuation itself, they walked us through their methodologies and assumptions used in their report.*

### Recommendations

Locals are required to submit certain documents in order to receive funding. In our 2015 report, we recommended that it would be helpful for CUPE to indicate how the documents were received, whether in paper form or electronically. In our 2016 report, we would like to reiterate this recommendation.

The Trustees would also like to recommend that any changes to the policy manual be printed in bold to

show the modifications. We further recommend that the updated policies be noted in the table of contents.

Update for 2016

We are pleased to have received, prior to coming to Ottawa, most of the relevant documentation needed to carry out our audit.

Concluding Remarks

The Trustees found the books to be in excellent order.

We congratulate Brothers Fleury and Hancock for their efforts over the past year. We would also like to thank the CUPE staff in the Accounting and Communications branches who answered our questions quickly and accurately. Special thanks to Sisters Danielle Jennings, Linda Marcoux, Natalie Rocque and Tammy Greaves as well as Brothers Michael Butler, Nicolas Aubert, John Lepine and David Robbins

*(M/S M. Goodwin, unidentified delegate – Carried)*

Internal Audit Plan 2015-2016

Auditable Process or Unit	Relative Risk Rating	Nature of Work	Key Audit Areas or Issues	Schedule	Tasks
Per capita arrears	2014: Medium 2015: Medium 2016: Medium	Financial Review	Membership Stats	3 years	NEB + NEC Internal staff, Reps Local union Trustees
Over 3 months	2014: Low 2015: Low 2016: Low				
Pension Liability	Going-Concern Report: 2012: Low 2013: Low 2014: Low 2015: Low 2016: Low	Financial Review	Review investment policy	5 years	NEB + NEC Settlers Trustees
	Solvency Report 2014: Medium 2015: Medium 2016: Medium	The solvency gap has decreased to 8.8%	Actuarial valuation 2016: Met with the actuaries	December 2017	NEB Settlers Trustees
Post-Retirement and Post-Employment Employee Benefits	2012: High 2013: Higher 2014: High 2015: High 2016: High	Financial Review  See Trustees' Report	Review investment policy 2016: Trustees met with the actuaries	5 years	NEB + NEC Trustees

**INTRODUCTION OF GUEST SPEAKER**

CHAIRPERSON MARK HANCOCK: I have a special surprise for you. A couple of week's ago, I asked a good friend of mine if he had a few minutes to drop by our convention and say hello. This is someone who has inspired me, and I know has inspired many people in this room. He is a very busy guy, but lucky for us he found the time in his schedule.

Stephen Lewis was once the leader of the Ontario NDP. He also represented Canada at the United Nations and served as the UN Special Envoy for HIV/AIDS in Africa.

More recently, Stephen founded AIDS-Free World, a non-profit organization that advocates for a more effective global response to HIV and AIDS. Sisters and Brothers, my friends, delegates, please give a warm welcome, a warm CUPE welcome, to the amazing Brother Stephen Lewis.

*Following Brother Stephen Lewis' address, Brother Mark Hancock thanked him and presented him with a gift.*

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

The members of the committee are: Royse Henderson, co-chair, Local 5059, Québec; Keith Leblanc, co-chair, Local 1078, New Brunswick; Tiffany Balducci, Local 1281, Ontario; Lola Barrett, Local 41, Alberta; Heather Croft, Local 3936, Nova Scotia; Barb Gribben, Local 737, Manitoba; Ryan Groundwater, Local 728, British Columbia; Dawn Lahey, Local 2329, Newfoundland and Labrador; Jamie Mellor, Local 5791, Saskatchewan; Barb Nederpel, HEU, British Columbia; Martin Smith, Airline Division; Karen Tsitinas, Local 1770, Prince Edward Island; Nan McFadgen, NEB Liaison; Graham Cox, Jordana Feist and Karine Rainville, as Staff Advisors.

The Resolutions Committee has been appointed under article 6.10 of the CUPE constitution. They are independent of the 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 delegates 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 their membership in submitting over 338 thoughtful resolutions focused on the issues facing the membership, our communities and broader society every day.

The 2009 CUPE Constitution adopted constitutional amendment C-26 which changes how resolutions are dealt with at the convention. Since then, the Resolutions Committee no longer makes resolutions of concurrence or nonconcurrence. They place the resolutions on the floor for consideration and the delegates vote whether 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 in compliance with CUPE's constitution.

Article 9.3(d) of the constitution states that the national secretary-treasurer is responsible for preparing and presenting the annual budget to the NEB. The Resolutions Committee will place resolutions that have financial implications on the floor as long as they are general enough to allow the national secretary-treasurer and the national executive board to determine the budget. The following resolutions are contrary to the responsibilities for budget, staffing as set out in the constitution. Resolutions which would tie the national union to a particular level of expenditure, resolutions that direct the national union to set aside funds or increase funding to new or existing initiatives and resolutions that direct the national union to add or assign staff. We have placed resolutions of that type in one substitute resolution which will be presented to the NEB for consideration.

Resolutions that require changes to the CUPE constitution will refer to the Constitution Committee to be dealt with as constitutional amendments. Substitute resolutions were drafted to address resolution format error and problems with translation.

It is possible to submit emergency resolutions to convention, per Article 6.11(b) of CUPE constitution if they deal with issues that have arisen in the 90 days prior to convention. They are submitted first to the National Executive Board for a ruling on whether or not the resolution addresses an emergency. Once the NEB establishes that it is in fact an emergency resolution, it is to be formatted and distributed on the convention floor. After four hours, the national president will ask delegates for consent. Once the majority of delegates consent, the resolution is taken to the Resolutions Committee for consideration. The Resolutions Committee will decide whether to submit the resolution for debate.

When we present resolutions, we will read only the part that begins with CUPE National will or resolves. However, we encourage delegates to read the whole resolution as it provides background information.

We recognize and support the desire of delegates at national convention to deal with as many resolutions as possible. We tried to group resolutions with similar intent, so more resolutions can be presented to delegates at convention.

We recognize the number of resolutions we debate is contingent on dealing with other business of a pressing nature. These other issues are also important for

delegates to address. The draft Strategic Directions 2017-2019, "The Way Forward" references many topics and issues that are also dealt with and resolutions, the process for consideration of Strategic Directions document allow for broad debate and we encourage delegates to speak at this time.

Each point in the list of resolutions will be distributed indicating the order in which they will be presented when the Resolutions Committee is called to the podium this day. This allows delegates to know ahead of time which resolutions will appear on the floor. We will bring forward resolutions related to each day's agenda. For example, ones that support the guest speakers, reports, and others.

Due to time constraints, resolutions which are on the list one day but not dealt with may or may not come back to the convention floor the next day or subsequent days and all resolutions not dealt with by this convention will be referred to the National Executive Board for decision. The NEB will distribute a report of their decisions to local unions before the next convention.

**Resolution 204 covering Resolutions 196 and 205**  
(submitted by Local 3550, AB)

CUPE NATIONAL WILL:

1. Lobby the federal government to declare June 21 a National Holiday; and
2. Lobby the federal government establish a statutory holiday to honor residential school survivors, their families and communities; and
3. Encourage the Canadian Labour Congress to provide for a similar lobbying effort.

BECAUSE:

- We already have called for National Aboriginal Day and have language in our collective agreements getting the day off; and
- The Federal Government has declared June 21<sup>st</sup> of every year as National Aboriginal Day, and many Canadians across the country celebrate this special day to celebrate the unique heritage and contributions of First Nations, Inuit and Metis Peoples of Canada; and
- The TRC recommends the statutory holiday for survivors.

*(M/S R. Henderson, K. Leblanc – Carried)*

**Resolution 21** (submitted by Local 15, BC)

CUPE NATIONAL WILL:

1. Create a campaign to educate our members on ethical purchasing and on how purchases support human rights and fair workplaces providing the living wage; and
2. Create an app that would provide access to lists of unionized worksites, factories and the hospitality services for the general public's and our members' use; and
3. Lobby the CLC to also create and keep a current and user-friendly app with a list of unionized worksites, factories and hospitality services.

BECAUSE:

- In order to strengthen the labour movement members must be aware and support current unionized operations; and
- Ethical purchases help to promote healthier communities, families and people; and
- In order for union members to educate the public they must have access to the services which provide the information; and
- The CLC has a larger breadth of knowledge when it comes to unionized worksites.

*(M/S committee member, unidentified delegate – Carried)*

**Resolution 146** (submitted by Local 4041, QC)

CUPE NATIONAL WILL:

1. Promote education and raise awareness of H&S hazards of shiftwork through creation of an information package for shift workers suggesting ways of coping with shiftwork, organizational or group approaches to redesigning the work schedule, redistribution of the workload, and other improvements to the work environment.

BECAUSE:

- People who work night shifts are likely to have shorter sleeps and/or poorer sleep quality than regular day shift workers; and
- Night shift workers probably have a higher risk of breast cancer, as well as an elevated risk of other types of cancer; and

- Shift workers have an increased risk of heart disease; and
- Some studies indicate that a higher risk of pre-term delivery, gastrointestinal disorders, and mental health problems among shift workers; and
- Night shift workers face a higher risk of workplace injury than morning or afternoon shift workers.

*(M/S committee member, unidentified delegate – Carried)*

**Resolution 249** (submitted by Local 963, NB)

CUPE NATIONAL WILL:

1. Lobby respective Provincial Governments on behalf any CUPE Local that is in position to be a retailer of recreational marijuana; and
2. Lobby respective Provincial Governments that the sale of recreational marijuana should be a Public Service.

BECAUSE:

- The Federal Government has announced July 1, 2018 as the date that recreational marijuana will be legalized; and
- The Federal Government has left the decision with the Provincial Government on how each Province will retail recreational marijuana; and
- CUPE Locals already selling age restricted products are highly trained in social responsibility, product knowledge, and preventing sales to minors; and
- Public run stores would create maximum revenues to Provincial Governments while creating good paying jobs within our locals.
- Public run stores would be best for overall safety of workers and customers.

*(M/S committee member, unidentified delegate – Carried)*

**Resolution 134** (submitted by CUPE Calgary District Council and Local 1169, AB)

CUPE NATIONAL WILL:

1. Lobby all levels of government in each jurisdiction to ensure that workers in all professions and trades do not work alone.

BECAUSE:

- Canadian workers must be guaranteed that they are not placed in danger when they arrive at their worksites; and
- Too many Canadian workers have no protections or guarantees ensuring that should they in be in need of assistance help will arrive in time to assist in their safety when they are at risk.

*(M/S committee member, unidentified delegate – Carried)*

**TUESDAY, OCTOBER 3, 2017**

**MORNING SESSION**

**PRESENTATION OF THE GRACE HARTMAN AWARD**

CHAIRPERSON MARK HANCOCK: I have the honour of presenting the Grace Hartman Award to a sister, a friend, and a union activist who's been a lifelong leader for women's rights and social justice.

CUPE established this award to acknowledge women who shine as leaders and remember our best. Grace Hartman became the first woman in top national leadership post in North America in 1967. Over 16 years as a national officer, she led CUPE through critical strikes and social justice fights in Canada and internationally.

I am honoured to present this year's Grace Hartman Award to another trail blazer. Ojibway Elder Joanne Foot from the Rama reserve in Ontario, a long-time member of the Hospital Employees' Union in BC.

Inspired by her father's words calling for everyone to be treated with respect, Joanne has dedicated her life to equality and justice and to improving the lives of Indigenous peoples in Canada and across the world. She remains steadfast in her commitment to strengthening her own community in Maple Ridge and Pit Meadows in British Columbia. She is chair of the Fraser River All Nations Aboriginal Society.

While under the leadership of Sister Judy Darcy, CUPE launched the leadership program for women. Joanne took up the mantle, reaffirming her commitment to the labour movement. She's a strong advocate for the rights of Indigenous peoples and the fight for justice for missing, murdered and disappeared Indigenous

women and girls and their families. She continues to be an invaluable union activist, committed mother, and mentor to many of us.

Joanne and Grace have many traits in common. Like Grace, Joanne is a brilliant organizer and union activist who deeply cares for others. Joanne embodies social unionism and empowers others by building collective power and supporting the emergence of new leaders.

Congratulations and happy retirement, Joanne, and on behalf of CUPE members across this country, thank you and congratulations.

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

The members of the committee are: Dianne Frittenburg, co-chair, Nova Scotia; Jim Calvin, co-chair, HEU, British Columbia; Sherry Hillier, Newfoundland and Labrador; Leonard Crawford, Prince Edward Island; Wayne Brown and Norma Robinson, New Brunswick; Royse Henderson and Simon Beaulieu, Quebec; Pam Parks and Heather Duff, Ontario; Debbie Boissonneault, Manitoba; Gordon Campbell, Saskatchewan; Brenda Reid, Alberta; Michael McKinley, British Columbia; Michael Hurley, NEB Liaison; Heather Farrow, Govind Rao, Cheryl Stadnichuk and Vania Tse, Staff Advisors.

*“video presentation”*

### **Introduction**

CUPE represents the largest number of health care workers in Canada, with more than 148,000 members across the country in hospitals, long-term care, community health, home care, and Canadian Blood Services. CUPE members are the backbone of Canada’s health care system.

For 15 years, the CUPE National Health Care Issues Committee has served the National Executive Board and CUPE members by providing recommendations, synthesizing information, building capacity among CUPE members, and supporting campaigns to improve working conditions and quality of care in the health care sector. The committee has worked hard over the past two years, strategizing to defend against intensified threats to our public health care system and workers, as well as pushing for progress to make public health care more accessible and equitable for all Canadians.

## **Health Care Issues Committee Activities**

### **Public Solutions Campaign**

The Health Care Issues Committee priority since Convention 2015 is the development of a national health care campaign that focuses on public solutions, challenging the too-common theory that the health care system will only be sustainable if it moves towards privatization. Instead, the campaign reminds and educates that all aspects of health care can be delivered more efficiently, more affordably, and with better quality as a cohesive, publicly-funded system. The campaign focuses on a number of issues: a national public drug plan, hospitals, seniors’ care, Canada’s blood supply, and federal funding for health care.

The campaign plan includes a combination of printed media such as pamphlets, capacity building of CUPE member activists, strategic alliances, and public and member education. The committee continues to work on developing regionally relevant strategies with provincial and service divisions, CUPE health care councils, health coalitions, and other allies.

### **Health Accord and Federal Funding**

The committee supported a national campaign for a new federal-provincial/territorial Health Accord to replace the one which expired in 2014, calling for adequate funding to maintain existing programs and protect public health care, as well as enforcement of the health standards as outlined in the *Canada Health Act*. Without a cohesive Health Accord, there is no national commitment to provide the adequate funds to maintain and strengthen our public health care system or use those funds for the public delivery of health care.

The federal, provincial and territorial governments were unable to negotiate a new joint health care accord and 2016 saw the introduction of separate bilateral health care agreements between the federal government and each of the provinces and territories. The 2017 federal budget did not present a new Health Accord or adequate funding to the provinces for health care.

The committee reaffirms its support of our public health care system and the need for funding through the national Public Solutions Campaign. It will continue to work with the Canadian Health Coalition to monitor the bilateral agreements and their implications as information emerges. CUPE and our allies will also

continue to lobby federal politicians for proper health care funding.

#### National Public Drug Plan

CUPE worked closely with allies such as the Canadian Health Coalition to advocate for a National Public Drug Plan that would provide all Canadians with barrier-free access to quality-controlled prescription drugs without user fees or co-pays. Currently, Canada is the only developed country in the world that has a universal health care system that does not include prescription drugs. Canadians also pay the second highest prices per capita for prescription drugs in the world – second only to the United States.

On September 27, 2016, Hospital Employees' Union (HEU) president, Victor Elkins, on behalf of CUPE National, presented a submission to the House of Commons Standing Committee on Health, arguing in favour of the development of a national pharmacare program.

In January 2017, Health Care Issues Committee members, CUPE staff and other CUPE health care leaders lobbied MPs in Ottawa during the Canadian Health Coalition (CHC) annual Lobby on the Hill for both a National Public Drug Plan and increased federal funding through a national Health Accord. During this lobby, 125 activists met with 96 MPs.

CUPE both sponsored and attended the CHC's *International Policy Conference: A National Public Drug Plan* that took place April 10-11, 2017, in Ottawa.

#### Dr. Brian Day Charter Challenge to Medicare

On September 6, 2016, the *Cambie Corp vs. British Columbia* court case began at the BC Supreme Court. Dr. Brian Day, who operates a for-profit medical clinic on Cambie Street in Vancouver, is leading a group of plaintiffs to challenge sections of the *Medicare Protection Act* (MPA) that they claim violate the *Canadian Charter of Rights and Freedoms*. These sections of the MPA prevent doctors enrolled in Medicare from billing both patients and the medical plan for the same service, charging facility fees or extra-billing above the fees established by the medical association, and charging private insurers for services covered by the Medical Services Plan. Dr. Day argues that these rules violate Section 7 (the right to life, liberty and security of the person) and Section 15 (every individual is equal before and under the law) of

Canada's *Charter of Rights and Freedoms*, claiming that patients will be better off with the "choice" to pay for services privately. If Dr. Day's team is ultimately successful, this case will present a fundamental threat to Canada's publicly-funded health care system, because it would create a health care system where medical care is provided preferentially to those who are able to pay for it and wait lists will grow longer for the majority of the population.

For-profit clinics would create a two-tier system like that of the United States, which gives wealthy people faster access to health care services, creates financial barriers that prevent people with limited means from getting the medical services they need, and creates a split system where doctors and health care workers migrate to for-profit clinics, thereby draining the public system of resources. CUPE believes that health care should be provided based on need, not the ability to pay.

The committee worked closely with the British Columbia Health Coalition (BCHC), which was granted official intervenor status in the Charter Challenge court case. The legal team for BCHC have been very active throughout the trial, and CUPE National has been a strong supporter for the BCHC's legal efforts. CUPE and the HCIC continue to support BCHC and will monitor the situation closely.

For more information, see [savemedicare.ca](http://savemedicare.ca)  
[For-Profit Plasma Clinics](#)

The last two-years saw the introduction of the first private for-profit plasma collection company in Canada. Canadian Plasma Resources opened paid-plasma collection centres in Saskatoon in Saskatchewan, Kelowna in British Columbia and Moncton in New Brunswick.

CUPE represents workers at Canadian Blood Services, providing not-for-profit blood collection services. CUPE and other unions, along with community activists, actively opposed the introduction of paid blood products, consistent with recommendations of a multi-year inquiry into the tainted blood scandal of the 1980s as well as those of the World Health Organization.

In 2016, CUPE submitted a brief called *Plasma for Profit*, along with a Parliamentary e-petition, and lobbied in Ottawa on Parliament Hill. In June 2016, CUPE presented to the executive board of Canadian Blood Services in Winnipeg asking for their support,

and in December, the CEO of Canadian Blood Services spoke out against private-paid plasma clinics.

In Alberta, CUPE National supported a tour of the province by CUPE Alberta, Friends of Medicare, and BloodWatch, campaigning against paid-plasma. These efforts contributed to public awareness of the issue, and anti-private plasma legislation was passed by the Alberta legislature in March 2017.

CUPE continues to work with the Canadian Health Coalition, provincial health coalitions, and BloodWatch in this fight in Manitoba and Nova Scotia.

### Other Activities

CUPE's National Health Care Issues Committee also:

- Supported calls for recognition of National Nursing Week and Health Care Aide/Personal Support Worker Day;
- Recommended that the National Executive Board recognize all health care workers through the declaration of a National Health Care Workers' Week;
- Participated in Canadian Health Coalition conferences on the Health Accord (January 2016) and National Public Drug Program (January 2017 and April 2017);
- Participated in an ongoing academic research project on residential long-term care (Dr. Pat Armstrong, York University, *Re-imagining Long-Term Care*); and
- Recommended that CUPE National prioritize research and advocacy for long-term care.

### Conclusion

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

### **REPORT OF THE NATIONAL WOMEN'S COMMITTEE**

The members of the committee are: Susan Shiner, co-chair, Newfoundland and Labrador; Sheryl Burns, co-chair, British Columbia; Sharon Hubley, Nova Scotia; Donna Dingwell, Prince Edward Island; Irish Lloyd, New Brunswick; Joëlle Ravary, Quebec; Yasmeen Mirza, Ontario; Judy Lavallee, Manitoba; Melody Stark, Saskatchewan; Harmanpreet Arora, Alberta; Niki Lord

and Alison Pringle, British Columbia; Carmen Belanger, Hospital Employees' Union; Valerie Sailer and Miaco Kuzyk, Aboriginal Members; Debra Kendall, COPE; Odette Robichaud, NEB Liaison; Irene Jansen and Kimalee Phillip, Staff Advisors.

### *"video presentation"*

The National Women's Committee (NWC) works to promote diverse women's participation and leadership in CUPE and to fight for diverse women's issues in our workplaces and our communities.

### **The context**

Progress on gender equality in Canada and globally remains slow. Indigenous, racialized, and immigrant women, as well as women with disabilities and LGBTQI women, continue to suffer a disproportionate burden of inequality and violence. There has been an increase in hate crimes in both the United States and Canada, and women marginalized by racism, colonialism, ableism and homo/transphobia are disproportionately targeted.

U.S. government actions like restricting Muslim travelers, cutting reproductive rights funding and violence against Indigenous land defenders have significant gender dimensions. Here in Canada, Conservative Kellie Leitch's proposal to screen immigrants and refugees for "Canadian values" and her earlier statements on "barbaric cultural practices" fan bigotry and reinforce racist and sexist stereotypes.

In the face of such bigotry and oppression, over four million people marched for women's rights in the U.S. last January. The March in Washington is estimated to be the largest demonstration in U.S. history. Hundreds of thousands more marched around the world for women's rights, including in communities across Canada.

Canadian women, particularly marginalized women, have been experiencing widening income gaps and growing insecurity, particularly under Canada's previous Harper government. In November 2016, the United Nations (CEDAW) released a report that shows how Canada has gone backwards on women's rights, and it describes what the federal government should do on child care, pay equity, housing, legal aid, violence and other responsibilities.

Under the Trudeau Liberal government that presents itself as feminist, the overall climate and discourse for

women's equality at the federal level appears to have improved. However, the government has been dragging its heels on much-needed actions that will advance women's equality, such as pay equity, employment equity, the inquiry into missing and murdered Indigenous women and other promises. Its actions on health care and child care fall far short of what is needed.

In some cases, the federal government's actions have been harmful to women's equality. The change to El parental benefits will more than likely entrench gender wage gaps and women's roles as unpaid caregivers. The expansion to the Canada Pension Plan cancelled provisions to achieve more equitable retirement benefits for workers with child caring responsibilities, who are typically women, and for workers with disabilities.

At the provincial level, government cuts to social programs have hit women and other equity-seeking groups especially hard. As the majority of providers and users of public services, women experience negative impacts when services are cut, restructured and commercialized. Women, especially women marginalized by class, racism, ableism, homophobia and transphobia, have been worst hit by government austerity programs and the growing power differential between corporations and workers.

CUPE's 2014 national membership survey confirmed what other research has shown: equity-seeking groups are more likely to be in precarious jobs. Women, who make up 68 per cent of CUPE's membership, are twice as likely to hold part-time permanent or casual jobs and more likely to work less than 30-hours a week with no benefits.

Women continue to be under-represented in leadership positions, including in their union, and they face multiple barriers to participation. This was documented by the National Women's Task Force ten years ago, and the union involvement differential was confirmed by the 2014 national membership survey. Even though women represent 68 per cent of the membership, they were less likely to report union involvement.

### **National Women's Committee activities**

NWC members have been active in the fight back against neoliberalism and rising inequality, employment precarity, harassment and discrimination.

We have also worked hard to promote women's leadership, education and activism within the union.

We based our work plan on 2015 National Convention decisions and the National Women's Task Force recommendations, keeping in mind campaigns underway in our respective provinces. The following is an account of our major activities.

### Violence against women (VAW)

- Promoted legislation on paid leave for survivors of domestic violence, bargaining language for survivors and education on domestic violence.
- Held a joint session with the Persons with Disabilities National Committee with a guest speaker from the Disabled Women's Network of Canada on barriers women with disabilities and deaf women face to shelters, transition houses and other survivor services.
- Participated in community-based anti-VAW coalitions across Canada and provided support and fundraising for local women's shelters.
- Advised on policies related to internal union human rights harassment and violence at the local level.
- Organized December 6<sup>th</sup> events to mark the anniversary of the Montreal Massacre.
- Participated in the Annual Women's Memorial March, the October 4<sup>th</sup> vigils and other memorials, rallies and events to remember missing and murdered Indigenous women, raise awareness and demand meaningful action on a national inquiry and action plan.

### Workplace violence

- Hosted a presentation and discussion on CUPE's workplace violence prevention kit.
- Raised awareness about workplace violence, including sexual harassment and working alone, and promoted solutions at local and regional levels.
- Participated in workshops on psychological violence in the workplace and mental health.
- Promoted local anti-harassment policies and collective agreement language.
- Active in our locals and provinces on bargaining, grievances and political action campaigns to address workplace violence and harassment.

### Bargaining equality

- Promoted domestic violence, anti-discrimination, anti-harassment, pay equity and other equality language in bargaining.

- Advocated for an equality lens in bargaining, including in membership surveys.

#### Wage discrimination

- Through bargaining and political action, fought for pay equity and against all forms of wage discrimination.
- Held discussions on possible federal pay equity legislation and reviewed CUPE's submission.
- Held discussions at national and regional levels on the need for a strategy to advocate for provincial pay equity legislation.
- Participated in provincial pay equity coalitions and campaigns against the gender pay gap.
- Participated in living wage, minimum wage and fight for \$15 campaigns.

#### Anti-privatization, anti-austerity and precarious employment

- Worked in local and regional campaigns against austerity and privatization at provincial levels, and for improvement to employment standards.
- Participated in campaigns to organize and negotiate for members in female-dominated and high-precarity sectors like social services, home care and for-profit long-term care.
- Contributed to CUPE's Women United Against Austerity conference.
- Promoted awareness and understanding of growing precarity among women at the local level.
- Contributed to the Forum on Precarious Work organized by New Democratic Party MP Niki Ashton.

#### Human rights conferences

- Contributed to the CLC's Rise Up Conference.
- Through our division women's committees, helped organize equality/women's conferences, breakfasts at conventions and other events.

#### Child care

- Hosted a discussion with the co-chair of the National Child Care Working Group on CUPE's child care campaign and provided feedback based on our experience on-the-ground.
- Participated in CUPE's national child care roundtable to update CUPE's policy work on child care and parental leaves.
- Advocated for child care in provincial coalitions.

#### International Women's Day

- Organized events in our provinces, both at our workplaces and in our communities.
- Participated in IWD rallies and marches.

#### Political action and community mobilization

- Supported NDP candidates and campaigns in municipal and provincial elections.
- Participated in campaigns for proportional representation.
- Participated in provincial lobbies for, e.g., child care and government responses to sexual violence.
- Encouraged locals and divisions to get involved in union-community coalitions on disability rights, migrant rights, anti-Islamophobia and other coalitions.
- Participated in community rallies and marches as part of the Women's March on Washington.

#### Member education

- Advocated for an intersectional anti-oppression analysis in all education and union activities, raising awareness on ableism, racism, colonialism, homophobia and transphobia.
- Received an update from Union Development Department on the integration of anti-oppression training in its workshops, and provided advice based on our local experiences.

#### Women's representation in the union

- Engaged in discussions to promote new NEB diversity vice-president seats to increase the representation of equity-seeking members.
- Worked toward increased representation for women and other equity-seeking members at division and local levels.
- Participated in a focus group about ways to remove barriers to women's involvement in the union and inform CUPE's Building Strong Locals research.
- Highlighted the ongoing relevance of the research and recommendations of the National Women's Task Force, especially given the barriers posed by growing precarity among women.

#### International Solidarity

- Supported organizations and events related to international human rights legislation and policy, for example the United Nations Commission on the

Status of Women (UNCSW), Feminist Alliance for International Action (FAFIA) and Women's Legal Education and Action Fund (LEAF).

- Participated in campaigns for migrant worker rights and global solidarity.

#### National Convention

- Drafted resolutions on issues affecting women, for our locals and divisions to consider submitting to this national convention.
- Coordinated with other national equality committees on resolutions of shared concern.

The committee would like to thank the National Executive Board for its support over the past two years, and all the members and staff who keep equality front and centre in the union's activities.

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

The members of the committee are: Cindy McQueen, co-chair, British Columbia; Pierre Soucy, co-chair, Quebec; Warrick Cluney, Newfoundland and Labrador; Mark Cunningham, Nova Scotia; Nicole Couture, Prince Edward Island; Chris Watson, New Brunswick; Brian Madden and John Camilleri, Ontario; Nicholas McClurg, Manitoba; Helen Sawatsky, Saskatchewan; Joyce Baker, Alberta; Karl Walker, British Columbia; Barbara Biley, HEU, British Columbia; Michelle Duhany, Airline Division; Henri Giroux, NEB Liaison; Carol Proulx and Isabelle Dault, Staff Advisors.

#### *"video presentation"*

As Canada's largest union, fighting privatization has always been an integral part of CUPE's work, and this is why the National Contracting Out and Privatization Coordinating Committee (NCPCC) is one of CUPE's oldest advisory committees. Privatization takes on various forms and our members are feeling its threats and effects from coast to coast. Our union's mandate in Strategic Directions was very clear: our work to defend public services and fight privatization in all its forms must continue. The committee developed a two-year workplan to support this mandate, as well as advance work on privatization-specific resolutions that were adopted at the 2015 National Convention.

Through our workplan, committee members have been able to bring the knowledge gathered at their meetings and beyond back to their respective regions and sectors. This information is key to supporting existing

regional and sectoral anti-privatization work. By sharing information during meetings, NCPCC members can study and learn from different models and structures which exist outside their region or sector. These connections help committee members build capacity on the ground, encourage anti-privatization activism, and ensure local activists are connected to national resources which can be accessed to assist them in their fightbacks.

The work of the committee also allows for accurate and detailed mapping of privatization across the country and across sectors. This helps CUPE be better prepared to respond to threats, support campaigns on the ground, and tackle broader policy fights in all provinces and on the federal stage. This mapping work has proven useful for supporting local and regional campaigns as well as assisting regions in determining their fightback priorities through the National Anti-Privatization Fund.

Over the past two years, members of the NCPCC have worked to improve their lobbying skills to tackle other issues such as opposing trade agreements, which undermine public services, increase privatization and threaten democracy. Members have also supported the development of tools to educate our pension trustees on the dangers of pension fund investment in the development, building, ownership and operation of infrastructure.

Over the past two years, the members of the committee have contributed to developing and promoting CUPE's tools to assist with successful campaigns to contract work back in. These include CUPE's publication *Back In House*, and other presentations and toolkits developed by CUPE's researchers. These tools have proved useful in some of the fights the committee has seen taken on in the past two years.

Committee members celebrated and learned from successful campaigns, including the *Keep Cassellholme Public* Campaign which prevented the privatization of a municipally-funded home for the aged in North Bay, Ontario; a campaign that saw 75 per cent of voters rejecting a P3 wastewater facility in Comox Valley, British Columbia; the long-anticipated decision to build a public wastewater treatment facility in the Capital Region District of Victoria, British Columbia; forcing Toronto's mayor to back down from plans to contract out more of the city's solid waste collection; challenging the use of private MRIs in Saskatchewan and strong challenges to for-profit plasma collection across the country. These are just some of the ways

that CUPE members and leaders across the country have defended public services at the bargaining table and through campaigns.

Other battles are still ongoing such as the fight against the sale of Hydro One in Ontario; private clinic owner Brian Day's legal challenge of Medicare, underway in British Columbia; the development of a new Canada Infrastructure Bank; and the campaign against a P3 rapid transit project being built in Montreal with pension funds. Many of our contracting-in success stories have been shared on cupe.ca and featured in CUPE's publications. These victories are important and they fuel the work of this committee.

Through CUPE's member education programs, public education and policy push-back, the NCPCC hopes to multiply the number of success stories and continue to build member capacity to take on local, regional and national fights against privatization. As resources are updated and available, the committee strongly advocates for these to be widely shared, and developed into workshops that increase the activist base on these issues as much as possible.

The committee has also increased its own capacity by receiving training on lobbying for political action, learning how capital strategies can be helpful in influencing decision-makers, discussing the concrete steps needed to bring work back in-house, and examining how we can mobilize trustees to avoid investment of our pension funds in private infrastructure.

The committee has seen the power in taking on privatization through provincial coalition building and direct member engagement and action. CUPE Saskatchewan rolled out the *Own it!* campaign which is even more relevant given the Saskatchewan government's 2017 austerity budget. Newfoundland and Labrador and Saskatchewan have faced direct attacks on the public library system which have resulted in brilliant and inspiring public campaigns to protect library services. With health care under attack in Quebec, New Brunswick, Newfoundland and Labrador, Saskatchewan and Manitoba, direct action and political action will be important tools to resist and protect CUPE work and CUPE members. Committee members are well-equipped to support these efforts and access national resources required to fight back.

CUPE's power lies in our ability to connect with all of our members. As CUPE members, as workers, and as

members of our communities, we continue to build closer connections with those we work with, make our union work relevant and accessible to all, work in coalition and solidarity with other unions, community groups, and members of the public. This will strengthen our movement and go a long way in protecting well-paying, secure public sector jobs and services for all.

### **REPORT OF THE NATIONAL LITERACY WORKING GROUP**

The members of the working group are: Karyn Noble, co-chair, Prince Edward Island; Philip Dembicki, co-chair, Manitoba; Dianne Martin, Newfoundland and Labrador; Jim Laverie, Nova Scotia; Parise St-Onge, New Brunswick; Amar Bajwa, Ontario; Cindy Jessop, Saskatchewan; Alistair Maduray, British Columbia; Jody Berg, HEU, British Columbia; Gord Delbridge, NEB Liaison; Corina Crawley, Staff Advisor.

*"video presentation"*

CUPE's Literacy Working Group promotes access to literacy and essential skills training for CUPE members, all workers, families and individuals living in our communities.

Improving literacy skills helps us defend our rights as workers, and makes us stronger collectively. Literacy is one of the great equalizers in our society.

#### **Literacy work in CUPE includes:**

- Supporting members to set up workplace learning programs;
- Promoting the use of clear language in everything we do;
- Learning in solidarity.ca: A resource for learning about and taking action on literacy;
- Collaborating with community-based literacy organizations and unions across Canada;
- Creating awareness about the role of literacy training and essential skills in the fight for equality and social justice.

#### **The Literacy Working Group promotes literacy and essential skills as a way to:**

- Increase member involvement, and strengthen our union;
- Help meet the needs of precarious workers in our union (part-time, casual, and temporary);

- Create a bridge between union and non-union workers;
- Help undo the effects of systemic discrimination on the basis of race, class, gender, citizenship status, sexual orientation and ability;
- Create opportunities for everyone to improve their lot in life.

Each member of the working group is involved in literacy work in their region in different ways, to promote CUPE's literacy work at division conventions and in our workplaces. They are also engaged in literacy work in communities.

Among other things, we:

- Provide written, oral or video reports to our conventions;
- Set up information tables to share resources, materials and tools;
- Invite Learning Champions to speak and/or assist with staffing tables;
- Host conversations about literacy;
- Encourage the submission of resolutions to:
  - Secure a seat on education committees or create provincial literacy committees
  - Run literacy-related workshops

A resolution at National Convention in 2015 called on CUPE to make participating in a workshop about literacy mandatory to get their Steward Learning Passports. All stewards who participate in CUPE's Steward Learning Series will now learn about the important role that literacy can play in representing our members. They will also learn how to set up workplace learning programs. We continue to promote other workshops related to literacy issues including 'Clear Language' and 'Learning at Work: its out Right!'

CUPE's strong history of literacy work is at a point of renewal. Ten years of Conservative government cuts have meant a significant loss for many of our labour and community programs. Many organizations promoting literacy work and front-line services that CUPE has worked with in the past have been forced to shut down.

Another 2015 convention resolution called on CUPE to engage in political work with the goal of restoring federal funding and Canada's role in literacy work in the world. The working group has begun to better understand what is going on at the policy level in our country and to explore what it will take to get involved in promoting reinvestment in literacy work in Canada.

We have begun to identify what programs and services have been lost, and which remain standing. CUPE is now identifying groups and organizations with shared objectives around access to literacy and essential skills in Canada.

The Literacy Working Group collaborates with CUPE's Learning Champions Network. Champions are members who are willing to tell their stories of how their own lives were improved by participating in workplace programs, to help raise awareness.

The Literacy Working Group is excited to be involved during a time of rebuilding and re-investment. We feel privileged to continue to do this work on CUPE's behalf and in support of workers throughout our union and people in our communities.

*(Motion to receive the committee report /S unidentified delegate, unidentified delegate – Carried)*

**RESOLUTIONS COMMITTEE REPORT**

**Resolution 158 covering resolutions 147, 153, 155, 160, 168 and 175** submitted by Local 46 (AB)

CUPE NATIONAL WILL:

1. Work with our allies, in the labour movement and with the Canadian Health Coalition to pressure the Federal Government to create a national public drug plan with provinces; and
2. Advocate for a unified public drug plan which would provide proper access to care, for everyone. Pressure the Federal Government to establish priorities, backed by funding, to ensure access that is fair and equal for all.

BECAUSE:

- Many residents of Canada pay for their drugs, in whole or in part, and as a consequence some people cannot afford to pay for the drugs prescribed by their doctors; and
- A National Public Drug Plan for all would address three problems: the lack of access to prescription drugs, the need to control high prices, and drug safety; and
- A National Public Drug Plan would result in a staggering 41% reduction in costs. In 2013, we paid \$27.7 billion for prescription drugs. Whereas

a universal public system with improved coverage for everyone would cost \$16.3 billion; and

- A National Public Drug Plan is enormously popular. A 2015 poll by Angus Reid Institute found that a striking 91% of Canadians supported such a plan.

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

**Resolution 112** submitted by CUPE Metro Vancouver District Council (BC), Locals 3550 (AB) and 15 (BC)

CUPE NATIONAL WILL:

1. Lobby the federal government to:
  - a) Investigate and report on policies and practices of racial profiling by law enforcement agencies such as local and provincial police forces, the RCMP, CSIS, border agencies, and private security firms; and
  - b) Work with provincial and municipal governments to eliminate racial profiling policies and practices.
2. Publicly-opposed any legislation that promotes and supports these practices.

BECAUSE:

- Racial profiling puts innocent people at risk of police violence, including racialized people, Muslims, Aboriginal peoples and especially youth; and
- Racial profiling is an invasion of privacy and a form of discrimination, which violates Canadian human rights law; and
- Police violence due to racial profiling is increasingly resulting in brutality and deaths; and
- Legislation such as Bill C-51, the Anti-Terrorism Act, promotes racial profiling, human rights violations, police violence and deaths.

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

**Resolution 299** submitted by the Hospital Employees' Union (BC), Locals 503 (ON) and 389 (BC)

CUPE NATIONAL WILL:

1. Continue to work for fully public infrastructure and services, by building local capacity to bring services

back in house and reverse the privatization of infrastructure; and

2. Work with members, staff and committees to identify strategic targets for campaigns to contract in services, and reverse infrastructure privatization; and
3. Develop a strategic plan to mobilize CUPE members, in coalition with other groups and concerned community members, to take political action to reverse privatization and return the targeted services or infrastructure to fully public ownership, financing, operation and management; and
4. Launch and promote tools that support taking back public ownership and delivery of services and infrastructure; and
5. Document and promote cases where we have regained public control of services and infrastructure.

BECAUSE:

- Public services and infrastructure are under continuing and increasing threat from contracting out, public-private partnerships, full or partial asset sales and other forms of privatization; and
- Public services and infrastructure are the heart of our communities; and
- Privatization in all its forms threatens good jobs and quality public services; and
- Public financing, ownership and delivery works best for democratic control, equity, affordability, and transparency; and
- There is a growing international movement to contract work back in, and take public control of services and infrastructure.

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

**Resolution 219 covering resolution 221** submitted by CUPE Newfoundland and Labrador, CUPE Nova Scotia, CUPE Metro Vancouver District Council, Hospital Employees' Union (BC), Locals 1289 (NL), 8920 (NS) 3260 (PE), and 2191 (ON)

CUPE NATIONAL WILL:

1. Advocate for a pan-Canadian conversation to create a national vision and long-term strategy for literacy; and

2. Work with the federal government and literacy organizations to promote literacy; and
3. Ensure that CUPE has an effective voice in the new Labour Market Stakeholder Organization announced by the Federal government.

BECAUSE:

- The Government of Canada used to play an important leadership role on the international stage and at home; and
- We need a way to share and monitor good practices in literacy and essential skills; and
- We need a pan Canadian vision for literacy in this county; and
- Many workers and people living in Canada are vulnerable and need to be represented; and
- They are being left behind.

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

**Resolution 154 covering resolutions 159 and 177** submitted by CUPE Saskatchewan, CUPE Nova Scotia, Hospital Employees’ Union (BC), Locals 8920 (NS) and 15 (BC)

CUPE NATIONAL WILL:

1. Educate members, locals, and Provincial Divisions on the Cambie Clinic case and its threat to Medicare; and
2. Continue its significant support for the work and legal costs of the BC Health Coalition and the Canadian Health Coalition with regard to the Cambie Clinic case and also that CUPE National communicate with all provincial divisions and locals, as well as CLC affiliates, to urge them to support and contribute to the costs for the defense of single payer public healthcare in Canada; and
3. Work with its national allies in the labour movement and with the Canadian Health Coalition to prepare for the likely appeal of this case to the Supreme Court of Canada.

BECAUSE:

- Brian Day is trying to use the courts to change Canada's health care system so that doctors can charge patients unlimited fees for all procedures

and services — from routine check-ups to hip surgeries; and

- The ultimate outcome of this challenge, even though it will undoubtedly be appealed to higher courts, depends on the quality of the legal case presented at this stage; and
- If successful, this challenge will move Canada to an American-style system with parallel private care and insurance (putting private insurance companies in the position to deny patients health care coverage for basic services like visits to the emergency room or cancer treatment); and
- If Brian Day wins, many Canadians won't be able to afford healthcare and most of us will have to wait longer for treatment - while the very wealthy pay to jump ahead in line.

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

**Resolution 253** submitted by CUPE Manitoba

CUPE NATIONAL WILL:

1. Lobby the federal government to establish domestic violence leave in federal legislation; and
2. Assist other CUPE divisions in lobbying other provincial governments to establish this leave in other provinces.

BECAUSE:

- Thousands of workers experience domestic violence every day and domestic violence leave ensures that victims are treated with compassion and are able to seek help; and
- It is important that victims of domestic violence are able to take time off of work without losing their jobs or compromising their financial Independence; and
- Victims of domestic violence need time to seek protection orders, make child care arrangements, get medical care and/or counselling and seek shelter; and
- Domestic violence does not stay at home, it follows people to work and negatively affects work performance and increases further risk of abuse.

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

**Resolution 300 covering resolution 307** submitted by the Hospital Employees' Union (BC), Locals 503 (ON) and 389 (BC)

CUPE NATIONAL WILL:

1. Continue to take a strong stand against the private, for-profit financing, ownership, development and operation of infrastructure, including through the Canada Infrastructure Bank; and
2. Document and publicize privatized infrastructure projects, profiling the role of pension funds and identifying problems such as increased costs, reduced transparency and accountability, and cuts to jobs or working conditions; and
3. Work with members, staff and committees, in coalition with other groups and concerned community members, to raise awareness and take political action against austerity, and the privatization of infrastructure; and
4. Call for a publicly-financed infrastructure bank that provides low-cost loans to municipalities, doesn't fund privatization through public-private partnerships (P3s), or facilitate asset sales.

BECAUSE:

- Public infrastructure and facilities belong to us all, and are essential to our communities, our health and our well-being; and
- The *Canada Infrastructure Bank Act* would lead to widespread privatization of public infrastructure, including public transit, toll roads and bridges, electrical grids and water and wastewater facilities; and
- Infrastructure privatization costs more than publicly-delivered projects, fosters inequality and hurts workers; and
- Corporations and the financial services sector want to profit from private financing of infrastructure, including through P3s.

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

**Resolution 220** submitted by CUPE Newfoundland and Labrador, CUPE Nova Scotia, CUPE Metro Vancouver District Councils, Hospital Employees' Union (BC), Locals 1289 (NL), 8920 (NS), 3260 (PE) and 2191 (ON)

CUPE NATIONAL WILL:

1. Press for transparency and accountability in Federal spending on literacy and essential skills.

BECAUSE:

- During 2015-2016 \$21.5 million was promised through the Office of Literacy and Essential Skills. Only \$8.4 million was spent; and
- Some workers needs are not being met by current program spending; and
- Details of the application and selection process are difficult to access; and
- In recent years spending has benefited employers, semi-professional or professional trades in only certain industries. There is no evidence available to show that this has changed; and
- Funding for lifelong learning at the community and workplace level benefits a wider cross-section of the population.

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

**Resolution 278 covering resolution 268** submitted by the Hospital Employees' Union (BC)

CUPE NATIONAL WILL:

1. Continue to call on the Government of Canada to repeal Bill C-51 (Anti-Terrorism Act, 2015); and
2. Continue to work in coalitions such as the International Civil Liberties Monitoring Group (ICLMG) and others to effectively lobby the government, to promote and educate about peoples' rights, and to mobilize in opposition to discrimination and civil rights violations in Canada and abroad; and
3. Build solidarity links and join coordinated actions with targeted communities, activists and networks at the global level who are struggling against anti-terror legislation and "terrorist" labelling.

BECAUSE:

- All peoples and nations have the right to exist free of exploitation and oppression; and
- Dissent and the right to organize is being criminalized under the guise of the "war on terror"; and
- CUPE National Global Justice Fund partners, in several countries such as Colombia, the Philippines and Honduras, are being targeted; and
- Those most affected and targeted by the "war on terror" are racialized, marginalized communities, many of who are struggling against or dispossessed from their land due to war, corporate land grabbing and poverty.

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

**Resolution 287 covering resolutions 281, 284, 288 and 289** submitted by Ottawa CUPE District Council and Local 2424 (ON)

CUPE NATIONAL WILL:

1. Work with the post-secondary sector to mount and resource a comprehensive campaign that addresses the chronic underfunding of post-secondary education including:
  - a) Lobbying provincial governments to support the creation of a federal post-secondary act that would have dedicated envelopes of money from the federal government directed to the provincial government, with accountability agreements attached; and
  - b) Advocating for a tuition free post-secondary education system; and
  - c) Exposing the rise in usage of precarious workers in post-secondary and the increases in senior administrative salaries.

BECAUSE:

- A fully accessible quality post-secondary system is the best resource we can provide to future generations.

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

**Resolution 103 covering resolutions 108 and 109** submitted by Local 2348 (MB)

CUPE NATIONAL WILL:

1. Develop and implement a Safer & Inclusive Union Spaces policy; and
2. Recommend that National Equality Board ensure that the policy be integrated into all Union Education classes through Member Facilitators; and
3. Work with the National equality & equity seeking Committees and staff to develop a Safer & Inclusive Union Spaces campaign; and
4. Work with the equality committees to develop a positive space/inclusive space campaign and toolkit for CUPE workplaces. Such a campaign may include safer space stickers, posters and literature for distribution; and
5. Commit to using gender inclusive language at its events and in its documents and policies.

BECAUSE:

- Every member in Canada experiences bullying, harassment and judgement in unique ways, and these experiences divide us, and our solidarity as union members; and
- Our Union work in Canada does not always have policy to reflect the impacts and experiences equity seeking members experience, and a Safer & More Inclusive Space policy would address this; and
- In accordance with our National Constitution, our Union could be mentoring our members in practical ways of upholding the Code of Conduct; and
- Members still do not feel secure in coming forward to report bullying, harassment and judgement. Our Union can provide leadership towards upholding the Human Rights and Freedoms of all members; and
- Unions are at the forefront of making positive social change and recognizing intersectionality; and
- Positive space/inclusive space campaigns aim to create safer positive spaces free of discrimination on the basis of sexual orientation, and work towards increasing the visibility and contributions

of supportive members including LGBTQ2S members and their families; and

- LGBTQ2S members need workplaces where human rights are respected and where gay, lesbian, bisexual, trans and gender diverse members and their friends and allies are welcomed and supported; and
- Gender expression, identity and orientation are protected under the Charter of Human Rights and inform our need for upholding the rights of all members; and
- The Canadian Human Rights Commission and trans activists in BC reached a settlement on additional gender markers on federal forms, in an effort to collect and diversify gender-related data.

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

**Resolution 308 covering resolutions 310 and 311** submitted by CUPE Newfoundland and Labrador, CUPE Metro Vancouver District Council, the Hospital Employees' Union (BC), Locals 2348 (MB.), 4828, 5512 (SK) and 1936 (BC)

CUPE NATIONAL WILL:

1. Produce tools and materials to educate CUPE members about the negative effects the privatization of public services and infrastructure has on Indigenous peoples (on-reserve, off-reserve and in urban centres); and
2. Work with Indigenous peoples, the labour movement, and allies to oppose the commercialization of water, and protect our water from harmful development; and
3. Pressure all levels of government through a member mobilization and lobbying campaign to protect community-controlled infrastructure — including water and wastewater systems - and social services in Indigenous communities, and ensure all Indigenous peoples have fair and equal access to public services regardless of where they live; and
4. Produce a report and materials highlighting the Trudeau Liberal government's funding of public infrastructure and services for Indigenous peoples prior to the next federal election.

BECAUSE:

- Canada has a proven history of underfunding services and infrastructure for Indigenous peoples, creating injustice and crisis in Indigenous communities; and
- Indigenous peoples deserve the same quality public services and infrastructure available to others in Canada; and
- Indigenous communities, both on and off reserve and in urban centres, have a right to control the services their people depend on.

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

**TUESDAY, OCTOBER 3, 2017**

AFTERNOON SESSION

**PRESENTATION OF THE ED BLACKMAN AWARD**

CHAIRPERSON MARK HANCOCK: It is time for the Ed Blackman Award. CUPE established this award at the 2013 National Convention to recognize outstanding leadership in the pursuit of racial justice and a strong and diverse labour movement.

Brother Ed Blackman was a proud worker of colour and CUPE leader at both the national and local level. He broke down barriers and blazed the trail for others facing racial discrimination and injustice in the workplace and in their communities. He served for many years as the President of the Winnipeg Civic Employees Local 500, on the CUPE National Executive Board and was a founding member of the CUPE National Rainbow Committee.

It is my pleasure to present the 2017 Ed Blackman Award to sister Yolanda McClean. Yolanda, as I know many of you know, is an outstanding leader and champion in the fight for equality. She is currently the second Vice-President of CUPE Ontario and is completing her fourth term as a diversity Vice-President on our National Executive Board.

As equity Vice-President for CUPE Local 4400 representing 13,000 Toronto education workers, Yolanda has fought side by side with education workers against precarity across CUPE workplaces. As a trade union leader, she's been vigilant in promoting actions against precarious work knowing our racialized workers are most likely to be affected by it.

Yolanda has worked hard to increase the participation of women and equity-seeking groups at all levels. As a Diversity Vice-President for CUPE National she has promoted anti-racism programs and caucuses for workers of colour in CUPE sectors across Canada.

And she has been a strong advocate for equity programs. Since 2013, she's been the President of the Canadian chapter of the Coalition of Black Trade Unionists providing a strong voice for black workers within the international trade union movement and challenging organized labour to be more reflective of their needs and aspirations.

Yolanda's leadership is reflected in her work as a facilitator, sharing her personal experiences, and acting as a mentor for workers of colour. Please join me in congratulating Yolanda McClean.

### **REPORT OF THE CREDENTIALS COMMITTEE**

This is the second report of the Credentials Committee.

From Nova Scotia: 70 delegates representing 35 locals, 1 delegate representing 1 provincial division, for a total of 71 delegates and 11 alternates.

From Newfoundland and Labrador: 52 delegates representing 27 locals, 1 delegate representing 1 provincial division, for a total of 53 delegates and 15 alternates.

From New Brunswick: 103 delegates representing 52 local unions, 3 delegates representing 3 councils of unions, and 1 delegate representing 1 provincial division, for a total of 107 delegates and 24 alternates.

From PEI: 29 delegates representing 13 locals, 1 delegate representing 1 council of unions, 1 delegate representing 1 provincial division for a total of 31 delegates and 5 alternates.

From Quebec: 260 delegates representing 91 local unions, 5 delegates representing 5 councils of unions, 1 delegate representing 1 airline component, 2 delegates representing 1 service contract, 1 delegate representing one provincial division, for a total of 269 delegates and 7 alternates.

From Ontario: 870 delegates representing 293 locals, 1 delegate representing 1 council of unions, 11 delegates representing 11 district councils, 1 delegate representing 1 service division, 1 delegate representing 1 component of the airline division, 1 delegate representing 1 provincial division, for a total of 885 delegates and 91 alternates.

From Manitoba: 91 delegates representing 30 local unions and 1 delegate representing 1 provincial division, for a total of 92 delegates and 10 alternates.

From Saskatchewan: 90 delegates representing 28 locals, 1 delegate representing 1 council of unions, 1 delegate representing 1 provincial division, for a total of 92 delegates and 6 alternates.

From Alberta and the Northwest Territories: 146 delegates representing 54 local unions, 3 delegates representing 3 district council, and 1 delegate representing 1 provincial division, for a total of 150 delegates and 7 alternates.

From British Columbia: 364 delegates representing 132 locals, 1 delegate representing 1 council of unions, 4 delegates representing 4 district councils, 1 delegate representing 1 service division, 1 delegate representing 1 provincial division, for a total of 371 delegates and 12 alternates.

At this time, there are 2,121 delegates and 188 alternates representing 755 local unions, 12 council of unions; 18 district councils; 2 service divisions; 2 airline components; 1 service contract, 10 provincial divisions; 2 national officers; 5 general vice-presidents and 2 diversity vice-presidents.

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, I move adoption of this report.

*(M/S committee member, unidentified delegate – Carried)*

### **INTRODUCTION OF GUEST SPEAKER**

CHAIRPERSON MARK HANCOCK: It is my great honour to introduce our keynote speaker for today. Nesrine Malik is a Sudanese writer and commentator based in London. Her work features regularly in the Guardian Newspaper where she tackles racism and xenophobia in the United Kingdom, Europe, and around the globe. She caught my attention following the inauguration of Donald Trump and called out those who suggested we take the high road.

In her words, when they go low, going high is not enough. Around the world, she said, the left wing needs to be less concerned with its own good behaviour and fight back against hate.

I'm so glad she's able to join us here in Toronto. Sisters and brothers and friends, please join me in welcoming to the stage, Nesrine Malik.

*Following Sister Nesrine Malik's address, Brother Mark Hancock thanked her and presented her with a gift.*

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

The committee members are: Daniel Légère, General Vice-President, New Brunswick; Denis Bolduc, Regional Vice-President, Quebec; Yolanda McClean, Diversity Vice-President; Candace Rennick, Regional Vice-President, Ontario; Judy Henley, Regional Vice-President, Saskatchewan; Victor Elkins, Regional Vice-President, Hospital Employees' Union; Daria Ivanochko and Shelly Gordon, Staff Advisors.

Every convention since 2003 delegates have adopted Strategic Directions, a document that combined with adopted resolutions, sets the priorities for our national Union, our national committees, our divisions and our councils as well as our local unions.

Strategic Directions is a document created by a subcommittee of the National Executive Board and approved by the board prior to coming to the floor. This document has taken many forms over the years. This version of the Strategic Directions is a little different than in recent years. It focuses on several big, bold and substantive projects that will make our union stronger.

Strategic Directions does not replace specific resolutions. Instead, it provides a framework through which we can address the challenges that we know we will face. It gives us a basis from which to approach each new challenge and each new fight. Together with our organizing paper, "Growing Stronger", and the resolutions that we adopt this week, Strategic Directions will set the course for the next two years.

We will be debating strategic directions in two parts. Today we will be looking at the first four pages, "The Way Forward", which sets the scene for the remainder of the document and speaks to our ongoing work. And "Together For a Stronger Union", which focuses on the work we need to do to support our members and locals in building strength and inclusivity at all levels of our union.

Tomorrow we will debate the remainder of the report, "Building Working Class Solidarity in Our Communities". And on Thursday, we will bring forward

"Growing Stronger", a paper that sets out an organizing plan to grow our union. This was mandated by our 2015 Strategic Directions.

For the debate today and tomorrow, we will be seeking comments and specific suggestions from delegates. There will be no pro or con microphones. Our NEB Strategic Directions committee will be listening to the debate and will take everything into consideration. We will bring back a final paper for adoption on Friday morning.

Discussions took place on Strategic Directions 2017-2019, Section 1 "The Way Forward" and Section 2 "Together for a Stronger Union".

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

### **REPORT OF THE CONSTITUTION COMMITTEE**

The members of the committee are: Carrie Lynn Poole-Cotnam, co-chair, Ontario; Rory Gill, co-chair, Alberta; Theresa Gillam, Newfoundland and Labrador; Katie Morrissey, Prince Edward Island; Iris Lloyd, New Brunswick; Patricia Perry, Nova Scotia; Gabriel St-Amand, Quebec; Phil Dembicki, Manitoba; Scott Barrett, Saskatchewan, Lois Rugg, British Columbia; Paul Faoro, NEB Liaison; Gavin Leeb, Laura Delhenty and James Richardson, Staff Advisors.

Eleven (11) resolutions were submitted 90 days or more before convention. In accordance with 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 which requested the resolutions in that format.

Seven (7) of the eleven (11) resolutions were submitted by the National Executive Board. The balance was submitted by local unions, divisions or councils.

The Resolutions Committee also referred eight (8) resolutions to the Constitution Committee for consideration. Of the eight resolutions referred to the Constitution Committee by the Resolutions Committee, three (3) were covered by C-8, two (2) were referred back to the Resolutions Committee, and one was considered as a separate constitutional amendment. The remaining two (2) resolutions were subject of discussions with the sponsors.

The Constitution Committee began meeting prior to the opening of convention and has considered all constitutional

resolutions submitted, as well as the resolutions that were referred from the Resolutions Committee.

During convention the committee will prepare a list of resolutions for the delegates to consider which will be distributed daily.

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.

The committee has consulted with outside parties wherever required. All resolutions were fully discussed by the committee itself.

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

**Constitutional Amendment C-1** submitted by the National Executive Board

CUPE NATIONAL WILL:

1. Amend Article 3.6 to read:

3.6 Transfer of Jurisdiction

(a) A Local Union may transfer all or part of its jurisdiction to another Local Union if:

- i) notice of motion to transfer jurisdiction is given;
- ii) the motion is approved by a majority of members of the Local Union who vote at a membership meeting **or by referendum vote if voting at a membership meeting is not practical**; and
- iii) in the case of a partial transfer, the motion is approved by a majority of members of the bargaining unit(s) being transferred who vote at a meeting **or by referendum vote if voting at a membership meeting is not practical**.

(b) A Local Union may accept a transfer of jurisdiction from another Local Union if:

- i) notice of motion to accept the transfer is given; and
- ii) the motion is approved by a majority of members of the Local Union who vote at a membership meeting **or by referendum vote if voting at a membership meeting is not practical**.

(c) If a new Local Union is created by the transfer of jurisdiction, the members must apply for a Local Union charter as set out in Article B.1.1.

(d) Confirmation that the requirements of Article 3.6 have been fulfilled and copies of the motion(s) signed by the President and Recording Secretary of the Local Union(s) must be sent to the National Secretary-Treasurer. The transfer of jurisdiction is complete when the National Secretary-Treasurer issues a new or amended Local Union charter.

BECAUSE:

- Local Unions represent members that work a wide variety of shifts over a seven-day work week or members across a large geographical area that prevent them from attending membership meetings; and
- All members in a Local Union must have the right to vote on the change of the jurisdiction of their Local Union where a membership meeting is a barrier as a result of work schedules or the geographic area the Local Union covers.

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

**Constitutional Amendment C-2** submitted by the National Executive Board

CUPE NATIONAL WILL:

1. Amend Article 3.7 to read:

3.7 Merger

Local Unions may merge if:

- (a) notice of motion to merge is given; and
- (b) the motion is approved by a majority of members who vote at a membership meeting in each Local Union **or by referendum vote if voting at a membership meeting is not practical**.

Confirmation that these requirements have been fulfilled and copies of the motions signed by the President and Recording Secretary of the Local Unions must be sent to the National Secretary-Treasurer. The members must apply for a Local Union charter as set out in Article B.1.1. The merger is complete when the National Secretary-Treasurer issues a new Local Union charter.

BECAUSE:

- Local Unions represent members that work a wide variety of shifts over a seven-day work week or members across a large geographical area that prevent them from attending membership meetings; and
- All members in a Local Union must have the right to vote on the change of the jurisdiction of their Local Union where a membership meeting is a barrier as a result of work schedules or the geographic area the Local Union covers.

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

**Constitutional Amendment C-3** submitted by the National Executive Board

CUPE NATIONAL WILL:

1. Amend Article 3.8 to read:

3.8 Separation

The members of a Local Union in a bargaining unit with a separate employer may request a transfer of jurisdiction to another Local Union if:

- (a) notice of motion to transfer jurisdiction is given; and
- (b) the motion is approved by a majority of members of the bargaining unit who vote at a meeting **or by referendum vote if voting at a membership meeting is not practical.**

If a new Local Union is created by the transfer of jurisdiction, the members must apply for a Local Union charter as set out in Article B.1.1. An existing Local Union may accept jurisdiction by fulfilling the requirements of Article 3.6(b). The National Executive Board may accept or reject the request to transfer jurisdiction.

BECAUSE:

- Local Unions represent members that work a wide variety of shifts over a seven-day work week or members across a large geographical area that prevent them from attending membership meetings; and
- All members in a Local Union must have the right to vote on the change of the jurisdiction of their Local Union where a membership meeting is a barrier as a result of work schedules or the geographic area the Local Union covers.

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

**Constitutional Amendment C-7** submitted by CUPE British Columbia

CUPE NATIONAL WILL:

Amend Article 6.4 (a) of the Constitution to increase representation at National Convention for Provincial Division to two from one, as follows:

**"6.4 Convention Representation**

(a) Representation at Convention is:

Local Union:

Up to 100 members.....	1 delegate
101 to 200 members.....	2 delegates
201 to 500 members.....	3 delegates
501 to 11000 members.....	4 delegates
1,000 to 1,500 members.....	5 delegates
1,501 to 2,000 members.....	6 delegates
2,001 to 2,500 members.....	7 delegates
2,501 to 3,000 members.....	8 delegates

1 more delegate for each additional 500 members or part of 500 members.

Provincial Division.....	2 delegates
District Council.....	1 delegate
Service Division.....	1 delegate
Provincial Council of Unions.....	1 delegate
Council of Unions.....	1 delegate
Airline Division Component.....	1 delegate per airline

Each National equity-seeking committee is entitled to one delegate with full voice at the expense of the National Union.

(b) Representation of Local Unions at Convention is based on the average number of paid-up members, including Rand Formula payees, for the 12 months before the Convention call is sent out."

BECAUSE:

- The number of CUPE members affiliated to Provincial Divisions has increased significantly over time; and
- Effective representation of CUPE members affiliated to Provincial Divisions would be greatly enhanced by an increase to delegate entitlement to our National Convention for all Provincial Divisions.

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

**Constitutional Amendment C-5** submitted by the National Executive Board

CUPE NATIONAL WILL:

1. Amend Article 6.3 (c) to read:

6.3 Convention Call and Fees

(c) The National Executive Board will set the registration fee for each delegate, **alternate and observer** ~~after considering the consumer price index published by Statistics Canada, based on a fee of \$150 for each delegate and guest at the 1997 regular Convention.~~ \$5.00 of the registration fee for delegates shall be used to offset at-home child care and family care expenses of delegates.

BECAUSE:

- The fees and dates currently listed are outdated; and
- The basket of goods and services that the consumer price index is based on is not reflective of the goods and services that are required to conduct a National Convention; and
- Fees should more appropriately reflect the true cost of National Convention.

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

**Constitutional Amendment C-9** submitted by the National Executive Board

CUPE NATIONAL WILL:

1. Amend Article 11.3 (a) to read:

11.3 Conduct of Elections

(a) All elections are held by secret ballot. Each delegate has only one vote. To be elected a candidate must receive a majority of votes cast ~~(at least 50% plus 1).~~

BECAUSE:

- The words "at least 50% plus 1" only appear in this article and is inconsistent with nine other articles dealing with elections; and
- Bourinot's defines a majority as more than half of the total number of the membership of an organization or of members present at regularly constituted meeting with a quorum in attendance.

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

**Constitutional Amendment C-4** submitted by the CUPE Vancouver Island District Council and Local 951 (BC)

CUPE NATIONAL WILL:

Amend Article 4.2 of the National Constitution to read:

Add:

4.2

(c) **Notwithstanding Appendix B.3.14**, The District Council Executive Board will meet at least four times a year before the regular membership meeting. The only duties of the Executive Board are those set out in the bylaws of the District Council.

BECAUSE:

- Article 7.3 only requires the CUPE National Executive Board to meet four times per year; and
- District Councils are often spread over a large geographic area, which makes it difficult and expensive to bring executive members and delegates together for a meeting; and
- Four meetings per year is sufficient to do the business of the Council; any business that arises

between meetings can be dealt with through telephone or electronic means (e.g. email) or the use of other communication tools.

*(M/S committee member, committee member – Carried as amended)*

## **REPORT OF THE NATIONAL GLOBAL JUSTICE COMMITTEE**

The members of the committee are: Dolores Douglas, co-chair, Saskatchewan; Keir Hiscock, co-chair, Newfoundland and Labrador; Jonathan Fourdraine, Nova Scotia; Shawna Quinn, Prince Edward Island; Debbie Downey, New Brunswick; Sylvain Allard, Quebec; Safia Gahayr and Daveson Haraan, Ontario; Ric McAlpine, Manitoba; Mario Pailamilla, Mabel Ong and Sheila Stewart, Alberta; John Hall and Beth Dollaga, British Columbia; Betty Valenzuela, HEU, British Columbia; Nathalie Garceau, Airline Division; Sarah Pentlow, CUSO International; Kristen Daub, CoDevelopment Canada; Denis Bolduc, NEB Liaison; Kelti Cameron, Staff Advisor.

### *“video presentation”*

The CUPE National Global Justice Committee is committed to creating a culture within CUPE that supports the rights of workers around the world, and engages CUPE locals and allies in common struggle.

CUPE members are on the frontlines and facing tremendous pressure to defend and strengthen our pensions; to oppose budget cuts, job loss, wage freezes, work reorganization schemes and privatization; and to fight for our right to strike and collectively organize. International solidarity is one of the most powerful tools we have to challenge the unjust global economic system that is at the heart of the ongoing exploitation and oppression we experience daily.

We believe our connections with international movements are an integral component of our domestic strategies at the bargaining table and toward global justice. As workers, we must not be divided by the right-wing forces promoting privatization, austerity, racism, islamophobia, migration, violence, and war.

We must focus on the resistance of targeted workers and communities, in Canada and around the world, and find ways to build alliances and to strengthen our solidarity.

Over the past two years, a great deal of work has been devoted to developing worker-to-worker relationships and to sustaining partnerships with unions and social movements in other countries. Through the Global Justice Fund, we are now supporting the work of trade unionists and human rights defenders in Colombia, Honduras, Nicaragua, Cuba and the Philippines.

With the allocation of additional funding for the international work and the Global Justice Fund, we are now considering opportunities for new relationships in countries such as Bangladesh, Haiti, Iran, Guatemala, and South Africa.

The CUPE National *International Solidarity Policy Statement* continues to guide our work, and allows us to adapt this work to our changing world and to ensure we act in solidarity with critical global struggles of our time.

The four pillars of this work are:

1. Expose and campaign against human rights violations;
2. Support struggles to defend and recognize labour and trade union rights;
3. Challenge global corporate aggression;
4. Ensure Canadian government accountability.

### **Exposing and campaigning against human rights violations**

CUPE National led a delegation to the Philippines in 2016 to meet with our partner organizations the Alliance of Concerned Teachers (ACT) and the Confederation for Unity, Recognition, and Advancement of Government Employees (COURAGE). The delegation attended the 2<sup>nd</sup> International Conference on Human Rights and Peace in the Philippines and in a solidarity mission to communities most severely affected by military operations and human rights violations in Mindanao and other parts of the country.

A month after the Government of Colombia and the Revolutionary Armed Forces of Colombia (FARC) signed a peace agreement, CUPE National participated in a delegation to Colombia hosted by Indigenous and Afro-Colombian community leaders concerned about escalating human rights violations.

CUPE participated in a trade union delegation to Guatemala in 2017, to work in solidarity with coffee

producers organized with the Comité Campesino del Altiplano (CCDA). Dubbed the Education in Action (EIA) project, the delegation supported the efforts of grassroots organizations to improve livelihoods of Mayan farmers through initiatives based on social justice and fair trade.

#### Support struggles to defend and recognize labour and trade union rights

We have engaged in several solidarity initiatives with activists from Turkey, Iran, South Korea, Honduras, Colombia, and the Philippines, whose governments have a history of systematically cracking down on trade union activity and dissent.

CUPE Sister Sharon Hubley (CUPE 1867), participated in a successful multi-union delegation to Bangladesh in 2016, hosted by the Bangladesh Center for Workers' Solidarity (BCWS), to draw attention to the struggle of women working and organizing in the ready-made garment factories.

We participated in a delegation to Nicaragua and Honduras to focus on the occupational health and safety, and gender rights in the maquila textile manufacturing industry. Sister Minerva Porelle (CUPE 3392), was hosted by two of CUPE's Global Justice Fund partners: the María Elena Cuadra Movement of Employed and Unemployed Women (MEC) and the Honduran Women's Collective (CODHEMUH).

Brother Charles Fleury led a delegation to South Korea to support the South Korean public sector workers' general strike in 2016. This was the largest public sector mobilization in their history. CUPE was hosted by the Korean Federation of Public Services and Transportation Workers' Unions (KPTU).

CUPE National participated in the Public Services International (PSI) North America meetings in Washington, DC at the end of February 2017. The focus of the meeting was in preparation for the PSI World Congress taking place in November 2017, but was also an important opportunity for us to express our solidarity with our sisters and brothers in the U.S. and to determine how best we can support them to fight back against the anti-worker, anti-people legislation that is now being introduced by the Trump administration.

#### Challenge global corporate aggression

Challenging global corporate aggression is the third pillar of our international work where we continue to

challenge the predatory actions of multinational corporations, and prioritize all efforts to redistribute the world's wealth from the rich to the majority poor.

CUPE National sent a delegation to participate in the United Nations Climate Change Conference (COP21) in Paris in 2015. Brother Charles Fleury led the delegation with the Canadian Labour Congress (CLC), other affiliated unions, Public Services International (PSI) and the International Trade Union Confederation (ITUC). We continue to engage in solutions to the climate crisis with global unions through our active participation in the Trade Unions for Energy Democracy (TUED) network.

A CUPE member delegation attended the World Social Forum (WSF) in Montreal in August 2016. The WSF directly challenges corporate power by bringing together tens of thousands of civil society members to plan ways to build a sustainable and inclusive world. CUPE members engaged in water struggles from British Columbia, Manitoba, New Brunswick and Prince Edward Island. They participated in several CUPE organized and supported workshops related to fighting water privatization locally and globally.

#### Ensure Canadian government accountability

The fourth pillar of our international work requires us to hold the Canadian Government accountable for their harmful domestic and foreign policy decisions.

Following the CUPE National Convention in 2015, global justice committee members reviewed the strategic directions document and the resolutions and determined the following three priorities for the next two years:

1. Migrants and refugees;
2. The right to protest and freedom of expression in Canada and around the world;
3. International trade and investment

These priorities required us to focus on the policies of the Government of Canada as they affect the people of Canada and others around the world.

CUPE members participated on the organizing committee of the Migrant Rights Forum in New Brunswick in February 2016. This forum was the first of its kind in the province and brought together more than 75 migrants' workers, labour union activists and civil society members to discuss and strategize on how to fight back against the exploitation experienced by

temporary foreign workers in Canada, and address the role Canada plays creating the conditions for migration from other countries.

CUPE committed to supporting the Canadian Labour Congress (CLC) Syrian Refugee Support Fund with the Canadian Council for Refugees (CCR) when violence in the country forced hundreds of thousands of people to flee their homes. We further committed to continuing to speak out against Canadian militarism and involvement in unjust military aggression internationally. Following the recommendation of the committee, CUPE National became a member of the CCR in 2017.

CUPE is actively working with the International Civil Liberties Monitoring Group (ICLMG) to protect our right to protest and in defense of freedom of expression. These rights are being explicitly undermined by Canada's *Anti-Terrorism Act 2015*, commonly known as Bill C-51. CUPE continues to demand Bill C-51 be repealed and aims to engage with and support targeted communities in Canada. Furthermore, the support we also provide to partner organizations through the Global Justice Fund often supports struggles against false terrorist labelling and the criminalization of dissent, particularly in Honduras, Colombia and the Philippines.

CUPE was represented at an important meeting in Mexico City in January 2016 regarding our collective, cross border opposition to the Trans-Pacific Partnership (TPP) trade deal that loomed at the time. CUPE liaised with social movement allies in Mexico and within the Common Frontiers and Trade Justice Network to support our participation. We are now focusing our attention on the Trade in Services Agreement (TISA) and the potential re-negotiation of North America Free Trade Agreement (NAFTA).

### Conclusion

We are living in a time of crisis but also a time of resistance. CUPE has engaged in worker-to-worker solidarity across borders using the Global Justice Fund for decades to support and engage with trade unions and social movements at critical moments in their history. We are proud of this work.

Trade unions and marginalized communities around the world are challenging privatization, contracting out and the theft of Indigenous land and territory. They are organizing unions with very few resources and under

conditions of violence and repression. They are gathering precarious women workers to take the streets to protest regressive labour reform and defense of occupational health and safety reform at work. And they are supporting initiatives that address the roots causes of the conditions of poverty through national peace negotiations and political transformation. We have a great deal to learn from them.

Worker-to-worker solidarity allows for critical exchange and learning with activists struggling in other countries, and is also an opportunity to provide necessary material and financial support for the organizing efforts of our sisters and brothers. When we talk to workers and activists in other countries, we are better able to understand what is happening in the world, better equipped to challenge discrimination when we are faced with it in our workplaces and communities, and we build the power necessary to create the world we want to live in.

The CUPE National Global Justice Committee has always prioritized worker-to-worker solidarity, and we are pleased to now have the financial resources to support new relationships through the Global Justice Fund.

### **REPORT OF THE NATIONAL POST-SECONDARY EDUCATION TASK FORCE**

The members of the committee are: Lois Rugg, co-chair, British Columbia; Éric Gascon, co-chair, Quebec; Steven Smith, Newfoundland and Labrador; Tracy Carmichael, Prince Edward Island; Stephen Cloutier, Nova Scotia; Kellie Mattatall, New Brunswick; Marie-Paule Morin, Quebec; Janice Folk-Dawson, Ontario; Brianne Goertzen, Manitoba; Clayton Beish, Saskatchewan; Dougal MacDonald, Alberta; Michelle Waite, British Columbia; Marle Roberts, NEB Liaison; Chandra Pasma, Staff Advisor.

*“video presentation”*

### **Introduction**

Nearly 68,000 CUPE members work in the post-secondary education sector. We are instructors, researchers, teaching assistants, and support staff working in grounds and building maintenance, trades, libraries, food services, caretaking, information technology, clerical support, and administration. The CUPE National Post-Secondary Education Task Force was created in 2011 to provide advice to the National Executive Board on issues such as advocating for

publicly accessible post-secondary education, protecting workers in the post-secondary sector, and fighting privatization and corporatization of higher education. The Task Force is pleased to present this report to national convention.

Over the past two years, the task force has addressed three main priorities:

- Resolutions passed at CUPE National Convention in 2015 calling for campaigns on precarious work and making post-secondary education a national priority.
- Concerns related to funding in the sector, including tuition fees; wages, benefits and pensions for workers; and increasing privatization and corporatization.
- Health and safety, especially regarding sexual harassment and sexual violence on campus.

### Precarious Work

Precarious work is work that is part-time, temporary or based on short-term contracts, with low pay, few to no benefits, and no job stability. A growing number of the people employed in the post-secondary sector work in precarious positions. In fact, CUPE's 2014 National Membership Survey identified the post-secondary sector as one of the sectors with the highest number of precarious workers within CUPE.

Precarity is hard on workers, personally and professionally. Academic workers and support workers are passionately committed to delivering high quality education and services for students, but they need fair and decent working conditions to make that happen. Precarious work hurts post-secondary education twice: it hurts workers, and it diminishes the quality of education that students receive because the working conditions of staff and faculty are the living and learning conditions of students.

In 2015, CUPE members adopted Resolution 285, which called on CUPE National to develop a campaign to draw attention to this growing problem. In response, the task force developed the campaign *Quality Jobs, Quality Education, Better Futures*.

The campaign included townhalls in Guelph, Ontario; Vancouver, British Columbia; and Sackville, New Brunswick, where workers shared powerful stories about how precarity is affecting their lives, their families, and their careers. We also heard inspiring stories about workers and CUPE locals fighting back against precarity. These stories will continue to fuel our work in the future, as CUPE continues to make fighting precarity a priority.

CUPE members can find materials relating to this campaign, including a booklet about precarious work, postcards calling for good jobs, and posters at [cupe.ca/quality-jobs-quality-education](http://cupe.ca/quality-jobs-quality-education).

The task force is also working on developing a bargaining resource, based on what we learned during this campaign, to help post-secondary locals fight precarity at the bargaining table.

Finally, in partnership with our allies at the Canadian Association of University Teachers and the Canadian Centre for Policy Alternatives, CUPE is working on ways to address the general shortage of data about precarious work in this sector.

### Making Post-Secondary Education a National Priority

Post-secondary education makes an important contribution to the social, economic, and cultural wellbeing of individuals, communities, and our country. Yet, for decades, our federal and provincial governments have failed to make post-secondary education a priority. Instead, they have allowed tuition rates to rise, student debt to skyrocket, and vulnerable learners – including Indigenous students – to fall through the cracks of a poorly designed financial aid system. CUPE has long called for governments to reverse this trend and make high quality, accessible post-secondary education available to all Canadians.

At CUPE's 2015 National Convention, members adopted Resolution 286 calling for a campaign to make post-secondary education a federal election priority, including resources to help CUPE members advocate for a national post-secondary act, tuition-free post-secondary education, and predictable, multi-year funding for higher education.

The task force has worked to develop multiple resources for members to use in advocating to make post-secondary education a national priority in advance of the 2019 federal election. We have updated and re-released the booklet *Post-Secondary Education: Our Choices, Our Future*, focusing on recent developments across the provinces and providing updated statistics. We have developed and released a petition calling on Patty Hajdu, the Minister responsible for post-secondary education, to immediately increase funding, make higher education free, and develop a post-secondary act. Finally, we developed a set of talking points that CUPE members can use in conversation with family, friends, and local

politicians to highlight the importance of making post-secondary education accessible to all Canadians.

### Funding

According to the Organization for Economic Co-operation and Development, public funding now accounts for only 52 per cent of the total funding for post-secondary education in Canada. In contrast, in France, 79 per cent of the funding is public, and in Germany, 86 per cent comes from public sources. As a result of the persistent underfunding of higher education in Canada, tuition rates have skyrocketed. And Canada has the debt crisis to prove it: over the past four years, the federal government has written off nearly a billion dollars in student debt that it was unable to collect. Students are not only dealing with high debt loads; they are entering a job market with high rates of youth unemployment and rising precarious work. One-third of all student loan holders participate in the government's Repayment Assistance Program – which means they have incomes of \$25,000 a year or less. Many of CUPE's members within the post-secondary sector are students and many other CUPE members are the parents of post-secondary students. This is the reality these students will face upon graduation.

As schools' deal with diminished government revenues, students are left with crumbling infrastructure, required courses not being offered, and an increasing corporate presence on campus as private money fills in the gaps.

Students are not the only ones being harmed by the persistent underfunding of post-secondary education. Budget squeezes have contributed to the rise in precarious work, with more positions being outsourced or filled with casual, short-term, or contract workers. Benefits and pensions are under attack, as employer's demand concessions or try to make unilateral changes. Health and safety are put at risk, when cleaners, maintenance or food service staff are told to do more with fewer workers, aren't given the tools they need to do the job, or don't receive necessary training.

The task force has supported calls for immediate increases to government funding. We have also looked at ways to address the challenges being created by underfunding. We supported the Canadian Federation of Students' National Day of Action for Free Tuition. We met with Canadian Federation of Students chairperson Bilan Arte and staff Joel Harden to discuss the campaign for free tuition and how CUPE can support it.

Through our booklet *Post-Secondary Education: Our Choices, Our Future* and our talking points, we have sought to give CUPE members the tools they need to talk about this issue in their workplaces and in their communities.

A number of CUPE locals have faced attacks on their pension benefits. The task force was also pleased to see the victory of CUPE and other unions in achieving an expansion of the Canada Pension Plan, but very disappointed to see the government table Bill C-27, which could retroactively put pension benefits at risk. The task force has discussed pension issues and shared ideas about how to resist demands for employer concessions and bad legislation.

Finally, the task force has shared information about contracting out and corporatization on their campuses and ideas on how to resist it, including better language in collective agreements to prevent contracting out.

### Sexual harassment and violence

There have been a number of high profile incidents of sexual harassment and violence at Canadian universities and colleges over the past few years. Many institutions have not handled these incidents very well. Schools have handled complaints informally, blamed victims, protected perpetrators, and failed to take steps to prevent sexual violence before it happens. As a result, and as mandated bylaw in several provinces, many universities and colleges are in the process of developing institutional policies to prevent and respond to incidents of sexual violence and harassment.

The process of developing sexual violence policies has been uneven across the country. Some CUPE locals are struggling to deal with inadequate consultations by institutions, policies that are big on values but short on process, and policies that exclude workers even though many students are workers and many workers are students. After participants at CUPE's Sector Council Conference noted that they would like to see more resources from CUPE National to help them contribute to strong institutional policies, the task force met with CUPE Health and Safety staff to discuss existing resources and to identify what additional support is needed.

### **REPORT OF THE NATIONAL PINK TRIANGLE COMMITTEE**

The members of the committee are: Sajid Sheikh, co-chair, Airline Division; Line Blackburn, co-chair,

Quebec; Julie Van Tassell, Nova Scotia; Brenda Doucette, Prince Edward Island; Todd Hill, New Brunswick; Nancy Hanschmann, Ontario; Gina McKay, Manitoba; Donna Smith and Shar-Lee Haichert, Saskatchewan; Mikka Corbeil, Alberta; Michael Forrester and Michelle Stephen, British Columbia; Deidra Roberts and Martine Stonehouse, Trans Representatives (retired 2016); Deanna Saunders, HEU, British Columbia, Victor Elkins, NEB Liaison; Bill Pegler, Staff Advisor.

### *“video presentation”*

The National Pink Triangle Committee is dedicated to promoting and defending the rights and freedoms of questioning, queer, two-spirited, lesbian, gay, bisexual, transgender, transsexual and intersex (LGBTQT) persons within our Union, workplaces and communities in Canada and around the world. Committee members work for change in partnership with other CUPE equality committees, labour organizations, advocacy groups and activists at regional, national and international levels.

The committee was created in 1991, taking its name from the pink triangle worn by men targeted as homosexuals in Nazi concentration camps. Along with the black triangle, a feminist and lesbian symbol of the struggles of their respective communities, the pink triangle is claimed by the LGBTQT community as a badge of struggle, survival and pride.

Every region and service division in CUPE is represented on the committee. In 2001, national convention adopted a resolution to add designated seats for transgender persons. Two of our active trans representatives, Deidra Roberts and Martine Stonehouse recently retired. Both contributed enormously to the committee’s work and continue as activists in the Canadian trans community. We wish them a long and healthy retirement, and thank them for their incredible contribution to CUPE, their workplaces, and equality work.

This report will provide an overview of developments in LGBTQT activism, the committee’s goals and activities since the 2015 convention.

### Union Education

LGBTQT persons in our union, workplaces and communities continue to experience discrimination, harassment and violence. We must continually renew

and intensify our educational initiatives to promote respect, understanding and acceptance for LGBTQT persons.

The committee has through the years advocated for more and improved training and educational resources for CUPE members, leaders and staff.

CUPE’s Union Development Department continues to present and promote a new week-long human rights workshop, focusing on different equity-seeking groups and issues. We continue to provide input on the sexual orientation and gender identity modules.

The committee is also pleased to see how equality themes are now fully integrated into the popular Steward Learning Series. CUPE members have the opportunity to take three-hour modules on challenging homophobia, being an ally for equality and creating a harassment-free workplace. Integrating this work brings an updated and practical approach to advocacy, grievance handling and facing with management. Stewards become advocates for change and sensitivity in the work of the union, which builds our membership capacity to tackle discrimination, confront harassment, and reduce and eliminate the potential for violence.

It is important that LGBTQT persons model diversity as member facilitators for these and other CUPE workshops. The committee encourages members from the LGBTQT community and other equity-seeking groups to contact the Union Development Representative in their region to show their interest in becoming a member-facilitator.

### Pride events and other awareness-raising initiatives

Committee members lend their support and organizing experience to the Pride celebrations that take place in Canada from June through August each year. These range from the enormous, destination event parades in major cities like Vancouver, Montreal and Toronto, to modest parades in smaller centres. This year, Montreal Pride 2017 was designated as Canada Pride, and the committee held its meeting in conjunction with this major effort to mark LGBT activism in Canada.

We applaud the CUPE members and elected leaders who take part in Pride events across the country. A strong CUPE contingent is a regular part of many Pride celebrations. National President Mark Hancock and National Secretary-Treasurer Charles Fleury strongly support CUPE and its members as they participate in

Pride events. CUPE is looking to increase its visibility in our smaller communities with flags, banners and signage. This increased visibility is an organizing tool that clearly communicates our commitment to equality.

Committee members also seize opportunities throughout the year to raise awareness on homophobia, transphobia and the alarmingly high rates of harassment, bullying and violence experienced by LGBTTTQI youth and adults. CUPE recognizes the Day of Pink on the second Wednesday in April, the Transgender Day of Remembrance on November 20<sup>th</sup> and May 17<sup>th</sup>, the International Day Against Homophobia and Transphobia through statements shared with locals, members, and on social media.

Building alliances with community organizations and advocacy groups outside our union is more important than ever at a time when labour rights, human rights and social justice are under attack.

CUPE supports the educational and advocacy work of Egale, the major LGBTTTQI organization in English Canada. CUPE promoted the important work of Egale in a survey about the specific needs of LGBTTTQI seniors in care.

Quebec's Fondation Émergence is an important force for LGBTTTQI awareness-raising among francophones. The Fondation provides bilingual materials for the International Day Against Homophobia and Transphobia, sponsors a crisis phone line and support services.

Committee members also work with a range of advocacy and community groups in their regions, including chapters of the family support group PFLAG, the Montreal-based Conseil Québécois LGBT, Gay-Straight alliances in schools and local Rainbow Resource Centres.

#### Legislative and policy reform

We continue to see several important legislative and policy victories for trans persons in Canada, yet they still count among the most marginalized people in our society. They struggle for rights that most of us take for granted, including the ability to earn a living in safety and dignity and to have identity documents that match their lived gender.

Specific protections in relation to gender expression and gender identity exist in most Canadian

jurisdictions. In many provinces, these human rights protections are now clear and defined in legislation. In the federal jurisdiction, formal legislation to amend the Canadian *Human Rights Act* and the *Criminal Code* was stalled in the Senate for months. It finally passed into law in June 2017. In both the provincial and federal jurisdictions, gender expression and identity protections have been read into the law, even where they are not formally written into the law. We will actively work for full legal equality and will not rest until these protections are included in legislation from coast to coast to coast.

CUPE and the National Pink Triangle Committee encourage locals to review their collective agreements and to prepare and motivate bargaining proposals to include these human rights protections in their next round of collective bargaining. It is not just words in a document; it is the energized equality work that is possible when CUPE members ratify their equality focused bargaining demands, and new protections in their collective agreements. These tools give our Stewards the language they need to protect CUPE members from discrimination and harassment well into the future.

Unions are joining trans Canadians and their allies in celebrating the settlement of a landmark human rights complaint. The recent settlement with the federal government resolves a complaint launched in 2011 by Christin Milloy, a trans activist from Toronto, against Employment and Social Development Canada (ESDC). It is an important recognition by government that it is inappropriate to collect data about a person's gender, unless there is a legitimate justification for its specific use.

The next step for the federal government is a review of the entire federal data collection system to determine, on a case-by-case basis, whether it is justifiable to ask an individual for their gender as a condition of receiving government services. Until that review is complete, ESDC will make changes to ensure that Canadians are not required to provide sex/gender information to apply for a social insurance number, or to provide proof to change existing sex/gender information in the database. When collecting sex/gender information on forms, ESDC will ensure there are at least three options available (male/female/3<sup>rd</sup> option) to choose from.

Transgender persons continue to face severe problems in accessing health care services and often risk their personal safety in using gender-specific washrooms and changing facilities. More CUPE locals should be

encouraged to initiate discussions with employers about creating “safer spaces” by providing gender-neutral washrooms and changing facilities.

In many regions across the country, the excessive costs of sex reassignment surgeries, hormone treatments and other procedures necessary for gender transition are not covered under public health budgets. There is still much work to be done to convince federal, provincial, and territorial governments that trans Canadians must be able to access the medical procedures necessary to align their physical being with their lived identity.

#### HIV and AIDS

We continue to monitor the situation of the HIV and AIDS epidemic and advocate for prevention and support measures. It is troubling to see new cases and the ongoing ravages of HIV and AIDs on women, LGBTTQI people, Indigenous peoples, workers in the global south, migrants and sex workers.

#### Health care and support services for elderly LGBTTQI persons

The committee is promoting education and awareness on LGBTTQI aging issues, especially as it relates to the quality of health care and support services. This is a concern for our aging LGBTTQI members who are vulnerable to discrimination and ill treatment by staff, other residents and the public. It also affects CUPE workers who provide services in hospitals, long-term care facilities, or through home-based services and social service agencies. It is important that service providers are trained to understand the needs of LGBTTQI seniors.

Promising action-research projects are ongoing in Quebec, Ontario and British Columbia, such as the Aging Out project supported by the Hospital Employees’ Union in BC.

#### International Solidarity

LGBTTQI persons in many countries experience persistent violations of their human rights and live in fear of repression, violence and imprisonment. CUPE National sent a strong delegation, including committee members, to the 2017 World Outgames Global Conference on Human Rights in Miami from May 26 to May 29, 2017. The Conference, a global event, ensures that the World Outgames include robust human rights and trade union dynamic. CUPE’s contribution included our Being an Ally for Equality workshop, showcasing

our Union Development Department’s work in integrating equality work in union education.

Another important aspect of our participation at the World Outgames was a presentation of the Canadian documentary film, *Migrant Dreams*, by Min Sook Lee.

*(Motion to receive the committee report /S unidentified delegate, unidentified delegate – Carried)*

#### RESOLUTIONS COMMITTEE REPORT

**Resolution 143 covering resolution 144** submitted by CUPE British Columbia

CUPE NATIONAL WILL:

1. Create a toolkit on the topic of sexual violence at work (similar to the domestic violence bargaining toolkit) to include language to bargain on the topic, training on the continuum of sexual violence, general education about the topic; and
2. Create a program to support stewards and union members in their support of others — to ensure that there are critical incident stress responders available especially in the absence of an Employee Assistance Program (EAP); and
3. Develop and resource bystander training for all CUPE members and CUPE staff to create a culture of true respect in our union.

BECAUSE:

- As rape culture continues to be pervasive in the media and on our campuses, CUPE members on the frontline are often the first ones to whom survivors disclose their experiences of abuse; and
- The stress of supporting survivors of abuse can be emotionally and physically taxing on stewards/members and we need to ensure that those supporting survivors are taken care of; and
- No local or regional office is immune to the issue of bullying, harassment or sexual violence. It would be prudent for the National Union to ensure our own house is a healthy, safe and respectful place to work.

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

**Resolution 208 covering resolutions 211, 213 and 214** submitted by CUPE Metro Vancouver District Council, Hospital Employees' Union (BC), Locals 2191 (ON), 4828 and 5512 (SK)

CUPE NATIONAL WILL:

1. Raise awareness of issues and establish educational tools and services around LGBTTI older persons and seniors in Canada; and
2. Share the Egale Canada National LGBTIQ2S Senior Consultation results with CUPE locals; and
3. Share information from HEU's aging out initiatives/CARE Can't Wait campaign; and
4. Work with CUPE health care locals across Canada to promote LGBTTI awareness/sensitivity amongst health care workers in Canada.

BECAUSE:

- We need to ensure there is awareness of the issues facing LGBTTI older persons and seniors; and
- There needs to be education around services and resources for the older persons and senior LGBTTI population; and
- Egale Canada has recently completed ground breaking National LGBTIQ2S Seniors Consultation across Canada and HEU has been at the forefront of the LGBTTI and seniors awareness; and
- Views of the community, health care workers and allies have been gathered, now we need to design proper support systems for those affected; and
- Older persons and seniors often feel pressure to go back in the closet because they fear discrimination; and
- It is our duty as proud unionists to raise up all members.

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

**Resolution 149 covering resolutions 178, 179 and 180** submitted by CUPE Nova Scotia and Local 8920 (NS)

CUPE NATIONAL WILL:

1. Work with CUPE locals, other unions and allies such as the Canadian Health Coalition and BloodWatch to pressure the federal government to implement a national strategy to ban payment

for and privatization of blood and blood products, and achieve self-sufficiency of our national blood and blood product supply; and

2. Support CUPE divisions that undertake campaigns to lobby for legislation banning private, for-profit plasma clinics; and
3. Educate members and the public about the dangers of payment for blood and blood products and privatization of blood and plasma supply, and the importance of self-sufficiency of our national blood supply.

BECAUSE:

- The safest source of blood and blood products is from regular, voluntary, non-paid blood donors; and
- Blood is a precious public resource and must remain publicly administered and collected in order to safeguard our national blood and blood product supply; and
- Safeguarding our national blood supply requires a pan-Canadian approach, and cannot be achieved through a patchwork of inconsistent provincial approaches.

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

**Resolution 252** submitted by CUPE Metro Vancouver District Council and Local 15 (BC)

CUPE NATIONAL WILL:

1. Lobby the federal government to stabilize the cost to consumers of fuel in Canada; and
2. Lobby the federal government to do an enquiry into the fluctuating price of fuel at the gas pumps in Canada.

BECAUSE:

- We believe there is injustice on behalf of the oil and gas industry that is reflected in the unstable prices at the pumps; and
- There is no logical explanation for the fluctuating prices in gas at the pump coast to coast to coast; and
- The high cost of fuel is a factor in the poverty of Northern regions due to the excessive cargo shipping costs, which affects the delivery of food, products.

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

**Resolution 166** submitted by CUPE Manitoba

CUPE NATIONAL WILL:

1. Encourage the Canadian Labour Congress and other long-term care advocates to create a National Long-Term Care Strategy; and
2. Actively lobby the federal government to develop a National Long-term Care Strategy that focuses on establishing national and optimal staffing ratios, addressing staffing shortages and staff retention, providing stable funding transfers, and implementing a national tracking system on violent and dangerous incident statistics.

BECAUSE:

- The Government of Canada should partner with the provinces, territories, and municipal governments, as appropriate, in the development and expansion of long-term care services across the country to provide a more effective and efficient allocation of resources.

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

**WEDNESDAY, OCTOBER 4, 2017**

**MORNING SESSION**

**REPORT OF THE RESOLUTIONS COMMITTEE**

**Emergency Resolution 801** submitted by Local 1281 (ON)

CUPE NATIONAL WILL:

1. Call on the Canadian government to withdraw its illegal sanctions on 40 Venezuelan officials and that Canada develop an independent foreign policy from the United States that respects the sovereignty of Venezuela; and
2. Call on the CBC and all other Canadian media to report objectively about Venezuela instead of becoming an extension of the US Administration propaganda machine; and
3. Work with Venezuela solidarity organizations in Canada to end U.S. sanctions against Venezuela and stop the invasion of the country.

BECAUSE:

- The U.S. and Canada have no business interfering in the affairs of another sovereign state.
- This is an example of Canada's complicity with Trump's imperialist actions, not only towards Venezuela, but also the world, including Canada's agreement to boost military spending by 70% after it was requested by the Trump administration.
- The United States' history of meddling in Latin America has led to coups and invasions in the region in the past with devastating consequences to democracy, sovereignty and independence.

*(M/S unidentified delegate; unidentified delegate – Referred back to committee)*

**Emergency Resolution 802** submitted by Local 1294 (QC)

CUPE NATIONAL WILL:

1. Denounce the repression perpetrated by the Spanish Government against the Catalan people's desire to exercise their right to self-determination, by way of democratically exercising their right to vote;
2. Express its solidarity with the Catalan social movement that has announced a general strike will be taking place in the region in response to the Spanish State's intervention;
3. Ask the Canadian Government to promptly intervene vis-à-vis the Spanish Government to immediately cease any and all forms of repression against the citizens of Catalonia.

BECAUSE

- The right to self-determination of all nations is an international right recognized by CUPE National;
- The Spanish Government has used all means at its disposal to prevent the democratically-elected Catalan government to hold a referendum on its sovereignty, including the confiscation of ballots and the arbitrary arrest of Catalan elected representatives;
- The Spanish police used force to expel electors from Catalan polling stations on the day of the vote,

Sunday, October 1, where more than 700 people were injured;

- Some 40 union, political and social organizations in Catalonia have issued a call for a general strike to be held on Tuesday, October 3, in response to the Spanish State's intervention to prevent the referendum on self-determination;
- The Canadian Government has been conspicuously silent regarding the events of the last few weeks and has likewise refused to recognize the right to self-determination of the Catalan nation.

*(M/S unidentified delegate; unidentified delegate – Referred back to committee)*

**Emergency Resolution 803** submitted by Local 3902 (ON)

CUPE NATIONAL WILL:

1. Make a public statement condemning the brutal police repression of the Catalan independence referendum and expressing solidarity with the general strike called in Catalan for October 3<sup>rd</sup>.
2. Call on the Canadian government to recognize the Republic of Catalonia if the Catalan people decide to declare independence.
3. Call on our fellow unions throughout Spain and Europe to defend the Catalan people's right to self-determination.

BECAUSE:

- The labour movement defends the right of the oppressed nations to self-determination.
- The Catalan working class has been subjected to brutal police repression, leaving more than 700 injured.
- Unionized firefighters and dockworkers have been at the forefront of opposing the repression of the Catalan independence referendum by the Spanish state.
- Despite massive police repression, the independence referendum saw a more than 50% turnout, with more than 90% voting for independence.

*(M/S unidentified delegate; unidentified delegate – Referred back to committee)*

**Resolution 61 covering resolutions 59 and 60** submitted by Locals 4041 (QC) and 4078 (BC)

CUPE NATIONAL WILL:

1. Establish a National Transportation Committee.

BECAUSE:

- CUPE represents provincially and federally regulated transportation workers in the transportation sector across Canada; and
- Transportation workers across Canada face common issues such as: violence in the workplace, privatization, outsourcing, reduced funding, reduced staffing levels; and
- Our National Union has established a transportation sector which would be well complimented with a National Committee that will be a strong voice for CUPE workers in the Transportation Sector; and
- Most sectors have committees which allows members to meet on shared concerns and coordinate efforts/initiatives to best serve CUPE members and the Transportation Sector should not be any different; and
- We must raise the profile of CUPE within the transportation sector.

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

**Resolution 89 covering resolution 88** submitted by National Executive Board

CUPE NATIONAL WILL:

1. Conduct a thorough review of the CUPE Trial Procedure led by the National President's Office; and
2. The review will include but not be limited to:
  - a) Interviews of members and staff who have participated in the trial procedure; and
  - b) A study of trial procedures used by other trade unions, including across the world; and
  - c) A study of alternative dispute mechanisms.
3. A report on the findings of the review will be presented to the National Executive Board no later than March 2019.

BECAUSE:

- Members find the current trial procedure outlined in the CUPE Constitution cumbersome, time consuming, and divisive; and
- The trial procedure is often used for purposes other than those purposes for which it was intended; and
- An internal trial procedure is necessary so that member-to-member conflict does not need to be resolved in the civil courts; and
- The penalties imposed on members found guilty of an offence against the Constitution must reflect the seriousness of the offence, no more and no less; and
- That these matters can often be resolved through dialogue and consultation rather than through the formal trial procedure.

*(M/S committee member, committee member – Referred back to committee with direction to bring another motion forward – resolution forward)*

### **CREDENTIALS COMMITTEE REPORT**

This is the third report.

From Newfoundland and Labrador: 52 delegates representing 27 local unions; 1 delegate representing 1 provincial division; for a total of 53 delegates and 15 alternates.

From Nova Scotia: 70 delegates representing 35 local unions; 1 delegate representing 1 provincial division; for a total of 71 delegates and 11 alternates.

From Prince Edward Island: 29 delegates representing 13 local unions; 1 delegate representing 1 council of unions; 1 delegate representing 1 provincial division; for a total of 31 delegates and 5 alternates.

From New Brunswick: 103 delegates representing 52 local unions; 3 delegates representing 3 councils of unions; 1 delegate representing 1 provincial division; for a total of 107 delegates and 24 alternates.

From Québec: 264 delegates representing 92 local unions; 5 delegates representing 5 councils of unions; 1 delegate representing 1 airline component; 2 delegates representing 1 service contract; 1 delegate representing 1 provincial division; for a total of 273 delegates and 7 alternates.

From Ontario: 892 delegates representing 294 local unions; 1 delegate representing 1 council of unions; 11

delegates representing 11 district councils; 1 delegate representing 1 service division; 1 delegate representing 1 airline component; 1 delegate representing 1 provincial division; for a total of 907 delegates and 95 alternates.

From Manitoba: 91 delegates representing 30 local unions; 1 delegate representing 1 provincial division; for a total of 92 delegates and 10 alternates.

From Saskatchewan: 90 delegates representing 28 local unions; 1 delegate representing 1 council of unions; 1 delegate representing 1 provincial division; for a total of 92 delegates and 6 alternates.

From Alberta and the Northwest Territories: 146 delegates representing 54 local unions; 3 delegates representing 3 district councils; 1 delegate representing 1 provincial division; for a total of 150 delegates and 8 alternates.

From British Columbia: 369 delegates representing 132 local unions; 1 delegate representing 1 council of unions; 4 delegates representing 4 district councils; 1 delegate representing 1 service division; 1 delegate representing 1 provincial division; for a total of 376 delegates and 12 alternates.

At this time, there are 2,152 delegates and 193 alternates representing 757 local unions, 12 councils of unions; 18 district councils; 2 service divisions; 2 airline components; 10 provincial divisions; 2 national officers and 5 general vice-presidents for a total of 2,159.

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 M. Roberts; committee member – Carried)*

### **ELECTION OF NATIONAL PRESIDENT**

*Brother Larry Rousseau, Chief Electoral Officer, declared nominations open for the position of National President, in accordance with the provisions of Article 11 of the CUPE Constitution.*

*Brother Mark Hancock and Brother Miles Krauter were nominated. Brother Mark Hancock was elected and duly sworn in.*

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

Discussions were held on Strategic Directions 2017-2019, Section 3 “Building Working Class Solidarity in Our Communities”.

*(M/S M. Roberts; committee member – Referred back to the committee)*

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

*Brother Larry Rousseau, 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.*

## **WEDNESDAY, OCTOBER 4, 2017**

### **AFTERNOON SESSION**

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

CHAIRPERSON MARK HANCOCK: This award was established at the 2007 National Convention to recognize the achievements and activism of a CUPE member, retiree, or chartered organization who has raised awareness about and advocated for disability rights in the workplace.

This year’s winner of the Disability Rights Activism Award is Sister Sheryl Burns. Sheryl is the President of CUPE Local 1936, Community Social Services of Greater Vancouver. As many of you know Sheryl as an extraordinary social justice activist who shows how human rights and labour rights are interconnected. As a strong and seasoned trade unionist, she’s helped bring disabilities rights and women’s rights into the mainstream of the labour movement.

As a long-time disability activist, she has courageously struggled to achieve accessibility and increased inclusion and understanding of these issues impacting people with disabilities.

She's vigilant about applying an intersectional analysis of discrimination and oppression faced by workers and those in our communities. Within the labour movement, Sheryl has steadfastly pushed for

accommodations in her workplace and for accessibility provisions for persons with disabilities at union conventions, conferences and schools.

Sheryl brought her trade union leadership to an international stage as a CUPE delegate at the International Labour Organization in Geneva, promoting decent work for people with disabilities, and at the UN Commission on the Status of Women in New York.

Sheryl has also been a fearless advocate in her community for disability rights. She has advocated for accessible transition houses for women survivors of intimate partner violence and co-researched and wrote a report that detailed discrimination against parents with disabilities in the child protection system.

She is a long-standing board member of the Disability Alliance in BC and served on the City of Vancouver's Persons with Disabilities Advisory Committee for several terms.

In those roles, she has successfully advocated for significant improvements to government policies and programs that ensure that the rights of persons with disabilities to autonomy and to live productive lives in their community.

It is my pleasure to recognize Sheryl's outstanding activism and contributions in advancing disability rights in our communities, our workplaces, and our movement.

Congratulations, Sheryl. Thank you very much.

## **INTRODUCTION OF GUEST SPEAKER**

CHAIRPERSON MARK HANCOCK: Armine Yalnizyan is an influential economist, columnist, media commentator and current President of the Canadian Association of Business Economists. She’s a regular contributor to publications like the Globe and Mail and MacLean’s and appears weekly on CBC television and radio.

Armine is a leading voice on equality and fairness as it relates to the economy, proving convincingly that economics is, and should be about people and how to make their lives better. Most recently, Armine has led the charge of increasing the minimum wage, arguing that the best way to boost the economy is from the bottom up.

My friends, we have the privilege today of hearing from one of the best-known progressive voices on Canada's economic scene.

Please help me in welcoming to the stage Armine Yalnizyan.

*Following Sister Armine Yalnizyan's address, Brother Mark Hancock thanked her and presented her with a gift.*

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

The members of the committee are: Maureen O'Reilly, co-chair, Ontario; Karen Ranalletta, co-chair, British Columbia; Dawn Lahey, Newfoundland and Labrador; Suzanne Nelson, Nova Scotia; Dorothy Peters, Prince Edward Island; Elise Richard, New Brunswick; Stéphane Simard, Quebec; Adam Coones, Ontario, Joan McMahon, Manitoba; Carole-Anne Wilson, Saskatchewan; Terrill Budd, Alberta; Karen Dykes, British Columbia; David Graham, NEB Liaison; Joseph Courtney, Staff Advisor.

#### *"video presentation"*

The National Library Workers' Committee is pleased to present the following report to the 28<sup>th</sup> Biennial CUPE National Convention. The committee's mandate is to provide advice on how CUPE can support libraries and library workers in public libraries, special libraries and academic libraries such as school, college and university libraries across Canada.

CUPE's 22,300 library workers provide services to Canadians across the country. Approximately 12,200 of CUPE's library workers are in 116 stand-alone public library locals; the remainder are in locals with municipal, university, college and school board members. Eighty-five per cent of library workers are women. Racialized workers make up about 12 per cent of CUPE library members.

Many library workers are in part-time or casual positions. CUPE represents 80 per cent of all unionized library workers in Canada. Most members are in Ontario, Quebec and British Columbia, with members in most other provinces.

The committee identified three priorities for the period 2015-2017: anti-privatization, a national survey of precarious employment in CUPE's library sector, and

the Canadian Library Association (CLA) and the new Canadian Federation of Library Associations (CFLA). Other issues that arose since the 2015 convention impacting library workers included government austerity, labour unrest, staffless or open libraries, and Canadian Library Month.

### **Strategic Priority – Anti-Privatization**

There was a significant victory in the development of the new Ottawa Public Library – the new facility will be built using a design-bid-build procurement process without any private financing, operation or ownership. The proposal to develop the new library using a public-private partnership (P3) arrangement is dead. Instead, the new Ottawa Public Library will be built as a joint facility with Library and Archives Canada at an estimated cost of \$168 million.

Senior city staff and elected leaders, including Ottawa Mayor Jim Watson, advocated for a P3 development. Top city officials stated that there was a lack of public funding to develop the new main library branch, which set the conditions for privatization. CUPE 503, which represents workers at the Ottawa Public Library, launched the *Our Library Matters* campaign to raise the alarm bells about the potential P3 development.

Privatization affects libraries in various other ways. A common threat is contracting out of bibliographical services (ordering, processing, cataloguing material, and technology). The move to self-service checkout and returns is also common, leading to fewer staff positions and a decrease in the valued frontline service culture. Further hurting quality frontline service, private contractors tend to cut corners, lay off or hire fewer staff, and try to cut wages and benefits. The committee closely monitors all forms of privatization attempts while advocating for strong, public services.

### **Strategic Priority – National Survey of Precarious Employment in CUPE's Library Sector**

CUPE is conducting its first ever national survey of precarious employment in the library sector. The survey results will be released this year. Precarious work (part-time, temporary, casual or contract work) is extremely common in the library sector. CUPE's 2014 membership survey found that permanent, part-time employment is highest among public library board workers, at 46 per cent, with 70 per cent of library clerks working part-time.

On average, library workers must work seven years before securing a full-time job. Many part-time workers hold down several jobs to make ends meet. Split shifts and lack of guaranteed hours make coordinating with other jobs and achieving work-life balance difficult. Most part-time and casual workers are excluded from or must meet high standards to be eligible for workplace pension plans. Precarious employment leads to high stress levels, health problems and affects household well-being.

Precarious work threatens quality library services. The trend toward more precarious forms of employment means an insecure and uncertain future for many library workers. CUPE is committed to reversing this trend through the collective bargaining process and our lobbying efforts with funders.

#### Strategic Priority – Canadian Library Association (CLA) and the new Canadian Federation of Library Associations (CFLA)

CUPE has a long and proud history of supporting the work of the Canadian Library Association (CLA). Our participation and sponsorship of the annual CLA National Conference and Trade Show ensures that the issues that concern library workers are communicated to a national, stakeholder audience.

Over the past two years, the committee has worked to increase the profile of the many issues that impact library workers within the CLA. For example, at the 2015 CLA Conference we hosted a panel presentation and discussion on the negative consequences of privatization in the library sector. National President, Mark Hancock, spoke at the opening session of the 2016 CLA Conference. Brother Hancock told the 230 delegates in attendance that we can work together to fight library closures, stem the increase in precarious employment, improve workplace health and safety, challenge privatization, and lobby for better public funding of our library systems.

The CLA has since dissolved to make way for the newly incorporated Canadian Federation of Library Associations (CFLA). Declining membership and revenues weakened the CLA's position as the national voice of Canada's library community. The CLA consulted with CUPE and other library community stakeholders on its proposal to replace the CLA with a new Federation of Library Associations that is more focused on public policy issues.

We will continue to build on our collaborative work with the CFLA. The CFLA has branded itself as the national voice of Canada's library associations. CUPE is the national voice of Canada's library worker community. We look forward to working together on issues of common concern.

#### Government Austerity

Governments across the country have been introducing austerity budgets to reduce deficits and rein in spending for decades. But the near economic collapse of 2007-2008 prompted governments to step up their efforts to reduce funding and cut public services. Premier Brad Wall's 2017 provincial budget eliminates funding for public libraries in Regina and Saskatoon. The budget also cuts funding for seven regional libraries by \$3.5 million. In total, 58 per cent of provincial funding for regional libraries has been eliminated. The funding cuts mean a reduction in services, staff layoffs, fewer new books and e-resources, and the elimination of library-to-library loans. CUPE represents 700 library workers across Saskatchewan.

In Newfoundland and Labrador, CUPE has been calling on Dwight Ball's Liberal government to reverse its 2016 budget decision to close 54 of the province's 95 public libraries and restore funding to 2011 levels. The 2017 provincial budget provides for \$10.7 million in library funding, which is less than 2011 funding amounts. CUPE Newfoundland and Labrador led a successful campaign that temporarily halted the library closures pending a government review of the province's library system. Hundreds of residents in communities across the province also mobilized to demonstrate against the library cuts. The government's review of the library system was completed in the fall of 2016. The proposed library closures would eliminate 64 jobs. CUPE 2329 represents 250 library workers who work in 95 communities around the province; many of these workers are women who work part-time.

#### Labour Unrest

The summer of 2016 will be remembered as the summer of labour disruption in Ontario's library sector. In late June, the 380 members of CUPE 2974 in Essex County went on strike for eight months over the employer's demands to cut sick time in half even though sick time is not a problem in the workplace. Public library workers are least likely to have access to paid sick days.

In Mississauga, 390 members of CUPE 1989 went on strike for three weeks in July. Their new contract brings pages, who make up nearly 30 per cent of the membership, from near-minimum wage to \$15 an hour. The members also won improvements for part-time workers, who make up more than half the workforce.

#### Staffless or Open Libraries

Imagine a library with no staff and no on-site security to respond to violent incidents. Sound improbable? Well, it's happening in Toronto and the cost-cutting measure could spread to other communities across the country.

Two Toronto libraries are participating in a year-long pilot project that will leave them with no staff during extended hours; staff will only be available during regular work hours. The libraries will be monitored by video surveillance. Customers will be able to interact with staff via video when needed.

However, the staffless library concept raises questions about customer safety. According to CUPE 4948, Toronto Public Library Workers' Union, violent incidents in city libraries have increased by almost 30 per cent since 2015. At the same time, there has been a 20 per cent reduction in staffing levels and the security budget has been slashed. The local wants increased security to ensure the safety of customers and staff. It says security cameras are unacceptable and are no replacement for on-site staff.

#### Canadian Library Month

During the month of October, CUPE members across the country celebrate Canadian Library Month, a yearly celebration of libraries, library workers and the public services they provide to Canadians. The committee worked with staff to launch the "Come in, we're open" visibility campaign. Three posters were developed for the campaign to share on Facebook and Twitter, each with different messaging: *Libraries work because we do*; *Library staff make libraries work*; and, *Open libraries open minds*. Members across the country were encouraged to have their photo taken with the posters to share on social media, and to display the posters in local union offices and at public events.

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

The members of the committee are: Barbara Nederpal, co-chair, HEU, British Columbia; Theresa Gilliam,

Newfoundland and Labrador; Cathy Herrell, Prince Edward Island; Keith Leblanc, New Brunswick; Vincent LeClair and Stéphane Doucet, Quebec; Marc Xuereb and Fred Shilson, Ontario; Abe Araya, Manitoba; Carla Smith, Saskatchewan; Lee-Ann Kalen and Mike Scott, Alberta; Sarah Bjorknas and Marcel Marsolais, British Columbia; Tanya Paterson, Airline Division; Victor Elkins, NEB Liaison and Archana Rampure, Staff Advisor.

#### *"video presentation"*

The National Political Action Committee (NPAC) was first established in 2003 and makes recommendations through the Officers to the National Executive Board (NEB) on CUPE political action. Committee members work collaboratively with national staff and officers to increase political action capacity within CUPE. As political activists, many were involved in the October 2015 federal election, and though the results were not as hoped, their work on the campaign trail allowed them to bring a wealth of political experience to CUPE's NPAC following the 2015 National Convention.

As they attended the CUPE All-Committees meeting in April 2016, the NPAC had the opportunity to participate in a special behind-the-scenes-tour of Parliament Hill facilitated by staff from the Federal New Democratic Party (NDP). The committee then met with the NDP's Research and Communications staff to discuss their views on how to move forward in 2016 and 2017. They also met with CUPE Communications to discuss the best ways to communicate with CUPE members.

The committee focused on engaging CUPE members in local, provincial and federal elections in 2016 and 2017, and worked at mapping and prioritizing provincial elections in Saskatchewan, Manitoba and British Columbia. While there are differences between regions in the way CUPE members become involved in promoting their provincial NDP, all members of the NPAC work to amplify CUPE's communications on issues of importance to CUPE. One example of that is the committee's work around federal policy issues, such as free trade (especially regarding the Canada-Europe Economic and Trade Agreement (CETA) and a campaign promoting proportional representation) raising the awareness and engagement of all CUPE members, no matter their sector, their region, or the level of involvement in provincial party politics. All NPAC members make efforts to share CUPE information with members on social media, and share information about local campaigns and local political issues with each other.

The NPAC strives to integrate CUPE political action initiatives with other CUPE activism and campaigns, and committee members have participated in actions organized by a range of CUPE sectors, including providing picket support to CUPE locals on strike or lockout, and solidarity pickets with sister unions. NPAC members have also been active participants in local lobbies on topics that are important to CUPE members, including meeting Members of Parliament (MPs) regarding Bill C-27, which would allow employers to convert existing Defined Benefit Pension Plans to Target Benefit Pension Plans, as long as the employer can get the consent of the bargaining unit. CUPE NPAC members also met with MPs on other topics, ranging from electoral reform to changes to EI benefits, and participated in lobbies organized by the Canadian Labour Congress and by civil society allies like the Canadian Health Coalition.

On the electoral reform file, CUPE NPAC members were actively involved with the national campaign to support proportional representation, advocating for mixed member proportional representation. This included handing out leaflets produced by CUPE Communications and raising the profile of the issue at division conventions and meetings. Committee members shared widely the social media commentary on Facebook and Twitter from CUPE and our allies on this topic, like the Broadbent Institute and the Every Voter Counts Alliance. They attended townhall meetings organized by MPs, and by Minister Maryam Monsef, when she still held the Democratic Reform portfolio. Members also attended and spoke at demonstrations, rallies and events organized by social movement allies such as the Council of Canadians and Lead Now, when the Liberal government decided to break their campaign promise that “2015 will be the last first-past-the-post election in Canada.”

NPAC committee members heard from CUPE’s researchers who work on pensions and on precarity issues, and scheduled one of the committee meetings to coincide with the CUPE National Advisory Committee on Pensions meeting this year, where members spent a full day with them strategizing on working together to strengthen retirement security for everyone. They also organized a joint morning session with the CUPE Young Workers Committee, sharing priorities and plans to work together more closely in the future.

NPAC members have also been involved in provincial elections in Manitoba, Saskatchewan, Nova Scotia and

British Columbia, recruiting other CUPE members, volunteering on campaigns, making phone calls and knocking on doors. Committee members even volunteered together on a federal by-election in Ottawa-Vanier when the NPAC met in Ottawa during the campaign.

The committee met with the CLC’s Political Action and Member Mobilization department to hear about their priorities and agreed to share information and social media messages from the CLC within CUPE’s networks on common causes. Working with the CLC’s “Municipalities Matter” campaign, the committee played a part in electing labour-endorsed candidates at the local level in New Brunswick, Nova Scotia, Saskatchewan and Alberta.

The NPAC has also been following the legislative agenda of the federal government closely. It is disappointing to see the Liberal government dragging their feet on dealing with messes left by the previous Conservative government: Bill C-4, for instance, which repealed the viciously anti-union Bills C-377 and C-525, languished for almost two years before finally passing into law.

At its last meeting, the committee spent some time analyzing the shocking result of the American election, looking at lessons to be learned about the appeal of demagogues and xenophobes when working people are on the losing end of unfair trade agreements negotiated between corporations and governments. CUPE NPAC members have also been standing against this wave of nationalism, sexism and xenophobia, by attending solidarity demonstrations such as Women’s Marches and supporting CUPE National’s stand against racism and islamophobia here in Canada.

In short, CUPE’s NPAC has continued to keep the focus on political action and member engagement throughout this term and will continue this important collective work for social justice in 2018 and 2019, as the groundwork is prepared for the next federal election. The committee hopes that its work over the past two years has helped prepare a new generation of trained union activists who will work together to elect worker-friendly school board trustees and worker-friendly governments municipally, provincially and federally.

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

The members of the committee are: The members of the committee are: Felicia Forbes, co-chair, Ontario;

Kent Peterson, co-chair, Saskatchewan; Samantha Baird, Newfoundland and Labrador; Kayla Mulley, Nova Scotia; Kelsey Pollard, Prince Edward Island; Erika Arseneau, New Brunswick, Pierrick Charette, Quebec; Alex Hartung, Manitoba; Charles Dustin Withers, Alberta; Carlo Sia, British Columbia; Carmen Rogers Jones, HEU, British Columbia; Fred Hahn, NEB Liaison; Devon Paul, Staff Advisor.

*“video presentation”*

CUPE’s National Young Workers’ Committee is pleased to provide this report to National Convention. We have held four meetings since National Convention 2015. The members of the committee have had an exciting dialogue, sharing diverse ideas, perspectives and insights.

The agendas for our meetings have covered a broad range of issues facing young workers and the labour movement more broadly. Taking our guidance from the convention 2015 Strategic Directions, we prioritized precarious work, the Fight for \$15 and Fairness, and pensions. We have also discussed ways to build solidarity with allies both inside and outside of the labour movement. We have learned from each other and been motivated by multiple guests who have participated in our meetings.

We focused much of our work on developing recommendations for a toolkit on bargaining out precarity from our collective agreements, including two-tier contracts, low-wages, scheduling insecurity and unsafe work. Precarious work affects workers of all ages, and young workers face particular challenges, with increasing pressure from employers to agree to two-tier contracts, particularly with regards to benefits such as pensions. These pressures are only increasing as governments continue to press for austerity, and seek to impose cuts to jobs and attack our wages and benefits across the country. Pressure for two-tier contracts is also rising. Two-tier contracts undermine the solidarity which makes unions strong, and are unfair to new and young workers.

The committee reached out to, met with and built solidarity with, allies both within and outside the labour movement. We worked on connecting with the Canadian Labour Congress, the Canadian Federation of Students, the Fight for \$15 and Fairness and Apathy is Boring. Through these connections, we exchanged ideas and techniques for mobilizing and engaging young people in the work of the labour movement and

allied social movements. By connecting with Apathy is Boring, we ensured that the voice of the labour movement was heard in Apathy is Boring’s campaign around Canada 150.

Members of the committee are all involved in our divisions, locals and communities in different ways. Alongside our allies both within and outside the union, we are hard at work to draw attention to the issues that face young workers, to build up the role of young workers in the union and to energize and mobilize young workers to get involved.

In order for the union to grow and build strength to face the challenges of a difficult political environment, CUPE’s National Young Workers’ Committee feels it is essential to work at:

- Opening the door to increasing involvement and engagement in the union by young workers.
- Bringing a specific focus on issues that affect young workers as common challenges to all members of the union.
- Increasing opportunities for mentorship to build up young workers’ ability to contribute to the union.
- Promoting succession planning that is adapted to new realities and new challenges.
- Increasing the involvement of young workers in decision-making forums in order to hear more perspectives at all levels of our union.
- Connecting further with young people in social movements and non-governmental organizations who share the priorities of the union.

The committee is happy to be part of building this kind of change for workers and protecting public services in our communities. We look forward to continuing to contribute to the growth and strengthening of our union to build a powerful labour movement for the workers of today and tomorrow.

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

The members of the committee are: Helen Fetterly, co-chair, Ontario; Bob Ripley, co-chair, Manitoba; Angela Targett, Newfoundland and Labrador; Heather Corkum, Nova Scotia; Leonard Gallant, Prince Edward Island; Roland Cormier, New Brunswick; Patrick Gloutney, Quebec; Mike Ciarabellini, Ontario; Donna Taylor and Michael Brockbank, Saskatchewan; Kim Jaedicke, Alberta; Frank Lee and Larry Bancroft, British

Columbia; Kelly Knox, HEU, British Columbia; Tim Maguire, Local 79; Wayne Lucas, NEB Liaison; Mark Janson and Kevin Skerrett, Staff Advisors.

*“video presentation”*

### Historic Canada Pension Plan Expansion an Important Partial Victory

The National Advisory Committee on Pensions (NACP) was pleased to learn that a deal was reached in June 2016 between the federal and provincial governments to expand the Canada Pension Plan (similar changes are also coming to the Quebec Pension Plan). While the deal will make a real difference in the retirement security of all Canadian workers, it still falls far short of the long-term goal of the labour movement: the deal increases Canada Pension Plan (CPP) benefits by 33 per cent for most workers, but CUPE had been pushing for a 100 per cent increase in CPP benefits. We view this CPP deal as an important partial victory that should not detract from labour’s longstanding goal of building a much larger public pension system in Canada. CUPE should continue to work with the labour movement to strategize around the best way to continue our fight towards achieving this long-term goal, which could include a renewed focus on the Old Age Security system. At the same time, in this climate of “pension envy” (often directed at public sector workers), we should remind Canadians that their CPP benefits will be bigger because CUPE and the labour movement worked on behalf of all Canadians for better pensions for everyone.

The NACP also wants to highlight the reality that CPP expansion will likely put new pressures on workplace pension plans of CUPE members. When the CPP was created in the 1960s, most (but not all) pension plans were “integrated” with that CPP (meaning benefit levels in the workplace plan were lowered proportionally as CPP grew). We are already aware that employers and actuaries are pushing Defined Benefit (DB) plans to further integrate their plans (i.e. further reduce benefits) to account for the latest expansion of CPP. The NACP would like to point out that integration with an expanded CPP is by no means an automatic step that workplace plans must take. Even if a plan was integrated with the 1960s CPP, there is nothing forcing that plan to further integrate with the expanded CPP. CUPE’s position that decisions about whether plans should “integrate” with the expanded CPP or “stack” the expanded CPP on top of their current plan should be decided at bargaining tables by fully informed

bargaining parties, and not imposed unilaterally by employers. In our view, CUPE should express a general preference for stacking, in light of the ongoing attacks on workplace plans, the modest nature of our workplace plans and the very modest character of CPP expansion. CUPE should continue to do all it can to educate our trustees and local leaders on these issues, so that employers do not mislead our members at bargaining tables.

When the enabling legislation to the CPP expansion was tabled by the federal government in October, CUPE and the labour movement became aware of a serious oversight in the Bill. Under this legislation, special CPP provisions for workers with child-raising responsibilities and persons with disabilities that ensure they are not penalized under the CPP have – for reasons not fully explained by government – been excluded from the expanded portion of the CPP (even though they’ve existed for decades, and will continue to exist, in the current portion of CPP). Now time away from the paid workforce due to a disability or raising young children will result in a penalty on the expanded portion of CPP.

The NACP recognizes and appreciates that the CUPE National Executive Board (NEB) has been especially proactive on this issue. It was CUPE and the labour movement that identified this issue for the federal government and publicly demanded that it be remedied in testimony before federal House of Commons and Senate committees. We are disappointed that the federal government ultimately did not fix these flaws before passing the legislation. However, we recognize that the government and its provincial counterparts, who are joint stewards of the CPP, have punted this issue into the regular triennial review of CPP (2016-2018). The NACP encourages the NEB to work with all CUPE divisions and locals to ensure that pressure continues on federal and provincial governments to resolve this important equity issue during this review.

### Reversal of Harper’s Cuts to Old Age Security

Our last report to convention urged CUPE to continue the fight to reverse Harper’s cuts to Old Age Security. In Budget 2012, Harper had announced an unjustified planned increase to the age of eligibility for Old Age Security and the Guaranteed Income Supplement from 65 to 67. This was an incredibly regressive attack on public pensions that Harper had not even campaigned on. CUPE and the labour movement pushed back

against this move and ensured that it was an issue during the 2015 federal election. Both the Liberals and the New Democratic Party (NDP) pledged to reverse these cuts if elected. Last year, the Liberals followed through on this promise and reversed Harper's planned cuts. Successfully fighting back this massive attack on public pensions is a huge win for Canadians and a setback for the right-wing that seeks to attack pension security of any kind.

#### Federal Bill C-27 "An Act to amend the Pension Benefits Standards Act, 1985"

The NACP was very alarmed to hear that, in October 2016, the federal government had tabled legislation that would allow for federally-regulated defined benefit pension plans to be retroactively converted into legally-reducible "target benefit" pension plans. In our view, this is offensive anti-worker legislation that will set a national precedent and make the ongoing employer and government attacks on our defined benefit pension plans even worse. We see C-27 as a major threat that CUPE should do everything it can to stop.

The Trudeau Liberals did not campaign on C-27. In fact, Trudeau explicitly promised before the election that he was against the retroactive pension conversions that C-27 allows.

The NACP is encouraged that the Canadian Labour Congress, CUPE and other affiliates have mounted a strong first pushback against Bill C-27. At the time of writing this report, the federal government has announced a pause on the Bill for several months to engage in consultation with stakeholders. By the time this report is read at convention, we hope that C-27 has been withdrawn.

We recognize that our opponents of this legislation frequently suggest that the labour movement is against all target benefit plans. This is fundamentally untrue. CUPE founded two target benefit plans (the Multi-Sector Pension Plan and the Nursing Homes and Related Industries Pension Plan) that have been a major benefit to their tens of thousands of members. Our long-held view is that target benefit plans are generally better than Defined Contribution plans or no plan at all. It is the ability to retroactively convert past DB promises into legally-reducible target benefits that is so offensive in C-27.

CUPE continues to believe that DB plans are the best plans for workers and will continue to fight to defend

these plans. Any changes to federal pension law should aim to strengthen, and not weaken, DB plans and DB coverage. CUPE believes that C-27 is fundamentally flawed, is a clear attack on DB plans, and should be withdrawn. We believe that the federal government should instead sit down with government and employers to discuss ways to protect DB plans and improve retirement security in the federal jurisdiction, a discussion that could include reviewing solvency funding rules, where and how well-governed single-employer target benefit plans might make sense (on a go-forward basis only), and the possibility of joint-sponsorship structures at the federal level.

There is a much better way forward in the federal pension space and we hope that this government chooses this path over the regressive nature of C-27.

#### Pension Plans and Privatization

Our last report to convention again highlighted the ongoing problem of public sector workers' pension funds becoming owners and operators of P3 or fully privatized infrastructure projects. This problem has become more widespread and more entrenched since our last report. In the committee's view, this is much more than just a pension issue: it's an existential threat to the future of the public sector and to CUPE members' jobs. To date, CUPE members' pension funds, as well as large public funds such as the CPPIB and the Caisse de dépôt et du placement have been actively seeking to own and/or operate what should be public infrastructure, but largely outside of Canada. The federal Liberal government's plans for an "infrastructure bank" threatens to significantly accelerate this trend within our borders. The proposed bank essentially seeks to sell off both current and future infrastructure to private investors – principally, to our pension funds. The proposed privatization of Canada's eight largest airports and 18 seaports is being actively discussed, with pension funds already publicly expressing interest in buying them. A model for this pension fund privatization is currently being pursued in Quebec, where the province's public pension fund (the Caisse) is pursuing an arrangement to own and operate a massive new rapid transit system in Montreal. This would be the province's largest P3 in history if it proceeds.

CUPE was the leading voice in explaining the real implications of Trudeau's infrastructure bank to Canadians. CUPE National organized a nation-wide telephone townhall on this topic in 2016. We urge

CUPE National and CUPE members to continue resisting the selling-off of the public domain to private investors – whether those investors be our own pension funds or not.

#### Winning Pension Fights

The employer attacks on good defined benefit pension plans continue. But CUPE members who fight back demonstrate time and time again that these attacks can be beaten. CUPE workers at the Halifax Water Commission beat back a massive employer attack on their pension plan. CUPE worked closely with other unions at the University of Prince Edward Island to stop an employer proposal to significantly reduce their benefits under their plan by successfully negotiating a strong jointly-sponsored pension plan. Municipal workers in Quebec continue to fight against the province's draconian law attacking their pensions, and are currently bringing this fight to the courts. A worker's pension is likely the most important financial asset they have and CUPE members should be ready to fight to defend their plans if necessary.

*(Motion to receive the committee report /S unidentified delegate, unidentified delegate – Carried)*

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

**Resolution 156 covers resolutions 169 and 170** submitted by the CUPE Vancouver Island District Council and Local 951 (BC)

CUPE NATIONAL WILL:

1. Demand the federal government call on all levels of government to immediately implement a full-funded, evidence-based health care response to the opiate overdose crisis in communities across the country that includes:
  - a) Increased staffing for projects that are responding to the Public Health Emergency; and
  - b) Expanded Harm Reduction and Detoxification and Treatment on demand programs; and
  - c) Access to prescription opioids for individuals suffering from the disease of addiction.

BECAUSE:

- Opiate drug users are people, who are valuable members of our communities and our families, who we love and care about; and

- There have already been far too many deaths from opiate overdoses; and
- Last April the Public Health officer declared a public health emergency in British Columbia; and
- On average three people die from overdoses every day; and
- The fentanyl and Cat-fentanyl epidemics is a health crisis which requires health solutions; and
- The epidemic is raging in communities across Canada; and
- CUPE members work on the frontline of critical care and do the work of keeping our neighbours alive.

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

**Resolution 216** submitted by Local 2329 (NL)

CUPE NATIONAL WILL:

1. Conduct an investigation in the incidents of workplace violence involving library workers to determine the types of violent incidents that library workers are exposed to and the frequency of such incidents; and
2. Develop a toolkit aimed specifically bringing an awareness to this important health and safety problem, educating these workers on how best to handle this problem and finally, how best to protect themselves.

BECAUSE:

- Library workers are not always seen as a group of workers that are exposed to violence in their workplaces; and
- These incidents are happening with alarming frequency in a sector that may have been seen as relatively safe; and
- Many library workers are ill-equipped to deal with these incidents when they occur; and
- By educating these workers, it will give them the ammunition they need to protect themselves and educate their employers to the seriousness of this problem and their obligation to provide a healthy and safe workplace for all workers.

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

**Resolution 265** submitted by CUPE Saskatchewan

CUPE NATIONAL WILL:

1. Continue to urge the Trudeau Government to follow through on their campaign promise to advance electoral reform and the clear preference by Canadians for a system of proportional representation.

BECAUSE:

- CUPE supports and recommends Mixed Member Proportional Representation which allows every vote to count.

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

**Resolution 58** submitted by the CUPE Vancouver Island District Council and Local 951 (BC)

CUPE NATIONAL WILL:

1. Through the Union Development Department, develop a course to educate and mobilize young workers to become effective leaders within our union.

BECAUSE:

- Young workers are the future of our union; and
- The benefit of knowledge and experience is necessary for leadership, growth and succession; and
- Our young workers require the tools resources and support of our union; and
- Developing and maintaining union activism strategies will contribute to a stronger labour movement.

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

**ELECTIONS OF GENERAL VICE-PRESIDENTS**

*Brother Larry Rousseau, Chief Electoral Officer, declared nominations open for the elections of the five general vice-presidents. The following members were nominated. Daniel Légère, Sean Foley and Jim Laverie, Atlantic and Maritimes.*

Fred Hahn, Ontario

Judy Henley, Manitoba and Saskatchewan  
Denis Bolduc, Québec  
Marle Roberts, Alberta and British Columbia

Results will be announced Thursday morning.

**REPORT OF THE RESOLUTIONS COMMITTEE**

**Resolution 233 covering resolutions 238, 240 and 243** submitted by the CUPE Newfoundland and Labrador, CUPE Calgary District Council, Locals 38 and 1169 (AB)

CUPE NATIONAL WILL:

1. Oppose any government that seeks to change pension legislation to enable retroactive conversions of defined benefit pension promises into legally-reducible target benefits; and
2. In jurisdictions where such conversions are permitted, offer significant support to any CUPE Local that seeks to resist such conversions for their plan; and
3. Mount a significant public campaign if the Federal Government moves forward with Bill C-27, or against any other government contemplating similar legislation.

BECAUSE:

- Canada is a country where a deal is a deal. Employers should not be permitted to walk away from pension promises they've already made to workers; and
- If the labour movement does not strongly resist such conversions, the ongoing existence of defined benefit plans in Canada is legitimately under threat; and
- If pension obligations can be extinguished, the right-wing will no doubt be emboldened and seek to eliminate any and all sources of income security for working people.

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

**Resolution 217** submitted by the CUPE Metro Vancouver District Council and Local 391 (BC)

CUPE NATIONAL WILL:

1. Promote and Lobby, through accessing CUPE's Research & Communications teams, to help recreate the narrative around the need for public

services, through a reinterpretation and "re-spin" of statistics/metrics to promote the value and the need for full service and fully staffed libraries of CUPE workers with full time, living wage employment to service communities throughout the country, as well as for other types of public services.

BECAUSE:

- We are watching the erosion of our jobs and our public services through a manipulation of metrics intended to promote management heavy public services with reduced staffing and reduced wages for library workers in public libraries, as well as for workers in other sectors; and
- We can and do demonstrate that the benefits of our work are far reaching in creating healthy and vibrant communities, and it is time to stand up and properly count what those effects are, and how far those benefits reach out in education and healing for all; and
- We can and should be compensated fairly for the work we do, and should not be losing workers at such alarming rates, when the work we do is prove-able through those same metrics that are used to cut our services.

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

**Resolution 272** submitted by the CUPE Newfoundland and Labrador

CUPE NATIONAL WILL:

1. Continue its commitment to the New Democratic Party and clearly articulate that support to other unions; and
2. Encourage the CLC to renew its historic commitment and support to the New Democratic Party of Canada; and
3. Support the New Democratic Party provincially and federally and all New Democratic candidates in upcoming Provincial and Federal elections, with special support for labour candidates.

BECAUSE:

- The Federal Liberal government has not lived up to the commitments to Canadians. Rather, they have implemented the Conservatives' cuts to public

services and federally, furthered their attacks on pensions; and

- They have encouraged the privatization of provincial and national infrastructure; and
- The New Democratic Party has been the only provincial and national party to consistently support workers, including by tabling anti-scab legislation and supporting public funding for services and infrastructure; and
- CUPE is a partner of the New Democratic Party and must remain an important partner leading up to and through all upcoming Provincial and Federal elections.

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

**Resolution 293** submitted by the CUPE Ontario, Locals 1334 and 3906 (ON)

CUPE NATIONAL WILL:

Launch an awareness and education campaign around precarious work, including creating educational courses, material and resources that will address bargaining language and strategies, working through provincial divisions and district councils, as well as encourage locals to ensure representation of precarious workers on bargaining committees.

BECAUSE:

- We need to educate members and the public about what precarious work really is, and whom it impacts; and
- We need to take away the incentive to "normalize" precarious work; and
- Members don't always realize that they are precarious workers.

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

**THURSDAY, OCTOBER 5, 2017**

**MORNING SESSION**

**ELECTION RESULTS OF GENERAL VICE-PRESIDENTS**

Wednesday afternoon, Brother Larry Rousseau, Chief Electoral Officer, declared nominations open for the elections of the five general vice-presidents. The following members were elected and duly sworn in.

Daniel Légère, Atlantic and Maritimes  
 Fred Hahn, Ontario  
 Judy Henley, Manitoba and Saskatchewan  
 Denis Bolduc, Québec  
 Marle Roberts, Alberta and British Columbia

President, the National Secretary-Treasurer,  
 five General Vice-Presidents, fourteen  
 Regional Vice-Presidents and ~~two~~ **six** Diversity  
 Vice-Presidents.

**PRESENTATION OF THE NATIONAL LITERACY AWARD**

CHAIRPERSON MARK HANCOCK: CUPE has been on the forefront of literacy work for the labour movement for over 17 years. For us, literacy is more than reading and writing. It is the skills that we need to work, to learn, and to live. It is also about participating in our union and fighting for workers’ rights. At each convention, CUPE’s National Literacy Award goes to an activist who champions workplace literacy and clear language.

This year I'm privileged to present the award to Maria Moriarty from Local 1582. Maria has worked in adult literacy for 25 years here in Toronto. Despite massive cuts to literacy programs in recent years, Maria continues to work delivering technology and computer literacy training to French, English, Indigenous, and deaf people in her community. Maria's life work is rooted in the belief that literacy is all about access and equity and finding your voice in the world and within the labour movement. In addition to her many accomplishments, Maria ran a workplace literacy program in the Toronto District School Board working alongside student and instructors. To quote Maria, “Workers are invisible. It is so important that they are reading not only the words, but the world. Find as many ways to make voices heard.”

Please join me in congratulating Maria Moriarty.

**REPORT OF THE CONSTITUTION COMMITTEE**

**Constitutional Amendment C-8 covering resolutions 26, 38 and 39** submitted by the National Executive Board, Locals 4828 (SK), 1004 and 1936 (BC)

CUPE NATIONAL WILL:

Amend the Constitution to provide for four additional Diversity Vice-President seats on the National Executive Board:

7.2 Composition

(a) The members of the National Executive Board are elected by majority vote at Convention. The members of the Board are: the National

**Add new 7.2 (c)**

**The Diversity Vice-Presidents represent the following members:**

- Indigenous/Aboriginal Workers .....1**
- LGBTQI Workers .....1**
- Workers with Disabilities .....1**
- Women .....1**
- Workers of Colour/Racialized Workers .....1**
- Young Workers .....1**

**No more than two Diversity Vice-Presidents can be elected from one province.**

11.9 Vacancy on National Executive Board

(c) ~~Two~~ **Six** alternate Diversity Vice-Presidents are elected at Convention. If an office of Diversity Vice-President becomes permanently vacant, the alternate Diversity Vice-President will fill the office for the rest of the term.

BECAUSE:

- CUPE's leadership should reflect the diversity of our membership; and
- CUPE's organizing efforts are focused on sectors and communities with marginalized and precarious workers; many of these new members are young workers and many belong to equity-seeking groups; and
- We will be a stronger and more effective union when we include the perspective of equity-seeking groups and young workers in decision-making at the highest level of our union; and
- Under the current structure, there are voices and views missing around the table; and
- CUPE's commitment to diversity and equality must be evident in its structures; and
- It is important that the regional balance on the National Executive Board is maintained.

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

## **THURSDAY, OCTOBER 5, 2017**

### **AFTERNOON SESSION**

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

*Brother Larry Rousseau, Chief Electoral Officer, opened nominations for the positions of regional vice-presidents in accordance with Article 7.2 of the CUPE Constitution as selected by provincial caucuses. The following members were elected and duly sworn in.*

#### **Newfoundland and Labrador**

*Sherry Hillier*

#### **Nova Scotia**

*Nan McFadgen*

#### **New Brunswick**

*Brien Watson*

#### **Prince Edward Island**

*Leonard Crawford*

#### **Québec**

*Benoît Bouchard and Patrick Gloutney*

#### **Ontario**

*Candace Rennick and Michael Hurley*

#### **Northern Ontario**

*Amanda Farrow-Giroux*

#### **Manitoba**

*Gord Delbridge*

#### **Saskatchewan**

*Tom Graham*

#### **Alberta**

*Rory Gill*

#### **British Columbia**

*Donisa Bernardo and Paul Faoro*

*Brother Larry Rousseau next opened nominations for the positions of diversity vice-presidents. Sister Yolanda McClean and Sister Gloria Lepine were elected and duly sworn in.*

*Brother Larry Rousseau next opened nominations for the position of national trustee in accordance with Article 11.1 of the CUPE Constitution. Brother Luc Cyr and Steve Joy were nominated. Brother Luc Cyr was elected for a six-year term and duly sworn in.*

## **INTRODUCTION OF GUEST SPEAKER**

**CHAIRPERSON MARK HANCOCK:** Dalila Awada is a sociologist and a writer based in Montreal whose work focuses on racism, Islamophobia and issues affecting minority women.

Dalila is a leading voice in the feminist movement in Quebec where she cofounded the Paroles de Femmes Fondation, an organization whose mission is to promote the voices of racialized women.

We are so privileged to have her here this morning, this inspiring and passionate young mind with us. My friends please join me in welcoming

*Following Sister Awada's address, Brother Mark Hancock thanked her and presented her with a gift.*

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

The members of the council are: Martin McKenzie, co-chair, HEU, British Columbia; Joe-Ann Gosselin, co-chair, Saskatchewan; Brandice Blancard, Newfoundland and Labrador; Evelyn Beeler, Nova Scotia; Leo Cheverie, Prince Edward Island; Doris Nason, New Brunswick; Nathalie Claveau, Quebec; Dawn Bellerose and Larry Giffin, Ontario; Lorenzo Dufrane and Tricia Merritt, Manitoba; David Miller, Saskatchewan; Don Monroe and Jocelyn Gosselin, Alberta; Debra Merrier, British Columbia; Joanne Foote, HEU, British Columbia; Gloria Lepine, NEB Liaison; Greg Taylor, Staff Advisor.

*"video presentation"*

### **Mandate**

The National Aboriginal Council was established at the 2005 CUPE National Convention in Winnipeg, the National Aboriginal Council's (NAC) mandate is to promote and defend the rights of Indigenous peoples in our union and communities, locally, nationally and internationally. The following priorities were initiated at the Council's inaugural meeting and continue to be relevant today:

- Organize Indigenous workers.
- Address under-representation of Indigenous peoples in the workplace and in CUPE.
- Indigenous awareness training.

The Council is made up of elected Indigenous individuals from regions that have established provincial or regional councils.

Appointments are made for Maritimes and Atlantic representatives to the Council, as there is no formalized structure yet in these regions. The Council's composition reflects Indigenous traditional governance to ensure gender parity, elder advice, and consensus decision-making.

#### Elders

NAC recognizes late Elder John Shingoose who opened our inaugural meeting held in Saskatoon in 2006, and Elder Thomas Louttit who continues to guide our proceedings.

#### Diversity Vice-President (DVP)

The Aboriginal Diversity Vice-President developed an action plan drawing from the ongoing work and the recommendations of the NAC. This action plan focuses on building relationships with grass-roots activists and leaders and promoting the role our union can have in supporting the work of Indigenous peoples on issues important to their communities.

#### Working with the Canadian Labour Congress (CLC)

It is vital that our union continue to work with the CLC and other affiliates on advancing the interests of Indigenous peoples. We must ensure that the issues, affecting Indigenous peoples in workplaces, and in our communities, are a priority for the labour movement.

#### Building allyship with Indigenous communities and organizations

It is vital that our union continue to build and strengthen our relationships with Indigenous organizations and communities. We have much to offer Indigenous allies, and much more to learn. Our union has a responsibility to advocate for all Indigenous workers and their rights to decent pay, fair pensions, and safe workplaces. We must also follow the leads of Indigenous communities in their fights for justice, respect, a healthy environment, and excellent public services.

#### Demanding justice for Indigenous peoples

As a result of the historical and on-going harmful effects of colonialism, Indigenous peoples in Canada, are persistently behind in virtually all indicators of well-being. Indigenous peoples are over-represented in the justice system, and subjected to systemic discrimination. Our union is committed to working with Indigenous peoples to fight these injustices

faced every day. We have worked with the Leonard Peltier Defense Committee Canada, and have supported the First Nations Child and Family Caring Society 'Have a Heart Day' campaigning for equal access for First Nations children on reserve to social services. We have also been a vocal supporter of the work of NDP MP Romeo Saganash on pressuring the federal government to fully adopt and implement the of the United Nations Declaration on the Rights of Indigenous Peoples.

#### Violence against Indigenous women and girls

The NAC continues to support the families of murdered and missing Indigenous women and girls. Our union has sponsored the annual October 4<sup>th</sup> Families of Sisters in Spirit vigils. Council members attended the Parliament Hill vigil to honour over 1,200 murdered and missing Indigenous women and girls and heard the stories of families seeking justice for their lost loved ones. To ensure the needs of families are adequately addressed by the ongoing National Inquiry into Murdered and Missing Indigenous Women and Girls, our union is joining others in the labour movement to fund a monitoring project with the Native Women's Association of Canada (NWAC). With our support, NWAC will work to independently hold the Inquiry and federal government accountable to Indigenous peoples and communities.

#### Defending the land and environment

Many Indigenous people define their relationship as belonging to the land, and they see their well-being intrinsically linked to the well-being of the environment. We need to continue to pressure Canadian governments and resource extraction industries to acknowledge the rights of Indigenous peoples to protect their traditional territories. The NAC is working to support Indigenous communities demanding greater protections for their traditional territories from environmental damage, such as the Grassy Narrows First Nation in Ontario. Representatives from the NAC took part in the Grassy Narrows 'River Run' event to demand that the Ontario government address mercury poisoning to the First Nation's water and the clear-cutting of forests on their territory. CUPE must continue these efforts to partner with Indigenous peoples, communities, organizations and allies to work on environmental issues, and the protection of water. Indigenous peoples are the stewards and protectors of the waters of their traditional, unseeded territories. The NAC will work with Indigenous peoples, the labour movement, and allies to oppose the commercialization

of water, and protect our water from harmful development.

### Truth and Reconciliation

It has been over two years since the Truth and Reconciliation Commission issued its final report and Calls to Action. This historic report emphasized that true reconciliation is more than apologies; it's a responsibility for everyone to build a respectful relationship with Indigenous peoples – governments, our union and the entire labour movement, and all Canadians. Canadian governments, particularly the Trudeau Liberal government, are not living up to the promise of reconciliation in full partnership with Indigenous peoples. Reconciliation requires immediate and concrete action. CUPE must hold our governments to account to fulfill its promises to Indigenous peoples for justice and reconciliation. We must also pressure Canadian governments to properly compensate the survivors of the residential schools not covered in the 2006 settlement agreement, and survivors of the forced removal of Indigenous children known as the 'Sixties Scoop'. The NAC is working to ensure our union continues to fulfill its responsibilities to Indigenous peoples, and educating our members on what we can do to foster reconciliation in our workplaces and communities.

### Promoting fair public services for Indigenous peoples and communities

Canada has a proven history of underfunding services and infrastructure for Indigenous peoples, creating injustice and crisis in Indigenous communities. Indigenous peoples deserve the same quality public services and infrastructure available to others in Canada. Indigenous communities, both on and off reserve and in urban centres, have a right to control the services their people depend on. Our union must use our expertise to highlight the negative effects the privatization of public services and infrastructure has on Indigenous peoples. We must pressure all levels of government to protect community-controlled infrastructure – including water and wastewater systems – and social services in Indigenous communities, and ensure all Indigenous peoples have fair and equal access to public services regardless of where they live. The NAC, through CUPE, will work with Indigenous peoples, the labour movement, and allies to oppose the commercialization of water, and protect our water from harmful development.

### International solidarity

NAC members took part in international delegations connecting with Indigenous peoples around the world and have spoken out against violence and injustice effecting Indigenous communities in South America, Asia, and the United States. We voiced our support of the Standing Rock Sioux. CUPE continues to call for the US government to respect the United Nations Declaration on the Rights of Indigenous Peoples, and to consult with the Standing Rock Sioux Tribe immediately to protect their water sources and sacred grounds.

The Council wishes to thank Brother Don Moran for his years of service and support as our staff advisor. Brother Moran was pivotal in the Council's founding in 2005, and his expertise and guidance has been invaluable to our work. We wish him the best in his new assignment in Saskatchewan.

The NAC thanks the National Officers, the National Executive Board, staff and the members at National convention for their support, and their commitment to supporting the work of Indigenous peoples to achieve justice and equality.

Meegwetch, Marsee, Thank you

### **REPORT OF THE NATIONAL PERSONS WITH DISABILITIES COMMITTEE**

Ann Ramsay, co-chair, Prince Edward Island; Karen Davis, co-chair, Alberta; Susan Kearsy, Newfoundland and Labrador; Amanda Trites, Nova Scotia; Abby Bourque-Coyle, New Brunswick; Jean-Marc Lépine, Quebec; Jayne Warner, Ontario; Valerie Beel, Manitoba; Laurie Hughes, Saskatchewan; Pat Shade, British Columbia; Deborah Fraess, HEU, British Columbia; Mike Davidson, NEB Liaison; Nan McFadgen, NEB Liaison; Wendy Johnston, Staff Advisor.

*"video presentation"*

### Introduction

The National Persons with Disabilities Committee (NPWDC) works to promote and defend the rights of persons with disabilities, to improve their working conditions and accessibility within the workplace, our union and our communities. The committee seeks to raise the profile of CUPE members with disabilities through education and awareness initiatives and partners with other labour, national and community-based advocacy organizations to push for broader social, economic and political change.

The NPWDC began as a working group that met for the first time in November 2000, following a Canadian Labour Congress conference on workers with disabilities. In 2015, the National Executive Board passed a motion to change the name of the group to the National Persons with Disabilities Committee. In a world divided by attacks on diversity and austerity-driven government decision-making, we know that education, advocacy and action on disability rights is more important than ever. People living with physical or mental disabilities face persistent systemic discrimination in the workplace, our union and our communities. They are far more likely than people without disabilities to live in poverty, work in precarious jobs, be underrepresented in positions of power and experience barriers to education, training and employment opportunities.

### Education

Much work remains to be done to educate our members, employers and the public about disability rights, their enforcement and the importance of solidarity. As the popular Solidarity of Abilities campaign luggage tag says, “Disability rights are human rights”. Disability may be present from birth, the result of an accident or a condition developed later in life. Persons with disabilities comprise the one equity-seeking group that we could all join at some point in our lives.

Committee members promote CUPE’s nine-hour Duty to Accommodate workshop and other disability-related courses among members and support joint training with employers in the regions. The NPWDC calls for the training of more member facilitators with disabilities, so that they may co-facilitate disability-related courses.

The committee also encourages the use of cultural workers and guest speakers with disabilities at National Convention and other union events. Modeling diversity sends a powerful positive message about the abilities of equity group members and what we can learn from them.

### Accessibility site audits

Improving the accessibility of meeting and event venues is a vital and ongoing concern for the NPWDC. The committee provides advice that aims to ensure that all CUPE educational, conferences and conventions are truly accessible to persons with

disabilities. Our union will be strengthened by the full participation of all members.

Two members of the NPWDC worked with CUPE staff to do a two-day site audit of the National Convention site. This practice put into place in 2007 has been beneficial in reducing complaints from members about barriers to participation for persons with disabilities. End of event surveys would also be useful to measure the level of satisfaction with the accessibility of the venue and services.

The committee suggests that a CUPE National approved site audit checklist be made available to all our divisions and locals to encourage pre-event audits at the regional and local union levels. We also propose the preparation of a new fact sheet outlining the purpose and benefits of site audits, as an addition to the Solidarity of Abilities campaign.

### Labour Partnerships and Community Outreach

The committee works with other labour organizations as well as national, regional and community-based advocacy groups to achieve its goals. Joining forces with allies outside our union is key to strengthening our political activism and pushing back against growing efforts to undermine labour rights, human rights and progressive movements.

For the past two years, committee co-chair Ann Ramsay and staff person Wendy Johnston have represented CUPE on the Canadian Labour Congress (CLC) Disability Rights Working Group (DRWG) which meets twice a year in Ottawa. This forum offers opportunities to share information and strategize on disability issues with staff and activists from public and private sector unions from across the country. The CLC has committed to developing a disability rights guide based on a handbook drafted by former NPWDC Staff Advisor Conni Kilfoil with feedback from committee members. When Canada’s First Report regarding its obligations under the UN Convention on the Rights of Persons with Disabilities (CRPD) came out in 2014, the NPWDC worked with Sister Kilfoil to draft a response to that report and shared it with the DRWG.

The NPWDC supports the public education and advocacy work of the Council of Canadians with Disabilities (CCD), the leading national human rights organization of people with disabilities working for an inclusive and accessible Canada. The Council has long been a strong voice for priorities we share, including

employment, poverty alleviation and human rights promotion and has played an important role in pushing for ratification and implementation of the CRPD. The committee will work with the CCD and other organizations in their efforts to monitor Canada's action to comply with the CRPD and to ensure that Canada adopts the Optional Protocol to provide an avenue for unresolved complaints.

The committee continues to build relationships with other disability rights groups. During a joint session with the National Women's Committee at our fall 2016 meeting, the NPWDC heard from guest speaker Bonnie Brayton, Executive Director of the Disabled Women's Network (DAWN) about the need for a pan-Canadian approach to prevention, policy and services to address the impact of gender-based violence. The important national organization headed by Ms. Brayton has long advocated for the needs of women living with disabilities. NPWDC members are committed to raising awareness in their locals, their divisions and their communities by reaching out to women's violence services and advocacy groups in their regions.

Committee members advocate for disability rights in their divisions and their locals, and work with a variety of community-based organizations across the country. For example, our PEI representative, Ann Ramsay, sits on the board of the PEI Council of People with Disabilities, a group that has been lobbying the provincial government on funding cuts to disability services. Sister Ramsay received the CLC's Carol McGregor Award in December 2015 in recognition of her disability rights activism. Members like Susan Kearsy, Valerie Beel and Abby Bourque-Coyle are often frontline advocates for remedies to accessibility problems arising from the shortage or misuse of disabled parking spaces or snow clearing issues. In 2016, Brother Pat Shade and B.C. activist won support for the creation of a B.C. Disability Rights Activism Award and convention delegates voted to establish a new Diversity Vice-President position representing persons with disabilities on the CUPE B.C. Executive Board.

#### CLC Rise Up! Human Rights Conference

The NPWDC co-chairs and our NL representative Susan Kearsy attended the CLC Rise Up! Human Rights Conference held in Ottawa 2016. They networked with members from other unions as well as community allies, gained new insights into a range of interconnected equity issues and were energized by inspiring calls to action.

#### Federal accessibility legislation

In the fall of 2016, the federal government launched public consultations on planned accessibility legislation. We were pleased to see disability issues on the government radar, but the consultations that continued until February 2017 were not widely promoted and are no substitute for meaningful government action. Some CUPE members, including our Ontario representative, Jayne Warner, attended sessions in their home communities and spoke to the myriad of barriers facing people with disabilities and the need for a law with teeth.

CUPE prepared a strong submission, presented in late February 2017 to Minister Carla Qualtrough, the Minister of Sports and Persons with Disabilities. It called for a proactive and comprehensive law, with effective enforcement mechanisms and adequate resources to make on-paper rights a reality. CUPE insists that the legislation should be part of a larger action plan that would fully implement the UN Convention on the Rights of Persons with Disabilities.

We encourage everyone to read the CUPE submission and the submission prepared by the CLC, and to raise these issues with their Member of Parliament. We will follow up with Minister Qualtrough on the consultation results and on the commitment to draft legislation for review by Parliament by spring of 2018.

#### National Disability Strategy

The committee continues to advocate for the development of a National Disability Strategy to coordinate government action on disability rights. We need a national action plan to ensure that the obligations in the CRPD are respected.

A national strategy would be a comprehensive, unified, approach to policy and program development to improve the lives of Canadians with a disability and their families. It would be entitlement-based and fully-funded by the federal, provincial and territorial governments with the federal government contributing at least fifty per cent of the total cost.

#### Canada Pension Plan

The troubling changes made this past year to the Canada Pension Plan highlight the lack of a national coordinated approach to disability rights. The successful labour campaign for the expansion of the CPP aimed to provide increased public pensions for all workers. However, with the introduction of Bill C-26,

the federal government left two of the most economically disadvantaged groups behind by excluding drop out provisions that for decades have helped ensure persons with disabilities and parents (mainly mothers) of young children are not penalized for time out of the workforce.

CUPE urged the federal government to introduce amendments to Bill C-26 to protect the retirement income of women and workers with disabilities, but the bill passed the House of Commons and received Royal Assent in December 2016. We encourage all CUPE members to speak to their Members of Parliament about this unfair measure.

### Conclusion

The committee appreciates the support and assistance provided by CUPE leaders and staff. We thank Mark Hancock, Charles Fleury, the NEB members and our committee liaisons of the past two years, Mike Davidson and Nan McFadgen. Thank you also to Daria Ivanochko, Managing Director, National Services, Elizabeth Dandy, Director, Equality Branch, staff person Wendy Johnston and the equality support staff, Danielle Wright (now retired), Madeleine Vachon and Debbie Rebeiro. A special thank you goes to Katia Beck, who is attentive to accessibility needs.

### **REPORT OF THE NATIONAL CHILD CARE WORKING GROUP**

The members of the National Child Care Working Group are: Shellie Bird, co-chair, Ontario; Lori Schroen, co-chair, Manitoba; Gail Brinston, Newfoundland and Labrador; Michelle Lohnes, Nova Scotia; Karen Tsistinas, Prince Edward Island; Erin McAllister, New Brunswick; Johanne di Cesare, Quebec; Carolyn Ferns, Ontario; Kristin Trondson, Saskatchewan; Scott Cush and Elizabeth Tweedale, Alberta; Michael Lanier and Randi Gurholt-Seary, British Columbia; Louella Vincent, HEU, British Columbia; Lori McKay, NEB Liaison; Michelle Cohen and Sarah Ryan, Staff Advisors.

#### *“video presentation”*

Since the last convention, the National Child Care Working Group (NCCWG) has worked with allies to develop a new stage of child care advocacy following the *Let’s rethink child care* and *Vote Child Care 2015* campaigns. Through the CUPE Child Care Roundtable, the working group has been active in the project to review CUPE’s policy and advocacy regarding culturally appropriate child care for Indigenous peoples and maternity, parental and second parent leaves.

### Remembering Michael Lanier: The loss of a child care advocate

The NCCWG and CUPE was saddened about the loss of Michael Lanier, a strong union and child care advocate from British Columbia. Brother Michael served as co-chair of the NCCWG during this mandate and had been active not only in advocating for a publicly-funded child care system but also bargaining good collective agreements for child care members in CUPE Local 1936.

He worked closely with the BC Child Care Coalition and was co-chair of the CUPE BC Child Care Working Group. He had been a regional vice-president of CUPE BC for more than a decade. The NCCWG remembers Michael for his commitment to social justice, kindness and dedication to the struggle for child care.

### CUPE Child Care Roundtable

CUPE’s National Child Care Roundtable Meeting, which brought together almost 60 participants including NCCWG members, CUPE leaders and staff, activists and allies, was held in Ottawa September 27-28, 2016. The meeting combined panel discussions with group work to allow participants to explore the issues in depth.

Participants at the meeting tackled three important topics: CUPE’s policy on culturally appropriate child care for Indigenous peoples; CUPE’s policy on maternity, parental and second parent leaves; and next steps regarding political advocacy for a publicly-funded child care program.

The roundtable began with an overview of CUPE and the broader child care movement’s work on child care policy by NCCWG co-chairs, Michael Lanier and Shellie Bird. This set the stage for further discussion and panels.

### Truth and Reconciliation and Child Care

CUPE National President Mark Hancock, opened the roundtable saying, “We welcome this opportunity to be true allies to Indigenous peoples.” Participants and panelists highlighted a number of issues during the discussion of truth and reconciliation and child care including the importance of self-determination, building trust, ongoing relationships, and ensuring diversity and equity are the foundations of an Early Learning and Child Care (ELCC) system.

Margo Greenwood, a roundtable panelist, noted that, in policy making, it's critical to engage Indigenous communities and have those voices at the table. Some important principles upon which to build an ELCC system include equity, Indigeneity, autonomy and self-determination.

The roundtable discussion recommitted the NCCWG to continuing important discussions on diversity and nation-to-nation relations as we develop and advance our political advocacy for a publicly-funded child care system. The NCCWG has been working with the National Aboriginal Council to update CUPE's child care policy regarding culturally appropriate child care for Indigenous peoples.

#### Maternity, parental and second parent leaves

Participants and panelists had in-depth discussions about the kind of maternity, parental and second parent leaves for which we should be advocating. There was broad consensus that eligibility needs to be expanded, wage replacement levels need to be higher and that a second parent leave should be introduced, however, there was no consensus on the policy details.

Andrea Doucet, a roundtable panelist, shared research showing that the introduction of Quebec's Parental Insurance Program (QPIP) in 2006 has significantly increased access to maternity and parental leave for mothers, particularly from low income levels as well as the number of fathers taking leave. QPIP increased wage replacement levels to 70 per cent under the basic plan, lowered the eligibility threshold to \$2000 in insurable earnings in the previous year and introduced five weeks of second parent/paternity leave.

The broader issue of how leaves under special EI benefits interact with the EI system as a whole was raised. Participants questioned whether changes to special EI benefits would also need to apply to EI unemployment benefits. Participants and panelists also flagged certain issues that required further discussion including how to approach multiple births, adopted children, children with disabilities and single parents.

#### Political advocacy

The meeting provided a valuable space to discuss future strategy given the election of the Liberal government in 2015. Participants and panelists discussed opportunities and challenges within the current political context.

Panelists highlighted a number of issues:

- The need to be attentive to the language used; the word "universal" can be a trigger given the different histories of Indigenous peoples;
- The importance of expanding the voices in our movement; and
- The risk of the Liberals only targeting funding to low-income families rather than building a system.

Participants highlighted the need for the child care movement to broaden its base of support and lobby actively. It was recognized that Indigenous and non-Indigenous peoples will stand both together and apart in child care advocacy.

Roundtable attendees expressed a commitment to continuing this conversation and moving work on equity, diversity and political advocacy forward in their respective organizations. Much gratitude was offered to CUPE for hosting such important discussions about Indigenous child care, maternity, parental and second parent leaves and political advocacy.

#### The child care landscape

The conversations about political advocacy have continued since the roundtable. The 2017 budget allocated some additional long-term funding for early learning and child care, however, this falls far short of what is needed to build a child care system. Furthermore, most of the funding is budgeted for well after the next federal election in 2019.

CUPE re-released a short-animated video highlighting the importance of early learning and child care with the message: *Affordable Child Care For All*.

The federal government has been meeting with provincial and territorial government representatives regarding the promised early learning and child care framework, which is expected to be announced shortly after the budget in 2017. The framework is expected to include common principles such as quality, inclusivity, affordability, flexibility and accessibility. This framework will require regular evaluation and modifications as system building occurs.

CUPE has been working with the Child Care Advocacy Association of Canada, the Canadian Labour Congress, and other allies to develop a next phase of child care advocacy. Strategy sessions have been held at the CUPE National Roundtable, CLC Child Care Working

Group and the Child Care Advocacy Association of Canada meeting. The NCCWG has also spent some time planning the next phase of CUPE's child care campaign work. The working group will work with members and locals throughout the country to keep pushing for quality, public and not-for-profit child care.

All parties have been working to keep the pressure on the federal government throughout negotiations of the framework on early learning and child care as well as at the provincial level where active campaigns have been taking place in a number of provinces. The NCCWG will continue to work with allies in keeping pressure on municipal, provincial and federal governments.

#### Parental leaves

The Liberals have moved forward with their proposal to introduce an optional extension of parental leave benefits to 18-months from 12-months at a 33 per cent wage replacement level rather than 55 per cent. CUPE has been vocal in advocating that this is not what is needed through its submission to the federal consultation on maternity and parental benefits and leaves advocating for a more accessible and affordable maternity and parental leaves system.

CUPE and many other unions had called on the federal government to:

- expand access to maternity and parental benefits through a lower eligibility threshold;
- increase the wage replacement rate to 70 per cent;
- establish a floor for special benefits that is not below full-time minimum wage; and
- introduce 12 additional weeks of non-transferrable paternity/second parent leave.

#### Organizing

NCCWG members participated in a National Executive Board working group to discuss concerns and make recommendations regarding organizing workers at for-profit child care operators. The NCCWG supported the 2007 policy to not pursue organizing in the stand-alone, for-profit sector.

The National Child Care Working Group has worked with CUPE's Organizing and Regional Services Department to provide advice and assistance on the development of a Canada-wide organizing campaign of large public/non-profit child care centres.

Child care workers are extremely poorly paid with wages pitted against rising parent fees and impacted by the fragmented under-funded patchwork of services. 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 has been a key partner of CUPE since its inception. Like so many other advocacy groups, it is reliant on donations in order to engage in its important work. We encourage CUPE advocates to join us in supporting the national organizations and provincial coalitions that are central to our work.

#### Child care at CUPE events

The working group 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.

*(Motion to receive the committee report /S unidentified delegate, unidentified delegate – Carried)*

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

**Resolution 183 covering resolution 184** submitted by CUPE Metro Vancouver District Council, Hospital Employees' Union (BC), Locals 2191 (ON), 4828, 5512 (SK) and 1936 (BC)

CUPE NATIONAL WILL:

1. Hold all levels of government accountable for fully implementing the Truth and Reconciliation Commission Calls to Action, in partnership with Indigenous organizations, grassroots activists, and the labour movement; and
2. Monitor the progress of the implementation of the Truth and Reconciliation Commission Calls to Action, including progress in completing the National Inquiry into Murdered and Missing Indigenous Women and Girls; and
3. Issue a progress report on implementation prior to the next federal election; and

4. Produce materials, workshops and other tools on how CUPE members can help fulfill the Calls to Action, and foster reconciliation with Indigenous peoples.

BECAUSE:

- True reconciliation is more than apologies; it is a responsibility for everyone to build a respectful relationship with Indigenous peoples - governments, our union and the entire labour movement, and all Canadians; and
- Canadian governments, particularly the Trudeau Liberal government, are not living up to the promise of reconciliation in full partnership with Indigenous peoples; and
- Reconciliation requires immediate and concrete action. CUPE must hold our governments to account to fulfill its promises to Indigenous peoples for justice and reconciliation.

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

**Resolution 318** submitted by CUPE Ontario, Locals 1334 and 3906 (ON)

CUPE NATIONAL WILL:

1. Change its strike fund regulations to ensure that members receive strike pay from the first day of any strike or lockout.

BECAUSE:

- In the last year, CUPE has had more strikes than in recent years, perhaps at any time in its history; and
- The National Executive Board already amended the strike fund regulations to change the waiting period from ten (10) days to five (5) days and additional full payment for locals that use interest arbitration and who do not have the right to strike; and
- Even with these changes to the strike fund regulations, and with increased strike fund activity, the National Strike Fund is over 90 million dollars and growing; and
- We have the opportunity to use our resources to send a strong message to employers that we have built the collective strength to fight back without fear and without financial barriers; and

- Employers need to feel pressure at the bargaining table, not our members; and
- It's time to use the financial strength we have built in our National Strike Fund to provide support for our members on the picket lines.

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

### **REPORT OF THE NATIONAL ENVIRONMENT COMMITTEE**

The members of the committee are: Carmel Forde, co-chair, Nova Scotia; Joanne Azevedo, co-chair, Ontario; Lisa MacDonald and Christine Byers, Newfoundland and Labrador; Donna Gormley, Prince Edward Island; Serge Plourde, New Brunswick; Carina Ebnoether, Quebec; Bob Walker, Local 1000; Tristan Dreilich, Manitoba; Carmen Goebel, Saskatchewan; Derek Benson, Alberta; Ken Vaughan-Evans and Janet Thorpe, British Columbia; Ken Robinson, HEU, British Columbia; Benoît Bouchard, NEB Liaison; Matthew Firth, Staff Advisor.

*“video presentation”*

### **Introduction**

CUPE’s National Environment Committee provides advice and recommendations for action on environmental issues to CUPE members. Since the last national convention, the committee has focused its work on promoting environmental awareness and education, climate change, green/climate jobs, greening the workplace, Earth Day and other environmental days, sustainable practices, and building environmental alliances. The committee has continued to meet and communicate regularly, often using CUPE’s videoconferencing capacity to conduct committee business. The following report to the 28<sup>th</sup> Biennial CUPE National Convention highlights the committee’s activities.

### **Committee Activities in the past two years**

#### **Promoting environmental awareness and education**

Environmental education is the foundation of CUPE members’ action on climate change and other issues. The committee has helped develop an awareness and education tool for members on climate change called “Starting to Talk: CUPE Climate Change Conversations” that is the centrepiece of CUPE’s environmental education. This tool has helped to engage members

and labour allies on climate change on many levels. It can be delivered in-person by CUPE environmental activists or it can be accessed online at cupe.ca. Using a PowerPoint slide presentation as its foundation, “Starting to Talk: CUPE Climate Change Conversations” guides members through an interactive and participatory educational process that draws on CUPE members’ workplace and community experiences. Climate change is discussed from a worker’s perspective and priorities for CUPE are embedded in the education, such as promoting public renewable energy and expanding green workplace initiatives. The tool has been used at CUPE local meetings, division committee events, District Labour Council meetings, and it has been shared with labour allies from across the country. Online, the presentation has been viewed more than 2,000 times. CUPE National Environment Committee members have been trained to deliver this program, so that the work of the committee can proliferate throughout Canada, spurring greater climate change understanding and awareness among the CUPE membership.

The committee has also helped promote the LEAP Manifesto and encouraged locals and members to sign on to the Manifesto, which helps educate members about climate change and actions to slow climate change.

#### Climate Change

The committee has responded to climate change in many ways. Two members of the committee were among the CUPE delegation that participated in the United Nations Framework Convention on Climate Change (UNFCCC) 21<sup>st</sup> Conference of the Parties (COP21) in Paris, France in December 2015. The CUPE delegation was part of a broader Canadian and international labour delegation lobbying for progress on climate change negotiations. Committee members took part in labour events centred on discussing climate jobs as part of the solution to the climate crisis. As well, committee members worked with international labour partners to push for Just Transition language to be incorporated into the landmark Paris Agreement, which was struck at the close of COP21. There is Just Transition language in the preamble section of the accord.

The committee has also worked on climate change by presenting the educational tool “Starting to Talk: CUPE Climate Change Conversations” on numerous occasions.

The committee has also helped promote workplace initiatives (such as green bargaining language, workplace environment committees and other steps) that reduce greenhouse gas emissions and help curb global warming.

The committee recommended various initiatives to green national convention, with the chief step being a full carbon offsetting program for 2015 National Convention that resulted in that convention being carbon neutral. Moreover, a climate change rally was held for the first time at that convention, which included a keynote address from climate change activist Naomi Klein.

#### Green/Climate Jobs

The committee has contributed to the work of 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, or, more specifically, climate jobs that directly lower greenhouse gases. CUPE has helped organize and has participated in GEN community outreach roundtable events in Halifax, Vancouver and Toronto that brought community, labour and environmental activists together to explore local green/climate job opportunities. In some cases, community-based chapters of GEN have been set up as a result.

#### 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 continues to promote its green workplace tools. The committee contributed to a new publication detailing how locals can create their own Workplace Environment Committee to address environmental issues where members work. The committee also helped update and revise CUPE’s workplace environmental auditing tool. Likewise, the committee has had input on an updated inventory of green collective agreement language.

#### 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 awareness to environmental issues. The committee helped run a

“Green Workplace” contest for Earth Day for 2016 and 2017 to promote worker environmentalism. Dozens of CUPE locals entered the contest, highlighting environmental programs that their locals have helped develop, such as a “bike to work” initiative started by members from CUPE 606. Other locals have taken steps such as recycling electronics where they work, installing workplace electric vehicle charging stations, and starting carpooling programs.

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.

#### Sustainable practices

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, cutting carbon emissions caused by travel roughly in half. The committee also holds paperless meetings.

The committee was also instrumental in recommending changes to CUPE National Convention to reduce its environmental impact. The 2015 National Convention was the third carbon neutral event for CUPE, thanks to an offsetting program recommended by the Environment Committee. Carbon offsets were paid to environmental partner organizations of CUPE, such as the Green Economy Network, to promote good jobs in a sustainable economy. The committee also encouraged other green steps at convention, such as a full auditing of carbon emissions, promoting green transportation options for delegates, reducing paper and other materials leading to less waste and energy consumption at convention, and promoting public tap water. The committee also helped with suggestions for CUPE’s green stewards’ program at the 2015 National Convention.

#### Building Environmental 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. Some committee members sit on the Canadian Labour Congress Environment Committee. The committee also works with the International Trade Union Confederation, Green Economy Network (GEN), Climate Action Network – Canada (CAN – Canada), and others.

Committee members have been instrumental in growing the Green Economy Network, which now has chapters in Alberta and Prince Edward Island, with plans for a third in Nova Scotia. Committee members from CUPE sit on the steering committees of these provincial GEN groups.

The committee has also worked in partnership with First Nations groups resisting the expansion of fossil fuels in North America and promoting public renewable energy as an alternative.

#### Conclusion

CUPE’s National Environment Committee’s work helps direct workers’ roles in pressing for a sustainable economy and an equitable low-carbon future. CUPE must play a leading role advocating for action on climate change and climate change education, environmental protection, greening the workplace, green/climate jobs and sustainability. The National Environment Committee will work to embed environmental awareness and action into all elements of our union by promoting Earth Day and other environmental days.

In the past two years, some committee members have moved on from the National Environment Committee. We thank them for their work and dedication: Gary Burris, New Brunswick; Donna Krawetz, Saskatchewan; Kyle Lucyk, Manitoba; Sylvie Moreau, Ontario; Don Monroe, NEB Liaison; Carolyn Unsworth, HEU British Columbia.

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

The members of the committee are: Joseph Theriault, co-chair, New Brunswick; Veriline Howe, co-chair, Ontario; Elizabeth Paris, Nova Scotia; Mona Yammine, Prince Edward Island; Charlene Gordon, Alternate, New Brunswick; Chérie Thomas, Quebec; Debra Mason, Manitoba; Jasmine Calix, Saskatchewan; Rochelle Sato, Alberta; Michele Alexander and Drew Parris, British Columbia; Maria Rodriguez, HEU, British

Columbia; Yolanda McClean, NEB Liaison; Kimalee Philip, Staff Liaison.

*“video presentation”*

Introduction

The National Committee on Racism, Discrimination and Employment Equity (National Rainbow Committee) was established by the National Executive Board (NEB) in April 1988. The committee promotes and defends the rights of all workers of colour - also referred to as racialized workers - in our communities, locally, nationally and internationally, and we advise the NEB on issues pertaining to racism and employment equity.

The committee appreciates the ongoing support and commitment provided by our National Officers and members of the National Executive Board. We continue to receive invaluable support and assistance from CUPE staff and members who keep us at the forefront of our fight against racism.

The context for our work

For decades, racialized workers have been organizing within and across our communities to name and disrupt systemic and individual forms of discrimination such as racism, sexism, xenophobia, ableism, homophobia and transphobia. Though there have been many gains for racialized workers in Canada over the years, unfortunately, within the past year, we have witnessed an increase in hate crimes, Islamophobia and anti-Black racism. Systemic racism, harassment and discrimination in our workplaces, union and our communities continue to be major stumbling blocks to achieving racial justice and equality.

Canada has a long history of colonialism and slavery in its dealings with First Peoples and people of African descent. This is made evident in the high rates of poverty, under and unemployment, violence, over-policing and incarceration faced by these communities and nations. The legacy of mistreatment and abuse of Indigenous peoples in the state-sponsored residential school system and “sixties scoop” continues to plague their lives and communities leading to high suicide rates and intergenerational trauma.

Canada’s dark history of immigration and exploitation has also impacted other racialized communities. Examples include the Chinese “head tax” and the use of indentured Chinese workers to build the Canadian

Pacific Railway; the internment of Japanese-Canadians and the refusal of the Canadian state to welcome Sikh passengers on the Komagata Maru.

Racial profiling and street checks, or ‘carding’, remain rampant in our communities. Police shootings and violence towards people of African descent in Toronto, Nova Scotia, Ottawa, Montreal and across the United States and elsewhere have led to frustration and anger and communities’ loss of trust in the justice system. Hiding behind the national-security agenda, Canadian officials at borders continue to discriminate against people from the Middle East and the global South through systematic racial profiling.

Harper’s “Anti-Terrorism Act”, Bill C-51, continues to exist on the books with support from the Liberal government. This bill makes racial profiling and criminalization worse, providing for a range of measures that allow people to be detained based on little evidence. With this year’s shooting at the Mosque in Quebec and increased numbers of hate crimes towards Muslims and those perceived as Muslims (noted by Statistics Canada and the National Council of Canadian Muslims), hatred and intolerance continue to weaken safety for vulnerable communities. It is these communities who face increasing levels of violence who are then forced to bear the brunt of racist, anti-terrorism measures such as Bill C-51.

With the unveiling of right-wing and white supremacist rhetoric and action in the United States, we call on the federal government to suspend the Canada-US Safe Third Country Agreement that may prohibit U.S. asylum seekers from claiming refugee status in Canada.

The current federal government was elected with a human rights mandate by attempting to level the playing field and bolster the rights of Canada’s most vulnerable and under-served communities. One of the promises made by the government was to improve Canada’s immigration system. Unfortunately, with the rise of precarious work and the government’s failure to improve immigration and labour codes, migrant workers continue to be left behind. Every year thousands of racialized women and men enter Canada with work permits under the Temporary Foreign Worker Program and the Live-In Caregiver Program. These workers lack access to basic labour standards, health and safety regulations and citizenship rights, and are pitted against other workers in Canada through a right-wing, racist “divide and conquer” strategy. The federal government failed to listen to the calls of

migrant workers who have been working in Canada for decades and who still have no guarantee of accessing permanent residency and employment insurance. As trade unionists, we must stand in solidarity with migrant workers.

Looking into the future, racialized workers will continue to become a growing part of the Canadian workforce. It is projected that by 2025, 20 per cent of the population will be racialized and an even more significant number will inhabit our urban areas. We have witnessed no movement towards improving Canada's federal employment equity legislation, further leaving racialized workers behind.

Racist immigration policy, unresponsive employment legislation, a low-wage labour market strategy, and non-recognition of foreign credentials will continue to be key barriers facing newcomers and racialized workers in securing and maintaining meaningful employment. It is crucial that the labour movement prioritizes the elimination of these barriers.

Through CUPE's membership survey, we can see what systemic discrimination in our society and economy means for our union. The survey confirms that racialized workers are less likely to hold good quality public service jobs. Only 15 per cent of our members are racialized compared to 19 per cent for Canada as a whole. Only 54 per cent of CUPE's racialized members have full-time work and they are twice more likely than the average CUPE member to have casual work. It is very likely that these precarious working conditions are a major barrier to participation in our union.

### **Our activities and progress**

Over the 2015-2017 term of our committee, we developed and implemented a work plan based on CUPE's 2015-2017 Strategic Directions document, the Vancouver Declaration, convention resolutions and emerging issues. We also worked closely with the Diversity Vice-President representing racialized members.

The following were our priorities:

#### Employment Equity

- Provided input to CUPE's employment equity resources;
- Hosted a presentation on employment equity by the Senior Equality Officer (anti-racism);

- Promoted employment equity within members' regions.

#### Migrant Workers

- Hosted a presentation on migrant workers and integrated issues of immigration and migrant workers;
- Worked with migrant workers organizations to learn about issues and solidarity actions.

#### Racial Profiling

- Hosted a presentation on racial profiling by the Senior Equality Officer (anti-racism);
- Participated in Ontario-wide consultations on the Anti-Racism Directorate and the Independent Police Oversight Review;
- Participated in protests, rallies and community meetings on racial profiling, street checks, and police violence;
- Hosted a screening of Min Sook Lee's Migrant Dreams – a documentary that follows the lives of migrant workers across Ontario to expose the underbelly of the exploitative Temporary Foreign Worker Program that leaves migrant workers in precarious positions, working in unsafe and unhealthy working conditions and whose lives are at the whim of the employer.

#### Strengthen the work of the committee

- Reached out to new activists at various community events;
- Developed a draft pamphlet that spells out the work done by the committee;
- Honored our first recipient of the Ed Blackman Award, Elizabeth Paris.

#### Precarious Work

- Hosted a presentation on precarious work by the Senior Equality Officer (anti-racism);
- Participated in employment standards reviews and joined the \$15 and Fairness campaign.

#### Additional Diversity Vice-President (DVP) Seats

- Participated in the Joint Equality Committees meeting where all equality committees lent their support for additional DVP seats on the National Executive Board;

- Took back to our regions and locals, strategies and a commitment to educate members about the strengths of adding DVP seats to the NEB.

In addition to the action plan items listed above, we also participated in the Building Strong Locals focus group, provided advice on the program for the Building Strong Locals conference and participated in the Building Strong Locals conference.

A good deal of our work in the regions involves reaching out to racialized communities and their organizations. As a public sector union, CUPE's support is rooted in communities. We continue to strengthen our links and work with communities, not only through the services we provide as workers, but by connecting our work as CUPE activists to important activities in racialized communities.

Our committee members across the country play a pivotal role in commemorating days of action such as the International Day for the Elimination of Racial Discrimination, Black History Month, National Aboriginal Day and Asian Heritage Month. The following are some of our activities in the community:

- Organized Black History Month events;
- Participated in Pride Parades;
- Planned and organized CUPE participation in the Caribbean Carnival in Toronto;
- Forged links between CUPE and community organizations such as PRUDE International in New Brunswick, Black Lives Matter-Toronto;
- Joined the Harvesting Freedom campaign for migrant workers.

#### Thank you and farewell

Our sincere thanks go out to all those who have done so much work on our behalf, in our locals, regions and nationally. Special thanks also go to 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, brothers and colleagues who have served on our committee in the past and we wish them all every success in their new endeavors.

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

The members of the committee are: Minerva Porelle, co-chair, New Brunswick; Bruce Morton, co-chair,

Manitoba; Theresa Antle, Newfoundland and Labrador; Tracey Sullivan and Mark Perry, Nova Scotia; Jason Woodbury, Prince Edward Island; Stéphane Lebel, Quebec; Tammy VanDyk and Don Postar, Ontario; Tom Nicholls, Local 1000, Ontario; Colin Byas, Saskatchewan; Jaycynth Millante, Alberta; Amber Leonard and Tom Weibe, British Columbia; John Fraser, HEU, British Columbia; Julianne Vondrejs, Airline Division; Judy Henley, NEB Liaison; Troy Winters, Staff Advisor.

#### *“video presentation”*

The National Health and Safety Committee is pleased to present the following report to the 28<sup>th</sup> Biennial CUPE National Convention. Since the 2015 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 four times since the last convention in March 2016, November 2016, February 2017, and July 2017. During this period, the committee has undertaken a wide range of activities including:

- Promoting health and safety as a top priority at all levels of the union.
- Providing input for the year of health and safety.
- Participating in the coordination of provincial health and safety conferences.
- Supporting April 28<sup>th</sup>, the Day of Mourning activities.
- 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.
- Providing feedback with regards to the development of the new CUPE Workplace Violence Prevention Kit.

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 12 CUPE members were killed as the result of their work at the time this report was prepared. We mourn the loss of:

- William Miller, Local 4705, Ontario
- Paul Barao, Local 2544, Ontario
- Thierry Leroux, Local 5153, Quebec
- Claude Davidson, Local 3333, Quebec
- Mike McNeil, Local 1259, Nova Scotia
- Jody Taylor, Local 1004, British Columbia
- Nicole Leblanc, Local 25, Ontario
- Saturnino Sonson, Local 30, Alberta
- Ben Melong, Local 30, Alberta
- Daphne Sandoval, Local 966, Ontario
- Wayne Harland, Local 500, Manitoba
- Diane Chicoine, Local 416, Ontario
- Judy Lavallée, Local 1550, Manitoba

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.

#### **National committee activities – the past two years**

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

#### The Year of Health and Safety

The committee was pleased to participate in many activities during 2016, which CUPE proclaimed as the “Year of Health and Safety”. The committee is pleased to report that over 600 members were recognized with a certificate of appreciation by their locals for their health and safety activities. As well, many of the committee members participated with over 1,190 other CUPE members in the health and safety conferences or convention learning days in Newfoundland, Nova Scotia, New Brunswick, Prince Edward Island, Quebec, Ontario, Manitoba, and Saskatchewan.

#### Health and Safety Learning Series

The committee continued to promote the health and safety learning series offered by CUPE’s Union Development Department which is now offering 14 workshops representing 48-hours of health and safety training.

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

This year marked 33 years since CUPE’s National Health and Safety Committee first proposed the National Day of Mourning for workers killed or injured as a result of

the workplace. 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 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 National Day of Mourning honours the killed and injured workers who have been struck down in our own communities. We also recognize that it has been 25 years since the terrible tragedy of Westray N.S that left 26 coal miners dead and lead to the passage of Bill C-45 in 2004 which changed the *Criminal Code of Canada* to hold employers responsible for negligence that leads to serious injury or death. In the 10 years after that was passed, over 10,700 people have died at work, but only seven charges have been laid with only four convictions, and only one person having gone to jail.

Additionally, the committee helps to promote CUPE’s National 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.

#### National Ban of Asbestos.

For years, the Health and Safety Committee has participated and provided input towards the ban of the terrible scourge to Canadian workers that is Asbestos. Last December, after pressure from a NDP’s private members bill, the federal government announced they will start the process to ban asbestos in Canada by 2018. There is still much work to do, and a tremendous amount of asbestos still in the buildings CUPE members work in, resulting in asbestos exposures for our members. The committee asks all CUPE members to remain diligent, and ensure that they know if and where asbestos is located in their workplaces.

#### 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. The winner is selected by a sub-committee of the whole. We offer our sincerest congratulations to this year’s worthy recipient.

#### Conclusion

The successes of the last two years give us encouragement that CUPE will continue to be a leader

in defending the health and safety rights of workers from coast to coast to coast. We remain confident that our union will continue to play a leading role in occupational health and safety in CUPE and within the labour movement.

*(Motion to receive the committee report /S unidentified delegate, unidentified delegate – Carried)*

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

**Resolution 63 covering resolution 64** submitted by Local 46 (AB)

CUPE NATIONAL WILL:

1. Provide a respite room at all CUPE National events for members with mental health issues.

BECAUSE:

- A respite room is a quiet, safe space for persons with mental health issues including anxiety disorder, PTSD, and other conditions such as migraines; and
- Recognition of mental health issues and accommodating them are key to ensuring the full participation of members at CUPE National events.

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

**Resolution 2 covering resolution 1** submitted by Local 3550 (AB)

CUPE NATIONAL WILL:

1. Treat child care as a high priority issue in CUPE's political action work, lobbying, communications strategy and public campaigns; and
2. Work with the CLC and its affiliates, allies, and the Child Care Advocacy Association of Canada to lead an all-out effort to win publicly-funded and publicly-delivered child care services for Canadians; and
3. Support the phase three of the CUPE National Rethink Campaign which will develop members' political lobbying efforts to ensure monies from the Canadian Governments' National Framework

on ECE is used to shore-up the provincial public and non-profit ECE sector unequivocally.

BECAUSE:

- Affordable, high quality, inclusive child care and early learning accessible to all, requires all levels of government to commit to a comprehensive publicly-funded and publicly-delivered system; and
- Such a system is critical for women's equality, the financial security of parents, and the healthy development and well-being of all children.

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

**Resolution 100** submitted by Locals 3912 (NS) and 2348 (MB)

CUPE NATIONAL WILL:

1. Support and promote workplace food-growing initiatives (such as workplace gardens, indoor "tower" gardens, green roof gardens).

BECAUSE:

- Growing our own food where we work has a lower environment impact than even buying locally and much lower than buying imported food; and
- CUPE is committed to cutting greenhouse gases that cause climate change. Unsustainable agricultural practices have a negative impact on the climate; and
- Growing our own food has positive spin-offs benefits, such as providing fresher and very likely healthier food to eat, educating workers on food-growing systems, building community capacity and other benefits.

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

**Resolution 229** submitted by CUPE Metro Vancouver District Council, Hospital Employees' Union (BC), Locals 2191 (ON), 2348 (MB), 4828, 5512 (SK) and 1936 (BC)

CUPE NATIONAL WILL:

1. Consult with equity-seeking members and committees to develop an accessible, educational toolkit to inform its organizing strategy; and

2. Organize focus groups of precariously employed members from equity-seeking backgrounds to better understand how their experiences of precarity and privatization impacts organizing; and
3. Prioritize member organizers from equity-seeking groups when implementing the organizing strategy; and
4. Work with Union Development in developing a course in organizing for stewards and members so that they can broaden their organizing skills.

BECAUSE:

- Growing precarity and privatization impacts our members and disproportionately impacts our most marginalized members; and
- Equity-seeking groups are not always represented within the labour movement; and
- CUPE National's organizing strategy needs to include member organizers that are from equity-seeking groups; and
- The inclusion of a diversity of views, issues and values in designing strategies will only increase our strength as a movement; and
- It is our duty as proud unionists to raise up all members.

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

**Resolution 126** submitted by Local 4041 (QC)

CUPE NATIONAL WILL:

1. Promote a multi sector campaign that will inform members about the importance of reporting incidents, accidents and near misses.

BECAUSE:

- Protecting workers is an employer's obligation; and
- If incidents are not reported H&S committees may not be aware of the incident/hazard and be able to jointly address them; and
- Near misses are hazards that can be addressed and prevented before they injure or kill a worker; and
- New technological applications and methods of reporting have been introduced in some workplaces and are changing the way workers report.

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

**FRIDAY, OCTOBER 6, 2017**

**MORNING SESSION**

**PRESENTATION OF THE COMMUNICATIONS AWARD**

CHAIRPERSON MARK HANCOCK: Engaging our members in the work of our union depends on good communications. Technology has changed how we communicate over the years making it more important than ever that we connect with our members. Providing good, timely and accurate information to our members will always help build union solidarity. And it will build strong local unions. That is why the work of our communicators is so important. Whether it is maintaining and updating the local's website, designing and distributing a newsletter or sharing pictures of a local event, communications are central to making our union work.

At every convention we take some time to recognize some of the excellent work coming out of our local and division offices with CUPE's communication awards. I know our judges had a tough time making decisions with many quality entries and we thank all of the locals that made submissions. There are five categories; the best local campaign, the best story, the best overall content, the best photo, and the best use of social media.

We have asked the winners to join us up here on stage to receive their award. For a complete list of winners and honourable mentions you can visit the national website.

- Best campaign, Local 416, City of Toronto
- Best article, Local 957, Hydro-Québec
- Best overall content, CUPE BC, "The Public Employee"
- Photo of the year, Local 1253, New Brunswick Council of School District Unions
- Best use of social media, Local 728, Surrey School District #36

A special thank you to all entrants and congratulations to the winners.

## **REPORT OF THE YOUTH COUNCIL**

CHAIRPERSON MARK HANCOCK: At so many of our conventions we talk about engaging young people. We have passed resolutions and pushed for changes to school curriculum to include labour history and instill in our younger generation the value of unions.

At our 2009 convention delegates adopted a more specific resolution. This is now the fourth convention for our Youth Council, a week-long education event for children between the ages of 9 and 14 whose parents are spending the week at convention.

Our union development department has organized a full week of fun and learning for the council focused on the importance of Public Services and the work our members do. And they are here to tell us what they have been up to.

*“video presentation”*

The youth council: William Godin, Sophie Aubert, Austin Frobel, Deklan Chretien, Saige Traise, Katelyn Kleber, Hannah Payne, Katie Payne, Kaleb Bénard, Riley Laidlaw Toulouse, Adham Abou Tabl, Mohamed Abou Tabl, Cairo Sioufi-Evans.

## **REPORT OF THE RESOLUTIONS COMMITTEE**

**Resolution 36** submitted by the National Executive Board

CUPE NATIONAL WILL:

1. Create a Task Force on Governance to conduct a comprehensive review of the governance and structure of our National Union as laid out in the National Constitution; and
2. The Task Force will, in conducting its review, take into consideration:
  - a) The current and historic composition of the National Executive Committee and National Executive Board; and
  - b) The role and responsibility of the positions that make up the National Executive Board; and
  - c) The structure of our chartered organizations, and that of other labour organizations.
3. The Task Force will report, with recommendations, to the National Executive Board no later than March 2019. The National Executive Board will submit any constitutional amendments necessary to the 2019 National Convention; and

4. Task Force members will be approved by the National Executive Board and their work will be supported by the National President’s Office.

BECAUSE:

- Our governance structure has not changed significantly since our inception as a union in 1963, despite the substantial growth and changes in our membership in the intervening 54 years; and
- An assessment of our governance structure is long overdue.

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

**Resolution 89 covering resolution 88** submitted by the National Executive Board

CUPE NATIONAL WILL:

1. Conduct a thorough review of the CUPE Trial Procedure led by the National President’s Office; and
2. The review will include but not be limited to:
  - a) Interviews of members and staff who have participated in the trial procedure; and
  - b) A study of trial procedures used by other trade unions, including across the world; and
  - c) A study of alternative dispute mechanisms.
3. A report on the findings of the review will be presented to the National Executive Board no later than March 2019.

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

## **INTRODUCTION OF GUEST SPEAKER**

CHAIRPERSON MARK HANCOCK: My friends, we have one last very special guest joining us at our convention. He has been a member of the Ontario legislature since 2011 where he has been a leading voice for social and economic justice as deputy leader of the Ontario NDP.

As a candidate for the federal NDP leadership, he campaigned on issues important to CUPE members like ending inequality, combating climate change, reconciliation with Indigenous peoples and finally changing our outdated voting system.

And now as the new leader of the federal NDP he has promised to bring love and courage into Canadian politics. Something I think that we need now more than ever.

He has always been a busy guy and in his new gig he is going to be a whole lot busier and even though he has only been on the job for a few days he has carved out some time to be here with us today.

So, sisters and brothers, friends, please join me in giving a very warm CUPE welcome to the new leader of Canada's NDP and the next Prime Minister of Canada, Jagmeet Singh.

*Following Jagmeet Singh's address, Brother Mark Hancock thanked him and presented him with a gift.*

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

#### **The way forward: Strategic Directions 2017-2019**

The story of CUPE is the story of our members working together to make progress. Our collective commitment to each other, and to our communities, is to build better workplaces and a better world. CUPE members are leaders in this movement for economic and social justice.

Despite the strongest economic growth in a decade, the working class is still under attack and being exploited at home and around the world. Ongoing austerity budgets are reshaping our society by inflicting deep cuts to budgets while slashing and privatizing the services and programs that people rely on. Governments refuse to fairly tax corporations and the wealthiest individuals, which robs public services of funding needed to deliver the services that are the foundation of our communities. Corporations and some governments are actively suppressing working people's collective power through attacks on unions and labour rights. Together, these factors continue to fuel economic inequality and the concentration of wealth. The gap between the richest few on the planet and the rest of us continues to widen. People are hurting and looking for answers.

Divisive, hateful leaders like US President Donald Trump, and others like him in Canada and around the world, capitalize on this desperation, fanning the flames of hate and insecurity to divide workers one from another with anti-Semitism, Islamophobia, anti-

Black racism, and racism in all its forms, xenophobia, white supremacy and fear. This atmosphere feeds the racism and discrimination that is alive and well in Canada. Gains made by equity-seeking groups over half a century are under threat in our country. There is an urgent need to fully recognize the historical and ongoing harm Canada has done to Indigenous peoples, to call for reparations, and to work for reconciliation by building new relationships that fully respect the rights and the histories of Indigenous peoples. But these renewed attacks have ignited new resistance in Canada and around the world. By mobilizing for action against discrimination, poverty and injustice, CUPE members will advance our vision of a better country.

CUPE's Strategic Directions for the next two years are founded on 50 years of activism. We've made many advances – in some cases, making history. Strategic Directions 2017-2019 is rooted and based in the work we already do every day, in countless ways, to make a difference. It builds on the Strategic Directions that CUPE members have adopted at every convention since 2003. Each Strategic Directions has built on the one that came before, and together they set the overall direction and broad priorities for CUPE at all levels. Strategic Directions works hand-in-hand with the specific actions and issues highlighted in the resolutions that delegates vote on at every national convention. Our National Executive Board checks in on the progress we've made at every board meeting, ensuring accountability and oversight. Together, we'll keep moving forward on the issues and priorities that matter to us all.

The economic realities of our world continue to shift, and while we remain committed to a minimum wage of \$18 an hour for our members, we recognize that \$18 is not a living wage in some communities, and we recognize that in some workplaces we have much work to do to reach this goal. We will also continue our fight for good secure jobs and decent pensions for all workers, including a significant expansion of Canada's public pension system. CUPE continues to mobilize and take legal action against moves by the federal and some provincial governments to allow employers to convert defined benefit to target benefit pension plans. And we will continue to fight for increases in minimum wages and for legislation enabling workers to organize in every region.

CUPE plays a leading role in fighting for high quality public services and publicly-owned infrastructure, and against privatization through new arrangements like

“social financing,” “asset recycling,” “leveraging” through selling off public utilities, and public-private partnerships. We are committed to keeping our members’ pension funds from investing in or profiting from P3s in Canada and anywhere in the world. We will continue to oppose all privatization plans, including the Canada Infrastructure Bank, an institution that will funnel millions in subsidies to corporations banking on large private profits from public infrastructure projects.

CUPE is committed to building a union that is inclusive and representative of the diversity of our members. We remain committed to the recommendations of the National Women’s Task Force and will take concrete action for gender equality in CUPE. We will work toward an inclusive and representative union by promoting mentoring for new leaders, ensuring a role for equity-seeking members at every level of our union, fostering inclusion at the bargaining table and strengthening alliances in our communities.

Our action plan draws on the lessons learned and the gains we’ve made since our last convention. United, we’ve organized to engage more members, build stronger locals and become an even more powerful union. This action plan lays out the next steps in growing our base and mentoring new leaders and activists.

We’ve mobilized to build the solidarity it takes to make gains at the bargaining table, improving our members’ lives and working conditions, and strengthening public services. We’ve won victories that make our workplaces safer, and that advance human rights for our members and all workers. This action plan lays out the next steps to strengthen our bargaining power and advance workers’ rights.

For every victory, there is a new challenge. In Canada and around the world, right-wing governments are cutting to the bone, targeting unions, public services and pensions. Decades of tax cuts have benefited corporations while starving communities and services of much-needed funding. Corporate power continues to grow, and to target public services as a source of profit. Rising inequality is eroding the ties that bind us together as a society.

There is a better way. Together with our allies, CUPE is a powerful force for change and for social justice for our communities. This action plan lays out the next steps to elect progressive, pro-worker governments, protect public services from privatization, organize for change and fight for global justice.

When CUPE members pull together, we have what it takes to make gains for ourselves, and to build better communities and a more fair and equal world. We will keep pushing back – and pushing forward to expand public services, create stable, secure full-time jobs, raise the wages of all workers, and deepen the connections with our allies.

Over the next two years, let’s take the next steps. Moving forward together, in solidarity.

### **Together for a stronger union**

To make gains in our workplaces and in our communities, we must begin at home, in our locals. Over the next two years, we will support members and locals with strategic initiatives that build stronger, more inclusive local unions, and that increase our bargaining strength.

### **Expanding our members’ power**

Our comprehensive organizing plan is laid out in *Growing our union*. Organizing the unorganized is the first step in building workers’ power. We will continue to expand and strengthen our membership base by:

- Launching a comprehensive member engagement program for locals, that takes the next steps in our Building Strong Locals work.
- Mentoring new leaders and activists who reflect the diversity of our membership.
- Updating our membership survey in 2018, to deepen our understanding of who our members are, and the challenges they face.
- Developing a course module that deepens members’ understanding of the economic, social and political forces and policies that are increasing the inequality gap in Canada and the world, as part of the Steward Learning Series.

### **Increasing our bargaining strength**

It’s vital that CUPE members stand together against attacks on our collective agreement rights, two-tier contract proposals and other concessions. But that is not enough. We must also make gains at the bargaining table.

The process of bargaining a good collective agreement starts as soon as the last one is signed. We will develop tools and resources to support CUPE locals to develop and carry out successful strategies to protect and enhance members’ jobs including fighting automation,

protect and enhance wages and working conditions, and promote better public services.

CUPE members will continue to work in coalitions, with our allies and with community members who use public services, to strengthen us in bargaining.

We will equip our members with the resources they need, and increase our bargaining capacity by:

- Fighting at the bargaining table for real wage increases, for a living wage, secure full-time jobs, increased pensions, and expanded pension and benefit coverage for all CUPE members including part-time and casual members.
- Supporting coordinated and central bargaining for CUPE locals.
- Opposing legislated settlements and restrictions on the right to free collective bargaining.
- Developing campaign strategies, tools, and resources for bargaining in a variety of circumstances, including fighting concessions, where we have the right to strike, where we don't, and where we work under essential services designations. These tools will help locals:
  - Do strategic planning.
  - Engage our members.
  - Protect precariously-employed members and stop employers from using low-wage strategies to erode our wages and working conditions.
  - Prepare for strikes, including membership mobilization.
  - Ensure locals are aware of the many resources and tools available to them
- Organizing a national conference that will build members' skills and capacity to support CUPE's bargaining policy to defend against concessions and two-tier agreements on the ground. The conference program will focus on the campaign strategies, tools and resources for bargaining and enforcing our collective agreements. We will also highlight our successes.

### **Fighting for safe workplaces**

Every worker who goes to work has the right to come home safe and healthy. Increasingly precarious employment, funding cuts and understaffing in public services erode health and safety in our workplaces. Every CUPE member has the right to a safe and healthy workplace that is free from violence. We will build our members' power to defend their health and safety rights by:

- Continuing to pressure governments in every region and federally to ensure better health and safety protection for all workers.
- Ensuring that health and safety legislation has a central role for workers in joint committees at all levels.
- Strengthening our network of health and safety activists in the workplace by boosting and supporting CUPE members' participation in health and safety committees, and workplace activism to defend our rights.
- Ensuring locals have the tools required to combat violence in the workplace in all its forms, including domestic and sexual violence, and to protect our members' physical and mental health and safety.

When we expand and deepen our members' engagement and activism in our union, we add to the ranks of progressive leaders in hundreds of communities from coast to coast to coast. As Canada's largest union, we know a better Canada isn't just necessary – it's within our reach. When members take action at the grassroots, in their community, they make gains for more inclusive, safer and equitable workplaces. When local unions bargain better wages and working conditions, the whole community benefits. Together, these gains strengthen vital public services. And stronger public services are the anchor of the fair and equal society we're all fighting for. Building a better Canada really does begin at home, in our local unions. From there, the ripple effect is powerful. Let's keep reaching out to all our members, bargaining forward and fighting for safe workplaces. Every time we do, we're equipping more people to work for change in their communities, hand-in-hand with our friends, neighbours and allies.

### **Building working class solidarity in our communities**

When CUPE members work to make gains in their workplaces, we also work to build a fairer and more equal society. We cannot win in isolation. We need to keep pushing for changes that make life better for all workers and lift everyone out of poverty. We will work in coalition with our allies and with people who rely on public services to protect good jobs and public services, to push for better wages and working conditions for all workers, to fight racism in all its forms, and to advocate for economic and social justice in our communities and country, and around the world. We'll support our members and our allies in the fight for equality. And we'll do it together.

### **Building our campaign power**

Our members are our greatest strength, and we are strongest when we support each other. When we mobilize our members, and build support in our communities, we can stop privatization, support public services, resist concessions at the bargaining table, and push for stable jobs and better wages and working conditions for every worker. We will increase our members' ability to run effective campaigns by:

- Creating a campaign program and tools to train and support members in every region, building our members' skills and capacity to defend public services, and to resist concessions across sectors.

### **Organizing for change**

We will keep organizing to influence all levels of government on the issues that matter to our members, and our communities. We'll do this by:

- Working with our allies to build broad social movements that strengthen and expand our social safety net, including advocating for universal pharmacare, pay equity, strong workplace pensions for everyone and public long-term care and child care.
- Mobilizing and strengthening coalitions to fight for an end to privatization, big and small, in all its forms and an expansion of public ownership and control of public infrastructure.
- Targeting municipal and provincial elections, as well as the 2019 federal election, to advance our members' priorities, with a focus on:
  - Strong public services and social supports.
  - Good wages and working conditions for all workers.
  - Strong support for our political party, the New Democratic Party, including encouraging our members to get involved in the NDP, and stepped-up work to elect NDP candidates and governments.
  - A fairer election system through proportional representation in federal and provincial elections.
- Advocating for labour legislation which supports organizing workers in all sectors and growing the strength of the labour movement, and against legislation which limits workers' right to strike.

- Advocating for changes that improve the lives of all workers and raise the floor for everyone, including a higher minimum wage and strengthened employment standards laws that improve working conditions and expand protection for all workers.
- Advocating for the right of all people with disabilities in Canada to have decent, meaningful and fairly-paid work.
- Opposing any two-tier provisions and exclusions in employment and labour legislation for young and precarious workers, in any sectors.
- Working for equity for racialized workers, women, LGBTQI workers, and for workers with disabilities.
- Fighting against the rising tide of hatred and empowering our members and chartered bodies with the tools they need to speak and to act against discrimination in the workplace and the community.
- Advocating for real action for reconciliation for Indigenous peoples, including calling on governments in Canada to implement the Truth and Reconciliation Commission's calls to action; educating our members on the residential school system and the attempted genocide of Aboriginal peoples in Canada; and supporting Indigenous organizations and grassroots activism in efforts to promote healing and reconciliation.
- Educating and mobilizing our members about climate change and working with environmental and social justice groups to protect the planet from the further impacts of climate change.

### **Fighting for global justice**

Our solidarity crosses borders and spans the globe. We will continue to learn from and support the struggles of workers in other countries. The challenges they face are inextricably linked with those of our members and of all Canadian workers. We will continue to be part of the movement for global justice by:

- Supporting our members and other workers and allies around the world fighting for global justice, with a focus on building worker-to-worker solidarity and fighting international trade agreements.
- Advocating for an alternative model of trilateral trade and cooperation that meets the needs of workers and builds solidarity across our shared continent, and working with allies, at home and abroad, towards the inclusion of substantial provisions in all trade agreements that protect

labour rights, human rights, and environmental sustainability.

- Pressuring the Canadian government to ensure that any renegotiated trade agreement will dispense with Investor State Dispute Settlement (ISDS) mechanisms and offer full protections for public services; and encouraging the government to include binding obligations on labour rights that address freedom of association and union security.

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

#### **CLOSING REMARKS**

CHAIRPERSON MARK HANCOCK: Sisters and brothers, I want to thank everybody for the amount of work that's gone on this week. We've tackled some very difficult resolutions. We've had some fantastic reports from all of our committees and I want to thank all of the staff for the work that they've done this week. Our staff here, the Canadian Union of Public Employees, as well as the staff in this facility and all of the hotels that we've been part of.

Sisters and brothers, I want you to travel safely home. I understand we're going to have a playing of our song as we wrap this up, but please travel home safely and we'll see you in two years in Montreal.

*"Solidarity Forever"*

**APPENDIX TO THE REPORT OF THE 28<sup>TH</sup> NATIONAL CONVENTION**

The National Executive Board dealt with the following resolutions that were referred to the Board by the Twenty-eight National Convention. The decisions on the referred resolutions were as follows:

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**Resolution No.5**  
**Submitted by CUPE Metro Vancouver District Council and Local 15 (B.C.)**

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CUPE NATIONAL WILL:

1. Host a high-level national child care roundtable discussion that brings together key CUPE child care activists, our allies in labour and the child care sector to help inform our policy and advocacy work on child care, parental and family leaves; and
2. Invite panel presentations and discussions to provide deeper conversations about what is needed from all levels of government to ensure affordable accessible public and non-profit child care services; to support advocacy and policy work at the federal, municipal and provincial levels; to better understand and develop strategies to address parental and family leave and workforce issues such as wages, benefits and working conditions.

BECAUSE:

- Now is a good time to reflect on our policy and advocacy work over the past number of years and to develop more effective positions and strategies for winning a truly comprehensive, quality child care system; and
- It would facilitate renewing and updating CUPE's national child care policy.

*NEB decision*

\_\_\_\_\_ motion not to proceed with \_\_\_\_\_

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**Resolution No.6**  
**Submitted by CUPE Metro Vancouver District Council and Local 15 (B.C.)**

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CUPE NATIONAL WILL:

1. Continue to take leadership in working with the Canadian Labour Congress, other unions and the Child Care Advocacy Association of Canada (CCAAC) and provincial child care coalitions to keep

child care on the federal agenda post 2015 federal election; and

2. Continue to provide financial and human resources and use the Rethink Child Care campaign to push for a child care system that is public and non-profit child care.

BECAUSE:

- The Rethink Child Care campaign was effective for uniting labour and child care advocacy organizations in the call for a national child care program that engaged thousands of trade unionists and community activists in "kitchen table" conversations to debunk the idea that child care is an individual responsibility; and
- RETHINK helped build a nation-wide buzz about child care and was instrumental to the success of the Child Care 2020 Conference and reaching agreement on a vision and national policy framework and pressing federal political parties to include child care in their election platforms.

*NEB decision*

\_\_\_\_\_ adopted \_\_\_\_\_

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**Resolution No.7**  
**Submitted by Ottawa CUPE District Council, Locals 1979 and 2204 (Ont.)**

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CUPE NATIONAL WILL:

1. Develop a broad, multi-year campaign (2017 – 2019), in tandem with our coalition partners, to continue to push the federal government to work collaboratively with provincial/territorial governments to build a national public and non-profit child care program supported by affordable and inclusive maternity and parental leaves; and
2. Allocate staff and financial resources to engage union members and the public in applying pressure on the government; and
3. Develop and roll out training and tools to build the capacity of members to engage in political action

and support members to meet with their political representatives; and

4. Help build and coordinate actions and events to push for a public and non-profit child care system.

BECAUSE:

- Affordable, quality child care for all requires every level of government to agree to put in place a comprehensive public and non-profit child care system; and
- Such a system is critical for women's equality, the financial security of parents, and the healthy development and well-being of all children; and
- Federal maternity and parental benefits need to be updated so they are accessible, affordable and foster gender equality.

*NEB decision* \_\_\_\_\_ adopted \_\_\_\_\_

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**Resolution No.8  
Submitted by Ottawa CUPE District Council, Locals 1979  
and 2204 (Ont.)**

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CUPE NATIONAL WILL:

1. Work with its National Child Care Working Group to develop an organizing campaign to be carried out over a 5-year period in the public and non-profit child care sector, including:
  - a) YMCA/YWCAs; and
  - b) Large non-profit multi-service child care agencies; and
  - c) The broader non-profit child care sector.
2. Develop effective, innovative organizing approaches and messages specifically designed to appeal to the child care workforce; and
3. Take advantage of opportunities being created by the expansion of child care spaces flowing from the federal/provincial child care agreements.

BECAUSE:

- The majority of the child care workforce is employed in small, community-based non-profit centres; and

- Only 21.5% of the child care workforce is unionized; and
- CUPE would be well-positioned to organize and represent the expanding public and non-profit child care workforce anticipated over the next 10 years.

*NEB decision* \_\_\_\_\_ adopted \_\_\_\_\_  
*covers Resolution 4*

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**Resolution No.9  
Submitted by Local 79 (Ont.)**

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CUPE NATIONAL WILL:

1. Develop a childcare campaign calling for the following:
  - a) More access to childcare delivered publicly and by non-profit childcare centres; and
  - b) Professional-level wages for all childcare workers; and
  - c) A prohibition on new for-profit childcare centres; and
  - d) A commitment from the Federal Government for dedicated childcare funding. to grow by \$1 billion per year until it reaches 1% of GDP.

BECAUSE:

- All families have the right to affordable, accessible childcare; and
- The OECD estimates that Canadian families spend 22% of their income on childcare; the OECD average spending on child care is only 15% of family income; and
- Keeping childcare costs under 10 % of family income increases the probability of main caregivers (predominantly women) being employed full-time to 60%; and
- Childcare fees in some parts of Canada are over \$1,000+/month; and
- The CLC estimates that Canada only has enough regulated childcare spaces to cover 22.5% of 0-5 years old and 20.5% of 0-12 years old; and
- Employment insurance parental benefits are insufficient for many families; and
- Although childcare provides crucial developmental interventions, Early Childhood Educators and other program staff remain underpaid, rarely earn a

professional-level wage and often don't even make a living wage; and

- Low wages should not be subsidizing childcare.

*NEB decision*

\_\_\_\_\_  
adopted  
*covers Resolution 3*

**Resolution No.11**  
**Submitted by CUPE Saskatchewan**

CUPE NATIONAL WILL:

1. Lobby the federal government to develop a publicly funded and publicly delivered universal child care system; and
2. Continue working with the CLC and other child care advocates to promote the need for a publicly funded, universal, low cost child care system.

BECAUSE:

- Quality child care promotes healthy child development and increases educational achievement for all children. with particular benefits for the most vulnerable; and
- Affordable child care allows parents, and in particular women, to return to the workforce in order to earn more income thus giving them financial independence and keeping families out of poverty; and
- Child care benefits everyone in society, more women working means a stronger economy, with direct benefits to government coffers from higher tax revenues, reduced social assistance for families with children, and lower reliance on other income-tested benefits; and
- Canadian families need a universal, affordable child care system that includes core funding to ensure that child care workers can make a decent wage.

*NEB decision*

\_\_\_\_\_  
adopted

**Resolution No.13**  
**Submitted by Local 3550 (Alta.)**

CUPE NATIONAL WILL:

1. Build awareness through the Federation of Labours and affiliated locals about the importance of bargaining collective agreement language and

winning legislative protections for survivors of intimate partner violence; and

2. Including dedicated paid leave for employees experiencing family or domestic violence; and
3. Negotiating workplace safety strategies, including risk assessments, safety plans; and
4. Provisions for counselling members and referral to appropriate support services done through a woman's advocate.

BECAUSE:

- Domestic violence is widespread and reaches into the workplace, as explained by the CUPE guide "Domestic Violence and the Workplace", and marginalized women face higher rates of violence; and
- Secure, unionized jobs, and access to reliable public services and affordable housing enable women to leave unhealthy and/or violent relationships; and
- Women in Canada experience at least one incident of physical/sexual violence daily, every six days a woman is killed by her intimate partner and over 1600 Aboriginal women have gone missing or been murdered; and
- The union's response can dismiss and re-victimize women, deterring women from even coming forward; and
- Domestic violence is destructive to the physical and psychological lives of all our members.

*NEB decision*

\_\_\_\_\_  
adopted

**Resolution No.14**  
**Submitted by CUPE Metro Vancouver District Council and Local 15 (B.C.)**

CUPE NATIONAL WILL:

1. Provide the necessary funding for purposes of supporting collective bargaining for our members; and
2. Protect our members' bargaining rights including stopping the contracting out of our work and the

deterioration of our benefit packages and the employers' attacks on our collective agreements.

BECAUSE:

- CUPE members deserve collect agreements that protect their rights and improve their quality of life; and
- CUPE rank and file understand benefits, decent working conditions, and the right to be protected by a union; and
- Employers are systematically trying to remove workers' benefits and rights and lower our standard of living; and
- Contracting out is a direct attack on trade unions.

NEB decision adopted

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**Resolution No.15**  
**Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

1. Actively encourage locals that have contract workers in the Social Services sector, to work collectively towards the goal of having their work included and protected in the Collective Agreement; and
2. Actively lobby Employers and the bargaining committees, where appropriate, to facilitate this process for inclusion; and
3. Be involved in educating CUPE members within all sectors regarding the benefits of full workplace solidarity and belonging in the Collective Agreement.

BECAUSE:

- With precarious work on the rise, the number of full time (EFT) positions is decreasing; and
- Contract workers should have an equal opportunity towards the building of seniority, benefits and hours worked for pension. With the protection of their rights, there will be more incentive towards the retention of workers and more potential for future part and full time employment; and

- CUPE must encourage participation and retention of all employees.

NEB decision adopted  
covers Resolution 16

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**Resolution No.17**  
**Submitted by Locals 3912 (N.S.) and 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Promote and encourage greater use of videoconferencing and virtual meeting technologies through CUPE offices and in CUPE workplaces.

BECAUSE:

- Using videoconferencing and virtual meeting technologies is far easier and simpler than ever before; and
- These technologies are often more efficient on many fronts (time-wise, economically and environmentally); and
- CUPE's National environment policy calls on our union to use technologies that reduce greenhouse gas emissions that cause climate change; and
- Unnecessary travel damages the climate and should be avoided; and
- CUPE offices already have videoconferencing and other technological capacity on site; they just need to be used more.

NEB decision adopted

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**Resolution No.18**  
**Submitted by Local 79 (Ont.)**

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CUPE NATIONAL WILL:

1. Explore the feasibility of non-traditional attendance at General Membership Meetings that does not require members to be physically present; and
2. Develop a pilot program that uses the available technology. including webcasting to allow for participation from a remote location; and
3. Pilot the program with interested Locals.

BECAUSE:

- Many Locals have difficulty in achieving quorum at General Membership Meetings; and
- Locals want as many members as possible to be aware and engaged in the activities of the Local; and
- The ability to raise awareness about what Locals do for their members would be greatly enhanced; and
- Reaching and educating members about current campaigns would be easier; and
- With the advancement of technology, and its effective use, the options for participating in meetings from a remote location would be greatly increased.

*NEB decision* \_\_\_\_\_  
 adopted

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**Resolution No.22**  
**Submitted by Local 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Adopt the gender inclusive term of "Friends" to add to the way we refer to fellow activists, members and CUPE staff, in order to include those who do not identify with the gendered terms of "brother" or "sister" (Example: "Greetings Sisters, Brothers, and Friends!").

BECAUSE:

- As of 2016, gender expression and self-identity are protected rights in the Canadian Charter of Human Rights and Freedoms; and
- It is crucial for the labour movement to represent the rights and equity of ALL members, without limiting through pronoun use or greetings; and
- Too often, activists and members are identified by gender coded language while speaking at the microphones on the Convention floor – by adapting our language, we can show our true solidarity and become allies for equality.

*NEB decision* \_\_\_\_\_  
 adopted

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**Resolution No.27**  
**Submitted by CUPE Metro Vancouver District Council and Local 391 (B.C.)**

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CUPE NATIONAL WILL:

1. Allow for consent agendas in the National Constitution.

BECAUSE:

- Consent agendas allow for the business of the Local to be done in an expedient manner; and
- Shorter and more efficient meetings allow for a focus on the issues that matter, and for greater member engagement.

*NEB decision* \_\_\_\_\_  
 motion not to  
 proceed with

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**Resolution No.29**  
**Submitted by CUPE Renfrew County District Council (Ont.)**

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CUPE NATIONAL WILL:

1. CUPE should allow any member that can't attend the convention to still run for any office they are eligible to run for at National Conventions.

BECAUSE:

- Limiting those who can run for an elected office to those who have the resources to attend the convention is undemocratic, punitive and unfair. This does not happen in Federal, Provincial or municipal elections. CUPE can't be called a democratic institution without allowing everyone to run.

*NEB decision* \_\_\_\_\_  
 motion not to  
 proceed with

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**Resolution No.30**  
**Submitted by CUPE Renfrew County District Council**  
**(Ont.)**

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CUPE NATIONAL WILL:

1. Allow referendums voting to determine important issues at locals so all members who want to vote on an issue to have a say and a vote.

BECAUSE:

- Currently many important issues are decided by a small number of members at a meeting with quorum. When all members are allowed to vote in a referendum, we find that they do not agree with those who voted at the meeting with quorum. There is no democracy and members are denied a chance for their say. This is especially important in bylaw changes, expenditures of large sums of money, do we rent an office or not, do we make large purchases, do we send people to convention and conferences etc., etc.

*NEB decision*

\_\_\_\_\_ motion not to  
\_\_\_\_\_ proceed with  
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**Resolution No.31**  
**Submitted by CUPE Renfrew County District Council**  
**(Ont.)**

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CUPE NATIONAL WILL:

1. Give us more access to professions help and expertise so that we can negotiate proper contracts and know our legal and human rights to protect ourselves against management abuses. We need more access to lawyers and wage, benefit and pay equity specialists. We need contract specialists that can examine our contracts, see what other locals have done and propose amendments to our contracts to get us better wages and benefits, safe and healthy workplaces and freedom from bullying and harassment.

BECAUSE:

- This is what unions say they will do, but we can't get access to any of these specialists.

*NEB decision*

\_\_\_\_\_ refer to substitute  
\_\_\_\_\_ Resolution 901  
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**Resolution No.32**  
**Submitted by CUPE Renfrew County District Council**  
**(Ont.)**

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CUPE NATIONAL WILL:

1. Monitor locals closer to ensure they are following CUPE guidelines for openness, democracy and participation. Such guidelines should be strengthened by the CUPE Constitution. Too many locals ignore their members wishes, tell their members nothing, hide financial matters and fail to train members properly.

BECAUSE:

- Many locals have been taken over by groups that take our union dues money and spend it on themselves to go on all expense paid trips to conventions and conferences instead of properly researching collective agreements and protecting their members from management and fellow member abuses.

*NEB decision*

\_\_\_\_\_ motion not to  
\_\_\_\_\_ proceed with  
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**Resolution No.33**  
**Submitted by CUPE Renfrew County District Council**  
**(Ont.)**

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CUPE NATIONAL WILL:

1. Allow all members to vote for the National Executive and all elected positions associated with their province at the National Convention without being present at the convention. We should be able to vote by telephone, other electronic means, at CUPE offices or other appropriate means.

BECAUSE:

- If you pay union dues you should get a vote in a democratic institution. The will of the 630, 000 CUPE members is being ignored; and
- How can CUPE effectively criticize Federal and Provincial electoral processes, when our own system ignores the vast majority of its members.

*NEB decision*

\_\_\_\_\_ motion not to  
\_\_\_\_\_ proceed with  
\_\_\_\_\_

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**Resolution No.34**  
**Submitted by the Hospital Employees' Union (B.C.),**  
**Locals 2191 (Ont.), 2348 (Man.) and 4828 (Sask.)**

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CUPE NATIONAL WILL:

1. Require all newly elected and re-elected National Executive Board members to participate in anti-racism and anti-oppression training within 6 months of their election; and
2. Encourage division executives to also participate in the required anti-racism and anti-oppression training within 6 months of their election; and
3. Prioritize the use of facilitators from equity seeking groups to design and implement the training.

BECAUSE:

- CUPE National's membership survey and the Leadership survey on best practices shows a changing demographic and increasing need to use a more inclusive approach to doing union work; and
- There remains a critical need for education and awareness to prevent discrimination and harassment; and
- Participating in training of this kind helps us understand and dismantle the multiple forms of discrimination experienced in our workplaces and society; and
- Facilitators with lived experiences of discrimination are the experts in deciding what needs to get done.

*NEB decision* \_\_\_\_\_  
motion not to  
proceed with  
covers Resolution 35  
\_\_\_\_\_

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**Resolution No.37**  
**Submitted by the CUPE Vancouver Island District**  
**Council and Local 951 (B.C.)**

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CUPE NATIONAL WILL:

1. Encourage locals to develop language in their bylaws and constitution that will enable precarious workers to participate more fully in CUPE activism by providing equitable reimbursement of wages for scheduled and potential shifts when they are booked off work for union business.

BECAUSE:

- Precarious workers face multiple barriers to participating in regular union activities; and
- CUPE must take a leadership role in raising awareness regarding the invisibility of precarious workers in union activities; and
- CUPE has successfully targeted young workers and other marginalized workers for inclusion, yet precarious works are often invisible in many CUPE locals and a designate; and
- Employers are using the economic crisis to accelerate and deepen the trend of expanding precarious work; and
- The expanded use of precarious work by employers is taking advantage of marginalized people, women, older workers, children, workers of colour as well as immigrants to name a few.

*NEB decision* \_\_\_\_\_  
adopted  
\_\_\_\_\_

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**Resolution No.41**  
**Submitted by Local 79 (Ont.)**

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CUPE NATIONAL WILL:

1. Work with CUPE Locals across Canada to build and retirees' networks; and
2. Encourage all CUPE Locals to create a Retirees Committee within their local, if they have not already done so; and
3. Ensure that all CUPE Retirees across Canada can participate.

BECAUSE:

- Retirees provide a pool of former Union Members who know the struggles that unions endured to get the very benefits - such as pension - that employers are trying to reduce or eliminate; and
- Retirees can attend meetings and provide effective support to presentations by active union members; and
- Retirees provide a proud and long history of past experiences and gained knowledge.

*NEB decision* \_\_\_\_\_  
adopted  
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**Resolution No.42**  
**Submitted by Local 5959 (Que.)**

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CUPE NATIONAL WILL:

1. Authorize the preferential voting method for elections held within our local unions.

BECAUSE:

- Members are seeking efficient ways to express themselves when it comes to choosing their leaders; and
- The preferred voting method is another alternative that identifies a winner in a single round, while ensuring that the winner holds the majority of votes; and
- The National Constitution already allows for two methods of voting: plurality vote or majority vote; and
- Many of our unions cannot effectively adopt the absolute majority method, which requires several rounds of voting; and
- Our unions are all seeking solutions that encourage member participation.

*NEB decision* \_\_\_\_\_  
motion not to  
proceed with  
\_\_\_\_\_

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**Resolution No.44**  
**Submitted by CUPE Renfrew County District Council (Ont.)**

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CUPE NATIONAL WILL:

1. If CUPE National has miscalculated out union dues owed to us, they should reimburse us for the lost union dues for the entire period they have miscalculated.

BECAUSE:

- Restricting union dues shortfalls owed to CUPE National by local unions is one thing, but unilaterally refusing to pay union dues CUPE owes to locals because they made a mistake is punitive and immoral, if not illegal.

*NEB decision* \_\_\_\_\_  
motion not to  
proceed with  
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**Resolution No.46**  
**Submitted by CUPE Ontario and Local 3906 (Ont.)**

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CUPE NATIONAL WILL:

1. Finally and without any further delay, take immediate action on Resolution 225, passed by the delegates at the CUPE National Convention in the Fall of 2011.

BECAUSE:

- National Convention delegates are the ultimate decision-making body for our National Union and they debated and passed Resolution 225 in 2011 providing direction and a mandate to the National Union with respect to Regulatory Colleges; and
- Resolution 225 stated the following:  
CUPE National will: Provide support and/or training to local union leadership and employer, but also in situations where the workers' jobs are governed by a "professional college".

*NEB decision* \_\_\_\_\_  
adopted  
\_\_\_\_\_

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**Resolution No.47**  
**Submitted by Local 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Work with local executives and divisions to ensure that the equality series CUPE education courses are a priority for all CUPE member schools and members.

BECAUSE:

- Equality is a foundation and principle of CUPE and the labour movement; and
- The more members we have equipped with equality tools and frameworks, the better CUPE can advocate for such.

*NEB decision* \_\_\_\_\_  
motion not to  
proceed with  
\_\_\_\_\_

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**Resolution No.48**  
**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

1. Develop a course to train union activists in Critical Incident Stress Intervention and Peer Support.

BECAUSE:

- Critical incidents can and do occur in the workplace creating a negative impact on our members; and
- CUPE members can be affected by witnessing, experiencing, or being involved in a critical incident at any time; and
- With the demanding economy and workload being placed on our members in the workplace and at home, more and more of our members are requiring Critical Stress defusing and debriefings; and
- Our members need to feel that they have someone from their union, who is looking out for their best interests in a time of need; and
- The response of a CUPE member from the worksite or local, someone who understands the issues in the workplace, can go a long way in helping with the healing process and addressing the issues in a timely manner.

*NEB decision*

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motion not to  
proceed with  
covers Resolution 45

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**Resolution No.49**  
**Submitted by CUPE Ontario, Locals 1334 and 3906 (Ont.)**

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CUPE NATIONAL WILL:

1. Immediately begin the creation and implementation of a learning series for members to develop the skills needed in order to become CUPE National Staff Representatives; and
2. The selection of participants should be reflective of CUPE's equity-seeking members.

BECAUSE:

- The service pool does not represent the diversity of the members; and

- There is a lack of opportunity to gain required tools and skills to create a level playing field; and
- Succession planning needs to reflect the diversity of the membership.

*NEB decision*

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motion not to  
proceed with

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**Resolution No.50**  
**Submitted by CUPE Renfrew County District Council (Ont.)**

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CUPE NATIONAL WILL:

1. Provide much better training to members.

BECAUSE:

- CUPE national cancels many courses due to lack of enrollment. We need these courses. We need better training. Managements are using lawyers all the time. We can't compete with their knowledge and experience so we get bluffed into accepting crappy agreements. We need better training.

*NEB decision*

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motion not to  
proceed with

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**Resolution No.51**  
**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

1. Create comprehensive materials for new and current presidents and officers, including template letters for day to day business, and develop a specific training for presidents and an officers' orientation.

BECAUSE:

- New presidents need training and templates to properly carry out their duties; and
- Newly elected officers need an orientation to their new duties to be able to properly carry out their duties; and
- They need more assistance with handling technical issues such as letter to employers, grievance

initiations and understanding what resources are available.

*NEB decision*

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adopted  
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**Resolution No. 52**  
**Submitted by Local 3903 (Ont.)**

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CUPE NATIONAL WILL:

1. Help implement the CUPE National Code of Conduct by offering ombudsperson training, including but not limited to, anti-racism and white privilege, sexual and gendered violence, transphobia, heterosexism and ableism for all locals. This training will be developed in consultations with locals.

BECAUSE:

- The CUPE National Code of Conduct relies on the presence of an ombudsperson to hear and adjudicate complaints arising from the Code of Conduct but there is no training for the ombudsperson pertaining to sexual violence and especially its intersections with racism, heterosexism, transphobia, and ableism. Sexual and gendered violence is sustained and bolstered by co-existent violences such as racism, transphobia, heterosexism and ableism and as such any attempt to address gendered and sexual violence must also aim at eradicating these violences.
- The sexual violence experienced by trans members is experienced differently and named differently; and
- The sexual violence experienced by aboriginal members is experienced differently and named differently; and
- The sexual violence experienced by differently abled members is experienced differently and named differently; and
- The sexual violence experienced by racialized members is experienced differently and named differently, and
- The training for ombudspersons must reflect and address these intersecting oppressions.

*NEB decision*

\_\_\_\_\_  
adopted  
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**Resolution No.53**  
**Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

1. Develop courses to educate members and locals on how to achieve better Health and Safety language through collective bargaining.

BECAUSE:

- Without education on the value of stronger Health and Safety language; Health and Safety language will remain a non-priority for locals when they are at the bargaining table; and
- The principle of Workplace Safety and Health is to be proactive and preventative and not to be reactive; and
- Placing an emphasis on better Health and Safety language will hopefully be a means to reducing workplace injuries; and
- Better language will enable locals to have better enforcement of Health and Safety violations.

*NEB decision*

\_\_\_\_\_  
adopted  
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**Resolution No.54**  
**Submitted by the CUPE Vancouver Island District Council and Local 951 (B.C.)**

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CUPE NATIONAL WILL:

1. Through the Union Development department, create a comprehensive training package for all levels of CUPE executive members, stewards and CUPE National Staff Representatives on domestic violence, which may include sexualized violence and violence against women; and
2. Develop and resource bystander training for all CUPE members and CUPE National Staff Representatives to create a culture of true respect in our union; and
3. Create a program to support stewards and union members in their support of members — to ensure that there are critical incident stress responders available in the workplace; and

4. Encourage all CUPE Locals to order the Domestic Violence and the Workplace: A Bargaining Guide booklet developed by CUPE Equality in September 2015 and use it to bargain collective agreement language to support their members and help to prevent domestic violence, sexualized violence and violence against women in the workplace; and
5. Encourage all CUPE Locals to ensure domestic violence is included in any union or workplace sexualized violence policies.

BECAUSE:

- Domestic violence is any form of violence between intimate partners which can be physical, sexual, emotional, or psychological abuse, including financial control, stalking or harassment; and
- Domestic violence occurs between mixed or same-sex partners who may or may not be married, common law, or living together; and
- Domestic violence can also continue to happen after a relationship has ended and can be a single act of violence or a number of acts that form a pattern of abuse; and
- Domestic violence affects both women and men, but the vast majority of abusers are men and victims' women; and
- Men abusing women partners tend to carry out more extreme, prolonged and systematic violence; and
- Women marginalized by poverty, racism, homophobia, transphobia and ableism face the greatest risk; and
- Domestic violence reaches into the workplace, with serious consequences; and
- The workplace is broadly defined, it includes functions and locations related to the workplace, such as conferences, training sessions, social gatherings, work travel work email, a client's home and other work-related situations; and
- Unions have an important role in supporting members, challenging domestic violence and ensuring employers live up to their obligations — one way to do this is by negotiating collective agreement language on domestic violence.

*NEB decision*

\_\_\_\_\_ motion not to proceed with \_\_\_\_\_

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**Resolution No.55**  
**Submitted by Local 79 (Ont.)**

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CUPE NATIONAL WILL:

1. Develop an equity and inclusion program to promote ongoing succession planning for leadership for our union and locals affiliated to CUPE National that is inclusive of young workers and members of equity seeking groups. to be presented to the 2019 CUPE National convention; and
2. Establish a training and mentoring program by reviewing what other unions do in this regard, including the Elementary Teachers' Federation of Ontario (ETFO), civil society organizations, and any other considerations.

BECAUSE:

- CUPE National needs to support the development of leaders within our union and our movement to respond to the challenges ahead; and
- The growth of precarious employment within our membership often restricts the amount of on the job training possibilities for new union leaders; and
- Succession planning that supports new leadership development will ensure the ongoing health of our union.

*NEB decision*

\_\_\_\_\_ motion not to proceed with \_\_\_\_\_

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**Resolution No.56**  
**Submitted by the CUPE Vancouver Island District Council and Local 951 (B.C.)**

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CUPE NATIONAL WILL:

1. Direct the Union Education department to develop a course in cooperation with Indigenous activists, directed at representing Indigenous workers and incorporating Indigenous traditions to introduce a holistic approach to representing Indigenous and other peoples in all workplaces; and
2. Ensure this course runs as a four-year pilot program in British Columbia.

BECAUSE:

- Traditional Union representation does not fully address the needs of Indigenous peoples; and
- Building capacity and leadership among Indigenous peoples increase the understanding of Indigenous traditions; and
- This course will encourage non-Indigenous people to participate and understand an Indigenous perspective; and
- Having this level of understanding among CUPE members will increase our ability to have Indigenous peoples join and participate in CUPE.

*NEB decision*

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motion not to  
proceed with

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**Resolution No.57**  
**Submitted by Local 3903 (Ont.)**

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CUPE NATIONAL WILL:

1. Develop sexual violence and harassment training in consultation with provincial coalitions of rape crisis centres, anti-racism activists and community groups, disability-rights organizations and queer-rights organizations. Training modules will be circulated widely across locals for feedback.

BECAUSE:

- Any training should work from an intersectional lens which recognizes how sexual and gendered violence is experienced differently based on the intersecting oppressions that constitute the material reality of one's life; and
- Changing the culture of our locals will require training and workshops regarding how to respond to instances of sexual and gendered violence.

*NEB decision*

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motion not to  
proceed with

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**Resolution No.62**  
**Submitted by Local 3761 (Sask.)**

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CUPE NATIONAL WILL:

1. Develop a communication structure that helps assist National Standing Committee members to

connect, interact, and communicate National and Provincial concerns to members and throughout CUPE structure, back to their respective geographical area of representation.

BECAUSE:

- There is no formal reporting structure and/or link between National Committees and Provincial Committees; and
- There needs to be a sharing of information, concerns, issues and success between committees; and
- Health & Safety truly is the one area that applies to every member regardless of interest group. We are often relying on individuals' resources and abilities to make the connections.

*NEB decision*

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motion not to  
proceed with

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**Resolution No.65**  
**Submitted by Local 1500 (Qc.)**

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CUPE NATIONAL WILL:

1. Organize three annual conference calls on pre-determined dates to discuss specific topics such as the privatization of public services, outsourcing, health and safety, and the various issues at stake in the energy sector; and
2. Invite all local unions from the energy sector to interact and attend these conferences.

BECAUSE:

- For everyone's best interest, efforts will be made to ensure that energy remains under public control. All forms of energy are essential and play an important role in our economic and social development; and
- The energy sector is constantly changing around the world and faces the threat of fragmentation and marketization, consolidation and privatization, and subject to the effects of international trade agreements; and
- Climate change has a direct impact on energy transition, the choices of renewable energy sources, and green energy policies; and

- These factors directly affect our local unions; and
- Each local union in the energy sector must be made aware of what’s happening in the rest of Canada by sharing information and discussing the challenges so that they can learn from each other and find the best practices and sure-fire strategies. This will also consolidate the sector by broadening the knowledge and ideas held at the local level.

*NEB decision*

\_\_\_\_\_ motion not to proceed with covers Resolution 69 \_\_\_\_\_

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**Resolution No.71  
Submitted by Local 46 (Alta.)**

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CUPE NATIONAL WILL:

1. In recognition of the site audits conducted by members of the National Persons with Disabilities Committee at all CUPE National Events:
  - a) Revise and update the CUPE National accessibility checklist once each year; and
  - b) Provide an onsite disability liaison of the duration of the event. The liaison will ensure that all the checklist recommendations are implemented throughout the event and report back to CUPE National; and
  - c) Take steps to ensure that the premises are conducive to the accessibility needs and inclusion of all members; and
  - d) Invite participants to fill out a survey at the end of the event to measure their satisfaction with the accessibility of the venue and services.

BECAUSE:

- All members deserve equal access, with dignity; and
- CUPE member’s health and safety is of the utmost importance; and
- Our union will be strengthened by the full participation of all members.

*NEB decision*

\_\_\_\_\_ adopted covers Resolutions 72 and 73 \_\_\_\_\_

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**Resolution No.80  
Submitted by Local 15 (B.C.)**

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CUPE NATIONAL WILL:

1. National Servicing Representatives N19s will be for a two year period at the minimum.

BECAUSE:

- Too many locals from coast to coast to coast find themselves in a position of a revolving door of National Servicing Representatives; and
- This has helped to create instability for many locals who rely on the expertise and services that come with a National Servicing Representative; and
- It also impedes a local's ability to build a working relationship with CUPE National and creates an atmosphere of mistrust where many locals feel Unsupported; and
- A minimum two year term will give locals and CUPE National a truer sense of the needs of a local and the capacity to strengthen member engagement.

*NEB decision*

\_\_\_\_\_ refer to substitute Resolution 901 \_\_\_\_\_

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**Resolution No.84  
Submitted by the Ontario Council of Hospital Union (Ont.)**

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CUPE NATIONAL WILL:

1. Immediately establish a task force to review the allocation of servicing, clerical and specialist staff across Canada and to recommend corrective action to correct any significant imbalances; and
2. Consider practical ways in which the problem of turnover in the assignment of servicing staff to local unions can be addressed.

BECAUSE:

- Staff are not distributed equitably and as a result some members of CUPE receive substantially less support in bargaining, arbitration and in the general work of the union than others. This inequity is not sustainable; and
- The turnover of staff representatives, particularly temporary staff representatives undermines the

stability and continuity of the local unions in bargaining and in their other work. In one case, the local union was assigned 11 different temporary representatives over the course of one set of negotiations.

*NEB decision*

\_\_\_\_\_  
refer to substitute  
Resolution 901  
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**Resolution No.85**  
**Submitted by CUPE Renfrew County District Council (Ont.)**

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CUPE NATIONAL WILL:

1. Abolish the trial procedure in the CUPE constitution and replace it with binding mediation and arbitration with experts that a trained and have experience in such procedures.

BECAUSE:

- Having personally been involved and subjected to unfair and punitive trial procedures in the last three years, I can say that these procedures are unfair, harassing, intimidating, bullying and physically and mentally destructive. They accomplish nothing and only seek to punish. They can be used by bully groups to attack members; and
- Most peers know little about legal and human rights. There is no chance for justice or fairness; and
- So called "Natural Justice" was used by French Revolutionaries to kill and destroy people they didn't like. Similarly, Klu Klux Klan, street justice and many other groups have used so called, "Natural justice", to justify taking justice into their own hands and committing barbaric crimes against others; and
- Such a barbaric, harmful weapon has no place in a union movement; and
- Other unions use binding mediation and arbitration successfully such as ONA and Teachers unions.

*NEB decision*

\_\_\_\_\_  
motion not to  
proceed with  
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**Resolution No.86**  
**Submitted by CUPE Ontario, Locals 1334 and 3906 (Ont.)**

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CUPE NATIONAL WILL:

Amend Article B.XI "Trial Procedure" to allow for the following:

1. Adding a process for members of local unions to use an experienced, neutral, third party investigator, approved by CUPE National, for complaints of harassment and bullying between elected officers of the union, where employer policies would not apply, once approved to do so by the membership.
2. Allowing the findings of the investigation conducted by a third-party investigator to be considered equal to provisions of B.11.4 (g) once voted on by the local's membership.
3. Incorporating the option for mediation in such circumstances as per Article B.11.2 (c) for this process.
4. Expanding training and support for our internal Ombuds process, to extend beyond CUPE National events, should local unions, or District Councils, wish to build this capacity.

BECAUSE:

- There are times when Article B.XI isn't sufficient to deal with circumstances that arise in local unions; and
- Various pieces of legislation including, but not limited to, Human Rights, Employment Law, and Occupational Health & Safety, call on an immediate response to complaints of harassment and bullying; and
- These types of complaints are very divisive when the regular trial procedure is used.

*NEB decision*

\_\_\_\_\_  
motion not to  
proceed with  
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**Resolution No.87**  
**Submitted by Local 3903 (Ont.)**

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CUPE NATIONAL WILL:

1. Replace the current trial process for allegations of gendered and sexual violence with a survivor

centric process. The process will address sexual and gendered violence as it is experienced at the intersections of race, class, sexual orientation, and ability and be based on the awareness that sexual and gendered forms of violence, including harassment, are systematic forms of oppression and a matter of workplace safety, rather than just a product of individual behaviours. The process should be investigative, neutral, confidential and recognize the structural barriers involved in disclosing experiences of sexual violence. The process will be aided by the hiring of an ombudsperson who has undergone extensive anti-oppression, antiracist, anti-homophobic, anti-transphobic, anti-ableism, anti-sexism and anticolonialism training. The process shall protect the safety, wellbeing and legal rights of survivors regardless of whether they pursue a legal process.

BECAUSE:

- The CUPE trial process is the only process currently available but members have chosen not to pursue it due to its structure. This makes it a barrier to addressing sexual and gendered violence, rather than a solution; and
- The CUPE trial process overlooks the imbalances of power at the very root of forms of gendered and sexualized violence as systematic problems; and
- Trial officials and jury members do not have formal mandatory training regarding issues of sexual and gendered violence.

*NEB decision*

\_\_\_\_\_ motion not to proceed with \_\_\_\_\_

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**Resolution No.90**  
**Submitted by CUPE-Quebec**

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CUPE NATIONAL WILL:

1. Amend article B.XI of the constitution with regards to trial procedures; and
2. Amend the Constitution to allow the creation of a distinct disciplinary committee, separate from the local union and composed of individuals who are qualified to hear constitutional complaints.

BECAUSE:

- Article B.XI (trial procedures) of CUPE National's constitution is strict; and
- CUPE Local 1821, Commission scolaire de Laval (Laval School Board) support staff, has set up a national constitutional disciplinary committee; and
- The committee members resigned after its first day in session; and
- They resigned over complex rules and procedures governing these trials; and
- These rules and procedures are not common knowledge; and
- It is crucial to have knowledgeable people who understand the rules regulating evidence and procedures.

*NEB decision*

\_\_\_\_\_ motion not to proceed with \_\_\_\_\_

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**Resolution No.91**  
**Submitted by CUPE Metro Vancouver District Council and Local 1936 (B.C.)**

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CUPE NATIONAL WILL:

1. Continue to work with the ILO, ACTRAV and other trade unions worldwide to promote access to decent work for persons with disabilities; and
2. Educate members within CUPE about the impact of sheltered workshops on persons with disabilities and encourage members to lobby against the use of sheltered workshops; and
3. Encourage CUPE members to lobby within their own regions for access to decent work for all people with disabilities.

BECAUSE:

- People with disabilities should receive "equal pay for work of equal value" for work performed; and
- Too often, people with disabilities are the victims of other's perceptions that limit their true potential; and
- Too often, people with disabilities are exploited in manual labour jobs that do not provide them with meaningful employment; and

- People with disabilities have the right to work and enjoy fulfilling lives too.

*NEB decision*

\_\_\_\_\_ motion not to  
proceed with  
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**Resolution No.92**  
**Submitted by Local 1244 (Que.)**

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CUPE NATIONAL WILL:

1. Adopt a policy to cut down the number of union documents being printed with concrete targets for each type of document used for different events (meetings, conventions, etc.) so as to reduce its carbon footprint by October 1, 2018.

BECAUSE:

- Large quantities of union documents are printed and unused copies are sent to be recycled. Ink and paper often go to waste, which is harmful to the environment; and
- Adopting a policy to reduce paper consumption is perfectly in line with CUPE's national environment policy adopted in March 2013; and
- In its emails to different local unions, CUPE can include hyperlinks to the relevant documents on the website which would allow people to print the documents in question themselves; and
- Printing should be optional and could easily be left to the members' discretion. During CUPE's events, documents are usually projected on a screen which makes it easy to follow; and
- The high cost of and potential savings related to printing documents must be considered in the quest to reduce and ideally eliminate printing altogether.

*NEB decision*

\_\_\_\_\_ adopted  
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**Resolution No.93**  
**Submitted by Local 3550 (Alta.)**

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CUPE NATIONAL WILL:

1. Call on all governments to develop a strategy on climate change that includes public investment in

conservation measures such as building retrofits, wind, solar energy etc.

BECAUSE:

- One of the most fundamental teachings of Indigenous Peoples is the obligation to care for the earth; and
- Indigenous elders in the north are saying the time has come. They are seeing the drastic changes already to glaciers, land water and animals and consequently to their way of life; and
- CUPE has an important role to play in the implementation of actions to reduce greenhouse gas emissions; and
- CUPE has committed to a policy and action plan on climate change and global warming to reduce greenhouse gas emissions and to reduce our respective carbon footprints.

*NEB decision*

\_\_\_\_\_ adopted  
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**Resolution No.94**  
**Submitted by Local 3550 (Alta.)**

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CUPE NATIONAL WILL:

1. Endorse and support the Canadian Network on Corporate Accountability (CNCA) 'Open for Justice' campaign that advocates for federal legislation to establish mandatory corporate accountability standards for Canadian extractive (mining) companies operating abroad.

BECAUSE:

- Close to 60% of the world's mining and mineral exploration companies are headquartered in Canada and 40% of exploration capital is raised on Canadian Stock Exchanges therefore it is Canada's responsibility to ensure that these companies act in a way that respects human rights and the environment; and
- The CNCA unites environmental, human rights, Non-Governmental organizations, faith groups, labour unions, research, and solidarity groups across Canada who are advocating for federal legislation to establish mandatory corporate accountability standards for Canadian extractive

companies operating abroad, especially in developing countries; and

- The networks aim is to promote public awareness on these issues through information sharing, policy analysis and research, and to coordinate joint advocacy for legal and policy reform.

*NEB decision* \_\_\_\_\_  
motion not to  
proceed with  
\_\_\_\_\_

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**Resolution No.95**  
**Submitted by Locals 3034 (N.L.) and 3912 (N.S.)**

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CUPE NATIONAL WILL:

1. Promote climate change adaptation and job growth for CUPE members.

BECAUSE:

- Climate change impacts are being felt across Canada with weather and other events being made worse by climate change in many parts of the country (floods in Quebec and Ontario; wild fires in Alberta; reduced ice cover and melting permafrost in the North); and
- Our municipalities are under increasing stress from climate change impacts (floods, invasive species, greater summer heat and other impacts) that damage municipal infrastructure; and
- Our municipalities must adapt and be made "climate resilient" to be able to withstand the impacts of climate change; and
- Steps to adapt and become climate resilient can lead to greater job growth for CUPE members, particularly in the municipal sector; and
- CUPE must push to ensure climate resiliency initiatives are in the public sphere for the public good and not left to the private sector to pursue short-sighted profits.

*NEB decision* \_\_\_\_\_  
adopted  
\_\_\_\_\_

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**Resolution No.96**  
**Submitted by Locals 3034 (N.L.) and 3912 (N.S.)**

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CUPE NATIONAL WILL:

1. Promote the shift to greater and widespread vehicle electrification across all sectors of society and in all forms of transportation.

BECAUSE:

- The climate change crisis demands swift action to reduce greenhouse gases that cause climate change; and
- Approximately 24 per cent of Canada's greenhouse gas emissions that cause climate change come from burning fossil fuels to power our transportation; and
- Transportation powered by electricity (particularly in provinces where electrical power is largely derived from non-fossil fuel sources, such as in Quebec, Ontario and Manitoba) is much cleaner and greener; and
- CUPE represents thousands of workers in the electrical energy generation sector. Promoting greater electrical vehicle and transportation usage benefits CUPE workers in this energy sector.

*NEB decision* \_\_\_\_\_  
adopted  
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**Resolution No.97**  
**Submitted by Local 957 (Que.)**

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CUPE NATIONAL WILL:

1. Install one or more electric vehicle charging stations in its office parking lots and encourage local unions to follow suit; and
2. Add electric and plug-in hybrid vehicles to its fleet; and
3. Encourage the use and promote the purchase of electric or hybrid vehicles among union representatives and leaders; and
4. Put pressure on the Canadian government to offer financial assistance to employers willing to purchase and install charging stations for staff members, similar to the Quebec government's program called Branché au travail.

BECAUSE:

- CUPE is responsible for the fleet of vehicles driven by representatives and some individuals want to contribute to protecting the environment; and
- We have the knowledge, natural resources, and factories required to create an entire branch

dedicated to the electrification of transportation; and

- It falls in line with the Canadian Labour Congress' plan called One Million Climate Jobs: A Challenge for Canada.

*NEB decision*

refer to substitute  
Resolution 901

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**Resolution No.98**

**Submitted by Locals 3912 (N.S.) and 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Develop and promote a green/environment project program.

BECAUSE:

- CUPE is a leader on workplace environmental initiatives; and
- CUPE has also committed to lowering its organizational environmental/carbon footprint; and
- CUPE has made payments for carbon offsets for certain CUPE events, such as National conventions. These payments could be channeled into a green/environment project program that would spur greater environmental initiatives in CUPE workplaces, thereby fostering greater worker environmental activism.

*NEB decision*

adopted

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**Resolution No.99**

**Submitted by Locals 3912 (N.S.) and 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Develop a carbon tracking program / enviro audit for CUPE offices, to commit to lowering greenhouse gases.

BECAUSE:

- CUPE National environmental policy calls on CUPE to lower its organizational carbon footprint; and
- The only way to ensure this commitment is being fulfilled is to accurately track emissions and act on

steps to cut emissions revealed from the auditing process.

*NEB decision*

refer to substitute  
Resolution 901

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**Resolution No.101**

**Submitted by Locals 3912 (N.S.) and 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Develop and promote a green workplace steward's program.

BECAUSE:

- Environmental activism within CUPE workplaces can positively engage CUPE members where they work and in their communities; and
- Stewarding programs draw on the workers' extensive knowledge of their own conditions of work; and
- Environmental programs at work can reduce workers' impact on the air, soil, water and climate; and
- CUPE National environmental policy calls on us to take green workplace steps to ensure CUPE members can have positive environmental impacts.

*NEB decision*

adopted

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**Resolution No.104**

**Submitted by Local 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Develop an Equity Mandate Policy that is modeled on the NDP's Leadership Rules (2017), to ensure that there is at least one member-candidate who identifies as an equity seeking member, for the position of president, vice-president, or treasurer.

BECAUSE:

- We need to ensure we provide an equal opportunity platform to all equity-seeking members; and

- In order for all members to unite for fairness, and uphold the mission of our equality statement, we need to make changes in our Union to better reflect the gender parity of our membership.

*NEB decision* \_\_\_\_\_  
 motion not to  
 proceed with  
 \_\_\_\_\_

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**Resolution No.105**  
**Submitted by Local 2348 (Man.)**

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CUPE NATIONAL WILL:

1. At the National Executive Board, ensure that all regions work towards bargaining equality language that is gender and pronoun inclusive in their Collective Agreement language; and
2. Prioritize the inclusion and distribution of CUPE's "Bargaining Equality: A Workplace for All" resource to all Locals; and
3. Encourage National Equality Representatives to create a "Equality Bargaining in (their province)" resource for all units that includes CUPE National's bargaining fact sheets, bargaining for equality, and other relevant Canadian trade union bargaining language resources for guidance.

BECAUSE:

- It is crucial for the labour movement to represent the rights and equity of ALL members; and
- Bargaining equality issues ensures our Collective Agreements are upholding the Canadian Charter of Human Rights and Freedoms; and
- Inclusive language ensures that the diversity of all members is reflected in the Collective Agreement and work of our Union.

*NEB decision* \_\_\_\_\_  
 adopted  
 covers Resolution  
 102  
 \_\_\_\_\_

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**Resolution No.106**  
**Submitted by Local 1004 (B.C.)**

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CUPE NATIONAL WILL:

1. Work with and support the Black Lives Matter movement.

BECAUSE:

- The Black Lives Matter movement has emerged due to disturbing evidence that society throughout the world appears to value the lives and dignity of Black citizens less than others; and
- The Black community is organizing to tackle racism and deserves the full support of CUPE now.

*NEB decision* \_\_\_\_\_  
 adopted  
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**Resolution No.107**  
**Submitted by Local 1004 (B.C.)**

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CUPE NATIONAL WILL:

1. Create a campaign to educate CUPE members and the public on rights, issues and barriers that Workers of Colour face; and
2. Work to help make all CUPE members sensitive and aware of the importance of community and workplace acceptance for People of Colour.

BECAUSE:

- Everyone deserves dignity. Workers of Colour in Canada face staggering levels of discrimination and violence and everyone deserves dignity, equality and respect; and
- Workers of Colour report violence, harassment and discrimination when seeking housing, employment, health care and social services; and
- Workers of Colour face high rates of depression due to facing on-going discrimination and violence; and
- It is essential that all CUPE members stand together to guarantee a just society for all; and
- Workers of Colour should not have to tolerate any racial slurs and discrimination.

*NEB decision* \_\_\_\_\_  
 adopted  
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**Resolution No.110**  
**Submitted by Local 3550 (Alta.)**

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CUPE NATIONAL WILL:

1. Promote contract language on domestic violence through staff training, member education, sector council conference and other opportunities; and

2. Encourage women's centres, transition houses and other women-serving organizations to address the inclusivity and accessibility needs of women with disabilities; and
3. Call for a federal inquiry and national action plan on missing and murdered Aboriginal women and girls; and
4. Create education tools on how privatization increases violence against women, including harassment, with higher rates for women marginalized by ableism, racism, colonialism, homophobia and transphobia.

BECAUSE:

- Half of all women in Canada have experienced at least one incident of physical or sexual violence; and
- The 2014 CLC-Western survey of 8,400 workers found that one-third had experienced domestic violence, and for the majority, the violence happened at or near their workplace; and
- Women who are racialized, Aboriginal, immigrant or refugee, LGBTTQI or a person with a disability experience more harassment and violence; and
- Over 1,000 Aboriginal women in Canada have gone missing or been murdered; and
- Women with disabilities experience violence at higher rates than their able-bodied counterparts and face serious multiple barriers to fleeing abusive relationships.; and
- Good jobs and public services reduce harassment and violence and are vital to women escaping violence; and
- TRC recommendation 41 which calls upon the federal government to appoint a public inquiry to investigate the causes of and remedies for the disproportionate numbers of missing and murdered Aboriginal women and girls. In addition to investigating the issue, the inquiry would also investigate the links to the intergenerational legacy of the residential school system; and
- CUPE has a long history of supporting calls for such a public inquiry, which includes initiating a postcard campaigns, participating in Sisters in Spirit vigils across Canada, financially supporting Aboriginal women's organizations' campaigns, and calling for an inquiry in CUPE statements.

NEB decision

\_\_\_\_\_ adopted \_\_\_\_\_

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**Resolution No.111**

**Submitted by CUPE Ontario, Locals 1334 and 3906 (Ont.)**

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CUPE NATIONAL WILL:

1. Lobby the Federal government to work with other levels of government to fully fund the Carnival event in Toronto.

BECAUSE:

- Carnival is extremely underfunded. It has been forced to be financially dependent on corporations; and
- Carnival generates over eight hundred (\$800) million dollars per year into the Ontario economy; and
- Carnival in Ontario was created by immigrants from the Caribbean as a community-based event grounded in the history of slavery and emancipation; and
- It is vital that Carnival is funded with public monies and remains a cultural, accessible and free event; and
- It is important that municipal, provincial and federal levels of government understand the history and significance of the annual Carnival festival, to Torontonians from the Caribbean, as well as allies.

NEB decision

\_\_\_\_\_ motion not to proceed with \_\_\_\_\_

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**Resolution No.113**

**Submitted by Local 1004 (B.C.)**

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CUPE NATIONAL WILL:

1. Support efforts to combat and address Islamophobia in Canada.

BECAUSE:

- There has been a rapid rise in attacks and discrimination against Muslims and people perceived to be Muslims; and
- This initiative is an extension CUPE's work to stand in opposition to racial profiling and systemic inequality; and

- CUPE members and the members of the communities we serve are vulnerable to Islamophobia and hate crimes.

*NEB decision* \_\_\_\_\_  
 adopted  
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**Resolution No.115**  
**Submitted by CUPE Renfrew County District Council (Ont.)**

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CUPE NATIONAL WILL:

1. Protect members from bullying and harassment coming from members and management. The union should become involved and investigate it such instances are reported.

BECAUSE:

- Bullying is a huge problem in health care related fields. The problem is getting worse. The union is doing nothing. Bullies are getting bolder in their actions. Bullies lies become the truth in workplaces.

*NEB decision* \_\_\_\_\_  
 motion not to  
 proceed with  
 \_\_\_\_\_

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**Resolution No.116**  
**Submitted by CUPE Metro Vancouver District Council (B.C.) and Local 1936 (B.C.)**

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CUPE NATIONAL WILL:

1. Conduct a survey and focus groups on how CUPE locals and staff address workplace sexual racial disability-related, homophobic, transphobic and other human rights harassment/violence and support survivors, to Identify approaches and factors that help and hinder success; and
2. Track and create a national database on incidents, complaints, grievances and arbitrations on sexual, racial and other human rights harassment/violence; and
3. On domestic violence, offer a mandatory one-day training for all staff reps on domestic violence at

work and negotiate language in at least one collective agreement in each region; and

4. Design and offer workshops for stewards and other members on domestic violence at work.

BECAUSE:

- Workplace harassment and violence rates remain high, and women who are racialized, Indigenous, Immigrant or refugee and LGBTTI, and women with a disability, face greater risks; and
- The union's response can dismiss and re-victimize women, deterring women from even coming forward; and
- CUPE has an excellent database on collective agreement language, but we don't track grievances and arbitrations, making it difficult to see how anti-harassment and violence language is enforced; and
- Domestic violence is widespread and reaches into the workplace, as explained by the CUPE guide "Domestic Violence and the Workplace", and marginalized women face higher rates of violence; and
- The Canadian Labour Congress has a campaign on domestic violence at work, including an online resource centre and an education program.

*NEB decision* \_\_\_\_\_  
 refer to substitute  
 Resolution 901  
 covers Resolution  
 114  
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**Resolution No.117**  
**Submitted by Local 3903 (Ont.)**

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CUPE NATIONAL WILL:

1. Implement an immediate suspension of staff, executive and committee members who are facing allegations of sexual violence, including harassment, until a full investigation has been conducted by an ombudsperson hired by CUPE National. The ombudsperson shall have extensive anti-oppression, anti-racist, anti-homophobic, anti-transphobic, anti-ableism, anti-sexism and anti-colonialism training. The suspension will be in effect until the investigation is complete. The investigation shall be conducted in a timely manner. The confidentiality of all involved will be upheld.

BECAUSE:

- Adequate safety planning for the wellbeing of survivors demands that they should not have to encounter the accused perpetrator as part of their work or while taking part in union activities; and
- The responsibility should not be placed upon the survivor to change their schedule to accommodate the alleged perpetrator of violence; and
- Union spaces must be safe for all members.

*NEB decision*

refer to substitute Resolution 901

**Resolution No.118**

**Submitted by Local 41 (Alta.)**

CUPE NATIONAL WILL:

1. Work to amend the Canadian Criminal Code to make assault in the workplace, a criminal offense, as it is in most US states; and
2. Deliver the message to members, employers, the public and lawmakers that violence is not "part of the job" and must be taken seriously; and
3. Develop a comprehensive approach to violence, including a campaign which addresses all relevant issues, including adequate staffing levels, security measures such as alarms, effective training, trained security, control procedures, zero tolerance policies and the reporting of all incidents; and
4. Hold employers accountable for providing a violence-free, safe workplace for all employees; and
5. Advocate with other unions and allies for full enforcement of health and safety laws.

BECAUSE:

- Many healthcare workers face violence on every shift and thousands are injured every day; and
- The majority of CUPE's healthcare workers are women; and
- Violence in healthcare facilities is not taken seriously enough and it is not just a "normal" part of our job; and

- Inadequate staffing levels mean long waits and rushed care that contributes to patient frustration and anxiety.

*NEB decision*

motion not to proceed with covers Resolutions 137, 138 and 140

**Resolution No.121**

**Submitted by CUPE Manitoba**

CUPE NATIONAL WILL:

1. Develop a toolkit to help Activists educate, increase awareness and promote early intervention of mental health issues in the workplace.

BECAUSE:

- Delegates at the 2013 CUPE National Convention in Quebec City passed Resolution No. 151 for CUPE National to develop a CUPE Mental Health strategy and toolkit 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; and
- 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 and discrimination associated with mental illness often prevents people from seeking the help they need; and
- The more we learn about mental health and mental illness as Activists, the better equipped we are to promote and maintain good health in the workplace.

*NEB decision*

adopted

**Resolution No.122**

**Submitted by Local 2348 (Man.)**

CUPE NATIONAL WILL:

1. Recognize October 1-31 as Healthy Workplace Month; and
2. Encourage Locals to join Canada's Mental Health at Work Challenge ([www.healthyworkplacemonth.ca](http://www.healthyworkplacemonth.ca)).

BECAUSE:

- Healthy Workplace Month challenges our units to improve their workplace through activities, progress tracking, and best practices that promote a healthier mind, body and member culture in the workplace; and
- Mental illness affects 1 in 5 Canadians during their lives and will cost the Canada \$51 billion annually; and
- The best way to fight mental illness is to promote positive mental health and provide funding to ensure that; and
- Workplaces and unions must engage in supporting the mental health of their employees and members.

*NEB decision*

adopted

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**Resolution No.123**

**Submitted by Local 4041 (Que.)**

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CUPE NATIONAL WILL:

1. Develop a Factsheet and issue a model H&S Policy on Sexual violence prevention that may be put in place in union spaces and workplaces across Canada.

BECAUSE:

- Investigations of sexual violence incidents may differ from other H&S incidents; and
- There is often a criminal component to be taken into account if the victim so wishes to pursue this avenue; and
- Practices must be prioritized to prevent re-victimization in the investigation process and confidentiality should be strictly observed; and
- A victim's choice to pursue legal action should not determine if a H&S investigation should take place to eliminate the hazard at the source; and
- H&S reps are advocates and allies in the protection of the rights and well-being of the victims; and
- H&S focuses on elimination of the hazard, education to workers and prevention of future events.

*NEB decision*

adopted  
covers Resolution  
119

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**Resolution No.125**

**Submitted by Local 4041 (Que.)**

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CUPE NATIONAL WILL:

1. Develop a model Hazard Prevention Program to help locals and activists implement this prevention and monitoring tool in their joint H&S committees.

BECAUSE:

- The risk assessment matrices are more widely used by employers to make joint committees accept a level of risk not abiding by the hierarchy of controls therefore locals must have the proper tool to assess, respond and monitor these programs; and
- It is a legal requirement in some jurisdiction but not all; and
- The hazard prevention program is a great enforcement tool in all jurisdictions.

*NEB decision*

adopted

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**Resolution No.128**

**Submitted by Local 4041 (Que.)**

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CUPE NATIONAL WILL:

1. Develop a factsheet on aircraft toxic fumes; aiming to provide education on the hazards in commercial aviation; work with airline division air quality representative, develop a campaign promoting the reporting of these events.

BECAUSE:

- Fumes, smoke, haze and mist contaminate the cabin and flight deck air supply system on aircrafts; and
- Sources include engine exhaust, hydraulic fluid, fuel, de-icing fluid or ozone. Exposure to these various chemical presents a serious hazard to the health and may have a lasting impact; and
- Implications to flight safety from these sources exposed to the aircraft air supply system if crew members are either impaired or incapacitated during a flight; and
- Anyone in the aircraft can potentially be affected whether pilots, Flight Attendants or passengers; frequent flyers may encounter a higher likelihood

of being exposed and not be able to recognize signs and symptoms in order to then seek appropriate medical care; and

- Procedures need to be developed jointly by H&S committee to ensure medical care is provided immediately when exposure is known...

*NEB decision* \_\_\_\_\_  
adopted  
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**Resolution No.129**  
**Submitted by Local 4041 (Que.)**

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CUPE NATIONAL WILL:

1. Establish a task force that will lobby the Provincial and Federal Governments to provide training and resources to enforce the Westray Bill (C-45) in all jurisdiction.

BECAUSE:

- This bill was passed 20 years ago and there is little or no action when it comes to violations under Bill C4 and the H&S acts; and
- Penalties are of very little financial impact and seen as a cost of doing business by some employers; and
- Unless H&S regulations are enforced workers are not safe at work; and
- There is no ombudsman or enforcement structure that has oversight on the various governing bodies to issue directions to employers; accountability from regulators and inspectors is needed.

*NEB decision* \_\_\_\_\_  
motion not to  
proceed with  
covers Resolution  
120  
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**Resolution No.131**  
**Submitted by Local 3903 (Ont.)**

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CUPE NATIONAL WILL:

1. Implement an independent investigation and safety audit of past responses to sexual violence and harassment by CUPE National, including barriers to justice faced by survivors. The investigation shall be completed by a neutral researcher or organization who has undergone anti-oppression, anti-racist, anti-homophobic,

antitransphobic, anti-ableism, anti-sexism and anti-colonialism training and has experience addressing issues of sexual violence. A report shall be sent to locals no later than November 15<sup>th</sup>, 2018.

BECAUSE:

- An investigation and safety audit will allow CUPE National to build a safer union for all its members; and
- It is important to know what barriers to justice have been experienced by survivors in union spaces so those barriers can be removed; and
- Sexual violence and harassment can be experienced differently, and is often named differently, by racialized, disabled, queer and trans members. Such an investigation and audit must be informed by the ways sexual violence and harassment is experienced at the intersections of race, ability, sexual orientation and gender presentation.

*NEB decision* \_\_\_\_\_  
motion not to  
proceed with  
\_\_\_\_\_

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**Resolution No.132**  
**Submitted by Local 4092 (Ont.)**

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CUPE NATIONAL WILL:

1. Engage With 'all provincial worker's compensation boards to ensure Posttraumatic Stress Disorder is recognized as a qualifying claim within their organization; and
2. Ensure and encourage that both Air and Ship Cabin Crew (Flight Attendants & cruise ship cabin crew) are added to the list of designated workers to which PTSD claims may apply.

BECAUSE:

- Cabin Crew are federally legislated, and are therefore often overlooked when creating provincial regulations; and
- At least in Ontario, Cabin Crew do not qualify as "designated workers" for this protection; and
- Cabin Crew are often the sole providers of emergency services in onboard medical, fire, security and post-accident survival situations.

Events such as onboard fires, criminal interference, crashes, and post evacuation survival are not only acutely stressful when they occur, the duration of these events may be extensive before outside support is readily available; and

- The Cabin Crew work environment itself is isolating with extensive time spent on the road, away from family and Work support systems. Given the work environment and responsibilities towards their passengers, we feel cabin crew should be considered first responders with respect to qualifying for PTSD support when required to deal with such events.

*NEB decision*

motion not to proceed with

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**Resolution No.133**

**Submitted by CUPE Calgary District Council and Local 1169 (Alta.)**

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CUPE NATIONAL WILL:

1. Engage in and provide support for a campaign to bring awareness on the increased instances of violence experienced by Canadian workers as a result of their employment; and
2. Ensure that all workers are protected by enforceable legislation to ensure they are safe when at their place of employment.

BECAUSE:

- Rumours, swearing, verbal abuse, disagreements, property damage, vandalism, personal sabotage, pushing, theft, physical assaults, psychological trauma, anger-related incidents, rape, arson and murder are just some examples of workplace violence; and
- Workplace violence is not limited to violent acts that occur within a traditional workplace; and
- Workplace violence occurs at off-site business-related functions (often conferences or trade shows), social events related to work, at workers' residences or away from the worksite but as a result of work; and
- All workers can be at risk from workplace violence.

*NEB decision*

motion not to proceed with

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**Resolution No.136**

**Submitted by CUPE-Quebec**

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CUPE NATIONAL WILL:

1. Form a large union coalition to fight disability management with regard to psychological distress, a problem that plagues all workplaces; and
2. Invest the necessary resources to achieve this goal; and
3. Take up the fight against abusive companies and employers over disability mismanagement.

BECAUSE:

- Steps have been taken over the years to reduce psychological distress among call centre workers; in particular through cost-shared campaigns; and
- Problems related to psychological distress affect more and more of our members so we need to continue the fight; and
- Disability is most often mismanaged by employers and insurance companies in cases related to mental health issues; and
- This abuse considerably aggravates the workers' health.

*NEB decision*

motion not to proceed with covers Resolution 135

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**Resolution No.139**

**Submitted by CUPE Alberta and Local 4731 (Alta.)**

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CUPE NATIONAL WILL:

1. Work with all Provincial Divisions impacted by violence in the workplace to develop and promote a zero-tolerance campaign and approach to end violence toward workers; and
2. Provide all locals with the necessary tools and resources to lobby the government in all regions to adopt and implement this approach, as well as to change and strengthen regional labour laws.

BECAUSE:

- Violence against workers has become an accepted and expected as part of the job requirement; and

- Employers are moving toward more precarious employment positions and workers may not have access to the same training, resources, and benefits as their counterparts; and
- In many instances, the rights of the clients surpass the rights of the workers; and
- Instances of violence toward workers is increasing and becoming more violent in nature; and
- Current staffing levels and safety measures are not adequate to address violence in the workplace; and
- Often, staff working in 24-hour care facilities are working alone during overnight shifts and are more vulnerable/susceptible to workplace violence; and
- The sectors impacted are predominately staffed by female workers; and
- Workers are being hurt and or killed at work.

*NEB decision*

\_\_\_\_\_ motion not to  
proceed with  
\_\_\_\_\_

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**Resolution No.141**  
**Submitted by Local 3761 (Sask.)**

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CUPE NATIONAL WILL:

1. Establish a working committee to look at the lack of Prevention in the workplace and strive to have H&S committee representatives released from work and develop Provincial Campaigns to obtain regulations changes.

BECAUSE:

- There are still too many workplaces injuries and deaths today; and
- Prevention is the method to reduce and eliminate these incidents; and
- **Enough is Enough**; no worker should be suffering from the lack of workplace H&S prevention; and
- There are over 1000 deaths and 100,000 reported injuries in Canada yearly.

*NEB decision*

\_\_\_\_\_ motion not to  
proceed with  
\_\_\_\_\_

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**Resolution No.142**  
**Submitted by Local 3761 (Sask.)**

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CUPE NATIONAL WILL:

1. Develop a model Hazard Prevention Program and training module to help locals and activists

implement this prevention and monitoring tool in their joint Health & Safety committees.

BECAUSE:

- The risk assessment matrices are more widely used by employers to make joint committees accept a level of risk not following the hierarchy of controls, therefore locals must have the proper tools to assess, respond and monitor these programs; and
- It is a legal requirement in some jurisdictions, but not all; and
- The hazard prevention program is a great enforcement tool.

*NEB decision*

\_\_\_\_\_ adopted  
\_\_\_\_\_

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**Resolution No.145**  
**Submitted by Local 4041 (Que.)**

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CUPE NATIONAL WILL:

1. Develop a factsheet on the right to refuse unsafe work post bill C-4 amendments for workers in the federal jurisdiction.

BECAUSE:

- The amendment has altered the right to refuse unsafe work and federal workers must be made aware of the changes; and
- The right to refuse needs to be easily understood by workers and union leaders who assist members when they are refusing unsafe work; and
- A factsheet can be referred to in the event of a right to refuse and help members exercise the right without fear of reprisal.

*NEB decision*

\_\_\_\_\_ adopted  
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**Resolution No.148**  
**Submitted by CUPE Nova Scotia, Locals 8920 (N.S.) and 408 (Alta.)**

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CUPE NATIONAL WILL:

1. Focus our advocacy for a national, comprehensive public health care system on the issues of adequate federal funding, a seniors' care strategy

and a national public drug program with a campaign to engage, educate and mobilize CUPE members and the public through targeted events across Canada; and

2. Focus on new outreach efforts to build alliances with health care user groups and equity-seeking populations; and
3. Support regional and provincial CUPE members and health coalitions in the fight for progressive hospital reform and against Dr. Brian Day and the privatization of our health care system; and
4. Raise as election issues in the next federal election; a national public drug plan and federal funding, particularly for a national seniors' strategy.

BECAUSE:

- The best health outcomes for all residents of Canada are achieved through a publicly funded, publicly administered, and publicly delivered health care system; and
- Continued inadequacies in federal funding and privatization of health care services are leading to a deterioration of our health care services and are already leaving seniors behind; and
- An investment in education, ally-building, and outreach is needed to raise expectations, create a sense of urgency, and encourage new activists to advocate for public solutions in health care.

*NEB decision*

\_\_\_\_\_ adopted \_\_\_\_\_

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**Resolution No.150**

**Submitted by CUPE Nova Scotia, Hospital Employees' Union (B.C.), Locals 8920 (N.S.) and 15 (B.C.)**

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CUPE NATIONAL WILL:

1. Work with the Canadian Labour Congress, health coalitions, community partners, seniors' care and long-term care advocates and other allies to create a National Continuing Care Strategy that is publicly-administered, publicly-funded and publicly-delivered in the following areas:
  - a) Long-term residential care; and
  - b) Home and community care; and
  - c) Palliative care

2. Advocate for a National Continuing Care program that Would provide dedicated transfers financed from general revenue and Canada Health Act standards, plus minimum staffing, phasing out of for-profit delivery, and implementing a national tracking system on violent and dangerous incident statistics; and
3. Build on its organizing strategy for non-union continuing care workers to unionize them with CUPE.

BECAUSE:

- Canada's population is aging and we need a comprehensive national approach to seniors' and long-term care that provides all residents of Canada with access to necessary healthcare services related to aging and residential care along the continuum of care; and
- The Government of Canada must provide funding and leadership in the development and expansion of seniors' and long-term care services across the country to provide a more effective and efficient allocation of resources; and
- Seniors must have access to a range of services that match their needs which are publicly administered, funded and delivered to ensure access and high-quality services for all; and
- 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; and
- Underfunding and privatization are making access and quality problems worse; and
- 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 Resolution 162

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**Resolution No.151**

**Submitted by CUPE Saskatchewan, CUPE Nova Scotia, Locals 8920 (N.S.), 41 (Alta.) and 15 (B.C.)**

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CUPE NATIONAL WILL:

1. Support Divisions which undertake campaigns to have legislated minimum staffing-level standards

of at least four hours of hands-on care per patient per day in long-term care facilities; and

2. Support and promote a definition of staffing-level standards which is restricted to actual hours worked providing direct patient care.

BECAUSE:

- Health care workers face major workload and working-short issues; and
- In long-term care, short-staffing leads to the inability to provide patients with the care they need and impossible workloads for workers; and
- Short-staffing leads to more injuries and higher rates of violence in the workplace.

NEB decision

\_\_\_\_\_ adopted \_\_\_\_\_

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**Resolution No.157**

**Submitted by the CUPE Vancouver Island District Council and Local 951 (B.C.)**

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CUPE NATIONAL WILL:

1. Work with provincial divisions of CUPE to develop a strategic plan to assist CUPE Locals and front-line workers faced with the Opioid crisis and the affect it has on service delivery and expectations.

BECAUSE:

- The provincial governments across Canada have abandoned their responsibility in addressing the Opioid health care crisis and as a result, employees are left to deal with the frontline burden; and
- The failure of government to properly fund mental health services and enact appropriate policies/actions to address homelessness and addiction issues means CUPE members are left to provide ad hoc services to fill this huge gap in services; and
- The failure of government to address the Opioid crisis has placed our members into situations that are unsafe, dangerous and that were never contemplated as part of their job descriptions.

NEB decision

\_\_\_\_\_ adopted \_\_\_\_\_

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**Resolution No.161**

**Submitted by Local 41 (Alta.)**

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CUPE NATIONAL WILL:

1. Develop a plan to promote and defend publicly funded and delivered hospital services, including better access for patients, and oppose cuts to hospital beds and services in every community.

BECAUSE:

- Public hospitals provide a range of important healthcare services, including acute care, rehabilitation, outpatient care and day surgeries; and
- Tens of thousands of hospital beds and many hospital services have been cut; many more are threatened; and
- These cuts have led to privatization of healthcare services and Canada's hospital bed occupancy being among the highest in the developed world; and
- High bed occupancy and overcrowding is connected to the spread of hospital acquired infections and superbugs, cancelled surgeries, long emergency room waits, lack of access to long term care facilities, delays in ambulance responses due to waiting to offload patients at overflowing hospitals.

NEB decision

\_\_\_\_\_ adopted \_\_\_\_\_ covers Resolution 152 \_\_\_\_\_

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**Resolution No.163**

**Submitted by CUPE Metro Vancouver District Council and Local 15 (B.C.)**

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CUPE NATIONAL WILL:

1. Advocate for a National Health Accord; and
2. Lobby the federal government for a Health Accord promoting national standards and providing stable funding; and
3. The National Health Accord will provide public administration, universal access, comprehensive coverage, accessibility without extra charges or discrimination, and portability across provinces; and

- The Accord will include a set of common goals around wait times, home care, prescription drugs, a universal public drug plan and team-based primary care.

BECAUSE:

- The Harper government did not renew the Health Accord in 2014; and
- This lack of federal leadership in health care will lead to 14 different health care systems; and
- Access will depend on where you live and your ability to pay; and
- The Harper government announced a major cut to the Canada Health Transfer (CHT) of \$36 billion over 10 years beginning in 2017; and
- We have an aging population and an increasing demand for health care services at present; and
- Unless federal funding is stable and adequate, our cherished public health care system is in danger; and
- And Because Tommy Douglas says so

*NEB decision* \_\_\_\_\_  
 adopted \_\_\_\_\_

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**Resolution No.164**  
**Submitted by CUPE Nova Scotia, Locals 8920 (N.S.),**  
**41 (Alta.) and 15 (B.C.)**

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CUPE NATIONAL WILL:

- Provide all necessary support and resources to locals and health care members facing amalgamation of a health authority; and
- Strongly oppose and provide the necessary resources to lobby and mobilize public opinion against provincial legislation to amalgamate health authorities; and
- Develop and fund an action plan to respond actively and aggressively when public services are amalgamated in order to keep our members in CUPE.

BECAUSE:

- In many provinces our members have recently faced, or will soon face, provincially mandated amalgamation and run off votes; and

- This restructuring is extremely expensive and disruptive for health care workers and patients and does not improve the quality of health care services. Instead the opposite is often the case; and
- We must be successful in convincing our members and other workers to join CUPE, otherwise our presence in the health care sector and ability to influence policy and bargaining settlements will be significantly reduced.

*NEB decision* \_\_\_\_\_  
 motion not to  
 proceed with  
 covers Resolution  
 172 \_\_\_\_\_

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**Resolution No.165**  
**Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

- Research the feasibility of a National Health Benefit Plan for all CUPE members

BECAUSE:

- Many of our CUPE members do not have access to a Health Benefit Plan; and
- Many of our members cannot afford the premiums private companies are charging; and
- Locals are currently participating in a variety of Health Benefit plans all offering different at various premiums; and
- A CUPE National Health Benefit plan should provide a benefit plan to all our members at a reasonable premium.

*NEB decision* \_\_\_\_\_  
 motion not to  
 proceed with \_\_\_\_\_

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**Resolution No.167**  
**Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

- Partner with CUPE Local 2348 to survey members, develop, disseminate, and evaluate a campaign focused on the protection of community health care workers in Manitoba; and
- Collaborate with Social and Community Health care locals to develop a 'Social and Community Health Care Coalition'.

BECAUSE:

- With an austerity agenda, our community and social health organizations/units will be deeply affected on numerous levels - including funding cuts, job loss, reclassification, and the limitation of Collective Bargaining language; and
- The development of an awareness campaign and coalition will strengthen the solidarity and collaboration that is needed to bring voice to the smaller social service units.

NEB decision

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motion not to  
proceed with

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**Resolution No.171**  
**Submitted by CUPE Saskatchewan**

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CUPE NATIONAL WILL:

1. Encourage the federal Minister of Health to enforce the Canada Health Act and follow through with the request that the province of Saskatchewan and the Sask Party government put an end to encouraging private payment for medical scans, which the federal Minister of Health recognized: "allows wealthier patients to jump the queue, both for initial diagnostic services, and for any follow-up care that may be required within the public system."

BECAUSE:

- The Wall government has ignored the federal Minister of Health's request by way of letter dated November 2, 2016. to end the practice of private payment for MRI and CT scans; and
- The provincial government's dismissal of the federal Minister of Health's request could result in Saskatchewan having its federal health transfer payments reduced for every dollar that has been privately paid for medically necessary MRI and CT scans; and
- The most effective and fairest way to reduce wait times for medical scans is by improving public capacity.

NEB decision

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adopted

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**Resolution No.173**  
**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

1. Campaign for improved staffing levels in residential care; and
2. Lobby to reduce and eliminate the privatization and contracting out of residential care services and infrastructure; and
3. Lobby for meaningful successorship protections that protect workers and ensure continuity of care.

BECAUSE:

- Low staffing undermines the quality of care health care workers can provide; and
- Low staffing contributes to higher injury rates resulting from both soft tissue injuries and acts of violence; and
- Rising acuity is putting more residents and workers at risk of injury and undermining care quality; and
- Expanded privatization and contracting out of residential care has led to low levels of job security, low pay and higher staff turnover; and
- Job insecurity has led to high staff turnover and disruption in the continuity of care for residents.

NEB decision

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adopted

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**Resolution No.174**  
**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

1. Continue to campaign with labour and community allies for a health cost-sharing program between the federal and provincial/territorial governments that:
  - a) Includes a fair contribution by the federal government to the provinces/territories that better reflects the cost-shared nature of medicare in Canada; and
  - b) Ties federal funding to public delivery of services and aggressive enforcement of the Canada Health Act; and

- c) Includes a national seniors' strategy with increased investments to not-for-profit and public long-term care and home care for our seniors; and
- d) Establishes a national universal and public pharmacare drug plan.

BECAUSE:

- Bilateral funding agreements between the Federal government and provincial/territorial governments undermines national standards and enforcement.

*NEB decision* \_\_\_\_\_  
 adopted \_\_\_\_\_

**Resolution No.176**  
**Submitted by CUPE Nova Scotia**

CUPE NATIONAL WILL:

1. Encourage CUPE members, especially those in health care and education sectors, to consult with their health care professional to ensure their immunizations are up to date or what they can do to protect themselves and others.

BECAUSE:

- Diphtheria and tetanus, require boosters every 10 years; and
- Pertussis requires one booster in adulthood; and
- illnesses like measles, mumps and chickenpox can have lifelong effects if contracted as an adult; and
- Generally, anyone 18 years of age or older who was born after 1970 should get at least one dose of MMR vaccine, according to Health Canada, unless they can show that they have either been vaccinated or had all three diseases; and
- Adults can carry the virus for these illnesses and transmit them unknowingly to those who have compromised immune systems in hospital or schools; and
- Canada has seen an increase in illnesses such as measles and mumps in young adults; and
- There is a portion of the population who have never been immunized: had only one of several needles needed and never had the illness in childhood; and
- This year there was an outbreak of measles in Halifax.

*NEB decision* \_\_\_\_\_  
 motion not to proceed with \_\_\_\_\_

**Resolution No.181**  
**Submitted by Local 3550 (Alta.)**

CUPE NATIONAL WILL:

1. Take out a membership in the Canadian Aboriginal AIDS Network and meet with the director to explore ways into which CUPE can support and work with this organization.

BECAUSE:

- The incidences of AIDS and HIV and Hepatitis C is disproportionately higher in the Aboriginal population and is currently one of the major health challenges in the population; and
- The Canadian Aboriginal AIDS Network is a very effective organization in educating the Aboriginal and general public about this important issue.

*NEB decision* \_\_\_\_\_  
 adopted \_\_\_\_\_

**Resolution No.182**  
**Submitted by the CUPE Vancouver Island District Council and Local 951 (B.C.)**

CUPE NATIONAL WILL:

1. Work with the National Aboriginal Council to develop a campaign to hold the federal government accountable to address justice for the victims of abuse and cultural genocide at residential schools across Canada and publicly identify and criminally prosecute to the fullest extent the perpetrators of that abuse and cultural genocide.

BECAUSE:

- The crimes committed against the aboriginal population in Canada included human and chemical experimentation, sexual violations, forced starvation, illegal burial, torture and inhumane confinements; and
- The Truth and Reconciliation Commission identified fewer than 50 criminal convictions arising from allegations of abuse at residential schools for some 38,000 reports of abuse submitted to the review process; and

- While the Truth and Reconciliation Commission of Canada has completed its work, it did not address the most important aspect of reconciliation: justice for the victims and prosecution of the perpetrators; and
- Justice is normally epitomized by a court of law prosecuting individuals for having committed criminal acts; such prosecution may result in criminal convictions and incarceration similar to the Truth and Justice Commissions in Argentina, Chile, Rwanda and post-Nazi Germany, but it may also take the form of a personal and public apology by the criminals themselves to the victims; and
- An abuse against one is an abuse against all.

NEB decision

\_\_\_\_\_ adopted \_\_\_\_\_

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**Resolution No.185**  
**Submitted by Local 3550 (Alta.)**

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CUPE NATIONAL WILL:

1. Continue to support the Leonard Pelletier Defence Committee of Canada; and
2. Strategize with the LPDC and other unions to request the immediate and unconditional release of Leonard Peltier from prison in the United States; and
3. Call on the CLC to do the same.

BECAUSE:

- Continued imprisonment of Leonard Peltier is a fundamental denial of justice and human rights; and
- The US justice system breached basic standards of due process and fair trial, beginning with his arrest and extradition from Canada in 1976. The Justice system has failed to address these breaches whether through a retrial or through the parole process; and
- The United Nations Special Rapporteur on the rights of Indigenous Peoples has referred to the continued imprisonment of Leonard Peltier as one of the "open wounds" in the relationship between Native Americans and the US government.

NEB decision

\_\_\_\_\_ adopted \_\_\_\_\_

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**Resolution No.187**  
**Submitted by Local 3550 (Alta.)**

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CUPE NATIONAL WILL:

1. Work on a strategy with survivors of the scoop periods with regards to Aboriginal children in care; and
2. Encourage the CLC to provide encouragement to affiliates to provide for the same; and
3. Advocate to all governments to provide for institutions and services they are involved in to provide for the same including compensation, apology and providing needed services.

BECAUSE:

- The first recommendation in the TRC's report deals extensively with the child welfare system in Canada and the urgent need to reduce the number of Aboriginal children in care; and
- The 60s Scoop period refers to the period from approximately the 1960s to the 1980s when Aboriginal children were forcibly removed from their homes, primarily by provincial child welfare agencies, and adopted out to non-Aboriginal families, many of whom were in the United States; and
- The Millennium Scoop, as coined by John Beaucage former Wasauksing First Nation Chief. Statistic Canada shows more than 14,000 Aboriginal children are currently 'wards of the state' — representing almost half of all Canadian children in foster care. These Aboriginal children are taken from their families at a rate three times higher than at the peak of residential schools; and
- We will continue to support Aboriginal organizations in raising awareness about this history, and our members who are survivors of this period.

NEB decision

\_\_\_\_\_ adopted \_\_\_\_\_

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**Resolution No.188**  
**Submitted by Local 3550 (Alta.)**

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CUPE NATIONAL WILL:

1. Support organizations and advocate for increased funding for Aboriginal education and health and

social services, transform child welfare services, and ensure cultural sensitivity and increased Aboriginal control; and

2. Encourage the CLC to provide encouragement to affiliates to provide for the same; and
3. Advocate to all governments to provide for institutions and services they are involved in to provide for the same.

BECAUSE:

- The majority of the TRC's 'legacy' recommendations (1-24) deal with the significant disparity in social, economic and health outcomes between Aboriginal and non-Aboriginal peoples in Canada; and
- These recommendations require actions primarily on the part of federal and provincial governments. They address the need for increased funding, intercultural competency on the part of non-Aboriginal professionals working in these fields, resolution of federal-provincial jurisdictional disputes in these areas, and increased control in the delivery of these services for Aboriginal families and communities.

NEB decision \_\_\_\_\_  
adopted \_\_\_\_\_

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**Resolution No.189**  
**Submitted by Local 3550 (Alta.)**

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CUPE NATIONAL WILL:

1. Advocate for a 'Royal Proclamation of Reconciliation' to be issued by the Crown and the adoption of the *UN Convention on the Rights of Indigenous Peoples* and reaffirm the nation-to-nation relationship, including treaty rights and Aboriginal self-governance; and
2. Encourage the CLC to provide for a strategy of advocacy and awareness and encourage affiliates to provide for the same.

BECAUSE:

- TRC recommendations 43-47 deal with the *UN Convention on the Rights of Indigenous Peoples*

and the need to reaffirm past agreements regarding Aboriginal status as distinct nations with nation-to-nation treaty rights and the right to self-governance.

- The Commission calls upon federal, provincial, territorial and municipal governments to fully adopt and implement the UN Convention, with the federal government taking the lead in developing a national action plan to achieve its goals; and
- A 'Royal Proclamation of Reconciliation' to be issued by the Crown will reaffirm the nation-to-nation relationship; repudiate concepts such as the doctrine of discovery used to justify European control over Aboriginal lands and peoples; renew or establish Treaty relationships; and recognize Aboriginal peoples as full partners in Confederation.

NEB decision \_\_\_\_\_  
adopted \_\_\_\_\_

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**Resolution No.190**  
**Submitted by Local 3550 (Alta.)**

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CUPE NATIONAL WILL:

1. Meet with, discuss and provide resources (in kind, awareness building, financial, protests, etc.) were we can to:
  - a) Leaders of Metis, First Nations and Inuit; and
  - b) Idle No More, Defenders of the Land, Sovereignty organizations, others as deemed appropriate.
2. Also focus on raising CUPE's profile through promotional items, sponsorships, donations, scholarships, flags and kits.

BECAUSE:

- This strategy is known to assist in recognizing the contributions and repairing the negative image of First Nations, Metis and Inuit have of Unions; and
- Our commitment to social justice for all Canadians, CUPE members will not remain passive while the aspirations of the Indigenous community in Canada are ignored or swept aside by governments. Together with other trade unions and progressive organizations, we can make our voices heard.

NEB decision \_\_\_\_\_  
adopted \_\_\_\_\_

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**Resolution No.191**  
**Submitted by Locals 1334, 3906 and 4600 (Ont.)**

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CUPE NATIONAL WILL:

1. Continue to build on our commitment to support Indigenous treaty rights and to educate non-Indigenous Canadians by:
  - a) Support the principle of Shannen's Dream, named after the late Shannen Koostachin, the outspoken youth activist from Attawapiskat First Nation who worked tirelessly to convince the federal government to support safe, comfy, and equitable schools for Indigenous children; and
  - b) Demand the federal government follow through on its Budget 2016 commitment in "Making Sure Every First Nations Child receives a Quality Education" by investing far more in Indigenous schools, and address the funding bias against Indigenous schools; and
  - c) Support the demands of the Circle of First Nations (Canadian Federation of Students), and the Assembly of First Nations, who are demanding \$424.8 million in federal funding to address a backlog of Indigenous learners seeking access to post-secondary education; and
  - d) Demand that the federal and provincial governments implement mandatory education on Canadian history specific to Indigenous peoples at all public universities, and that such education is tied to accessing funding.

*NEB decision* \_\_\_\_\_  
adopted  
covers Resolution  
186 \_\_\_\_\_

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**Resolution No.192**  
**Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

1. Provide support for Locals seeking to decolonize their bylaws and policies; and
2. Monitor the progress of implementation of the TRC Calls to Action, including progress in completing the National Inquiry in Murdered and Missing Indigenous Women and Girls; and
3. Issue a progress report on implementation prior to next federal election; and

4. Produce materials/workshops on how CUPE members can help fulfill the TRC Calls to Action, and foster reconciliation with Indigenous peoples.

BECAUSE:

- Reconciliation is an essential component for justice and equality; and
- All levels government have a long history of ignoring treaties and inhibiting reconciliation; and
- Indigenous persons and communities are important members of the labour movement; and
- CUPE must show leadership and serious engagement in reconciliation efforts.

*NEB decision* \_\_\_\_\_  
motion not to  
proceed with  
covers Resolution  
202 \_\_\_\_\_

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**Resolution No.193**  
**Submitted by CUPE Manitoba and Local 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Lead participatory action research that aims to provide a platform to listen and learn from the experiences of Indigenous CUPE members in both the workplace and the union; and
2. Respond and ensure proactive solutions to the outcome of this participatory action research with Indigenous members; and
3. Along with CUPE Manitoba Aboriginal Committee, take part in and support the genuine outreach to Indigenous members to learn how we can build stronger locals that give space to Indigenous members to be heard.

BECAUSE:

- Indigenous persons are essential members of our workforce and in the labour movement; and
- Indigenous persons are currently underrepresented in the workforce and labour movement; and
- We need to ensure that all our members are represented in the work we do; and

- Along with other initiatives, CUPE can lead the labour movement towards reconciliation in our union, our workplaces, and our communities.

*NEB decision*

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 motion not to  
 proceed with  
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**Resolution No.194**  
**Submitted by CUPE Metro Vancouver District Council**  
**and Local 391 (B.C.)**

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CUPE NATIONAL WILL:

1. Call for and lobby both the federal and provincial governments in support of the creation of skilled trades training (and union support) for Indigenous youth and adults to build, maintain, and repair infrastructure for creating viable community structures, including homes, community centers, libraries, safe water supplies and treatment facilities to support communities on reserve lands and on unceded territories; and
2. Promote arts and traditional language and cultural preservation within communities through the support and creation of local libraries.

BECAUSE:

- We are a wealthy and prosperous nation at the expense of our First Nations peoples, many of whom continue to live in poverty without the above mentioned amenities that this country takes for granted; and
- We have been called upon by the Federal Government to celebrate the 150th birthday of Canada; and
- We have been caned upon by the Truth and Reconciliation Committee to act upon its Recommendations; and
- Because it will take 7 generations to heal from the devastation of residential schools alone, and the time to start is now.

*NEB decision*

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 motion not to  
 proceed with  
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**Resolution No.195**  
**Submitted by Local 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Increase and enhance relationships with Indigenous groups, agencies and communities; and
2. Support Indigenous communities in protecting their land and upholding their sovereignty.

BECAUSE:

- Indigenous persons are essential members of our workforce and in the labour movement; and
- Indigenous persons are currently underrepresented in the workforce and labour movement; and

*NEB decision*

\_\_\_\_\_  
 adopted  
 covers Resolution  
 197  
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**Resolution No.198**  
**Submitted by Local 1004 (B.C.)**

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CUPE NATIONAL WILL:

1. Develop Indigenous Awareness materials with input from the Indigenous Council, to be distributed to all Chartered Organizations that increase awareness of the traditional customs practiced by Indigenous peoples, and educate CUPE members about traditions such as smudging, recognizing traditional territories, practice of elders opening meetings.

BECAUSE:

- CUPE is a strong advocate for all marginalized members; and
- CUPE believes in preserving members and people's rights; and
- Educating members builds capacity for marginalized groups for Union participation; and
- Increased understanding and participation of all members is essential to Union activism.

*NEB decision*

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 adopted  
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**Resolution No.199**  
**Submitted by CUPE Saskatchewan**

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CUPE NATIONAL WILL:

1. Lobby the federal government to ensure that the National Inquiry into Missing and Murdered Indigenous Women and Girls has the necessary resources to allow for meaningful engagement with families and survivors, and
2. Lobby all levels of government to create adequately funded and accessible Aboriginal-specific victim programs and services.

BECAUSE:

- The National Inquiry into MMIWG is underway and expected to have an interim report ready for the federal government by November 2017; and
- Aboriginal women and girls in Canada are disproportionately victims of violence.

*NEB decision* \_\_\_\_\_  
adopted  
covers Resolution  
201

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**Resolution No.203**  
**Submitted by Local 3550 (Alta.)**

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CUPE NATIONAL WILL:

1. Commit to educating our members about TRC history and the need for reconciliation, and ensure that it is integrated into all education programs for members, including our Aboriginal awareness course and our Human Rights course; and
2. Encourage the CLC to provide encouragement to affiliates to provide for the same; and
3. Advocate to all governments to provide for institutions and services they are involved in to provide for the same.

BECAUSE:

- A significant number of the TRC recommendations call for widespread education on the history of the residential school system as well as professional training in intercultural competency; and

- Awareness is the key to providing for reconciliation so the integration of the history of the residential school system in curricula for kindergarten to grade 12 students across Canada and in post-secondary institutions as well as education and training for public servants at all levels of the state, social workers, lawyers and nursing and medical professionals will be vital.

*NEB decision* \_\_\_\_\_  
adopted  
covers Resolution  
200

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**Resolution No.206**  
**Submitted by the Ottawa CUPE District Council (Ont.)**

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CUPE NATIONAL WILL:

1. Endorse the Independent Jewish Voices Canada (IJV) campaign to expose the Jewish National Fund (JNF), thereby supporting efforts to pressure the Canada Revenue Agency (CRA) into revoking the charitable status of the JNF's Canadian branch, JNF Canada.

BECAUSE:

- The JNF discriminates against Palestinians in Israel — who make up over 20% of Israel's citizenry — through its bylaws and practices that restrict the leasing of its lands only to Jewish citizens; and
- Israel's former Attorney General, the U.S. State Department, and the United Nations Committee on Economic, Social and Cultural Rights have concluded that the JNF practices institutional discrimination against non-Jewish citizens of Israel through its discriminatory land-leasing policy and practices; and
- JNF Canada's flagship project, "Canada Park", is located in the Occupied Palestinian Territory, and covers over the ruins of the depopulated and demolished Palestinian villages of Deir Aiyub, Yalu, Imwas and lands belonging to Beit Nuba; and
- Palestinian civil society has called for an end to the JNF's charitable status worldwide as part of a global campaign to Stop the JNF.

*NEB decision* \_\_\_\_\_  
motion not to  
proceed with

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**Resolution No.207**  
**Submitted by the CUPE Vancouver Island District Council and Local 951 (B.C.)**

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CUPE NATIONAL WILL:

1. Create a campaign to educate CUPE members and the public about Transgender and Gender-Variant peoples' rights, issues and the barriers they face; and
2. Work to help make all CUPE members sensitive and aware of the importance of gender self-acceptance and community and workplace acceptance for Transgendered and Gender-Variant people; and
3. Lobby the Federal Government to ensure Transgender and Gender-Variant Canadians have equal rights under the law; and
4. Encourage all CUPE provincial divisions to lobby their provincial governments to ensure Transgendered and Gender-Variant Canadians have equal rights under the law.

BECAUSE:

- Everyone deserves dignity and respect; and
- Transgender people in Canada face staggering levels of discrimination and violence; and
- Transgender and Gender-Variant people are four times more likely to live in poverty; and
- Transgender and Gender-Variant people face high rates of depression due to facing on-going discrimination and violence; and
- One-fifth of Transgender and Gender-Variant people report being homeless at some point in their lives; and
- LGBTQ+ youth face approximately 14 times the risk of suicide and substance abuse than their heterosexual peers; and
- This is an important moment for LGBTQ+ rights in Canada and it is essential that all CUPE members stand together to guarantee a just society for all.

*NEB decision*

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adopted  
covers Resolutions  
210 and 212

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**Resolution No.209**  
**Submitted by Local 3550 (Alta.)**

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CUPE NATIONAL WILL:

1. Call on the Government of Canada to openly condemn the persecution and arrest of all LGBTQ Activists in Uganda, and provide protection and sanctuary to those fleeing the country without further traumatizing their victims; and
2. Work with the International Solidarity, Pink Triangle, Racial Justice and Human Rights Committees to ensure that human rights for LGBTQ people in Uganda are upheld.

BECAUSE:

- In 2014 the Parliament of Uganda passed the Anti-Homosexuality Act, previously known as the "Kill the Gays Bill"; it was signed into law by Ugandan President Yoweri Museveni; and
- There are many reported cases and evidence from victims fleeing Uganda of their being denied entry or threatened with Deportation by Canadian Immigration back to Uganda.

*NEB decision*

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adopted

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**Resolution No.215**  
**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

1. Work with its divisions and locals to lobby provincial governments to cover the full cost of transgender medical care and gender affirming products; and
2. Lobby the provincial government to update Pharmacare to better address the needs of transgender people.

BECAUSE:

- Medical transition is considered a medical necessity by the Canadian Professional Association for Transgender Health.; and
- Medically necessary procedures are often paid for, out of pocket, by transgender individuals and can cost tens of thousands of dollars; and

- Procedures that are paid for by the government still require significant financial investment by transgender individuals for travel and aftercare; and
- Pharmacare has serious gaps in its coverage for transgender hormone therapies that may result in transgender people having to dangerously start and stop their medical transition; and
- The financial cost of transitioning is a serious barrier for many transgender individuals.

*NEB decision* \_\_\_\_\_  
 adopted \_\_\_\_\_

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**Resolution No.218**

**Submitted by CUPE Newfoundland and Labrador, CUPE Nova Scotia, CUPE Metro Vancouver District Council, Hospital Employees' Union (B.C.), Locals 1289 (N.L.), 8920 (N.S.), 3260 (P.E.I), and 2191 (Ont.)**

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CUPE NATIONAL WILL:

1. Build awareness with members of all committees and working groups during the next All Committees meeting about how literacy connects with the issues they deal with.

BECAUSE:

- Literacy forms the foundation for all our committee work. Nothing we do is of value if our members do not have the skills to understand or engage; and
- Literacy awareness is necessary for committees to communicate effectively to all members; and
- Increasing economic inequality and growth in precarious work means that literacy needs among our members and in our communities are great.

*NEB decision* \_\_\_\_\_  
 adopted \_\_\_\_\_

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**Resolution No.222**

**Submitted by the CUPE Vancouver Island District Council, Locals 951 and 1004 (B.C.)**

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CUPE NATIONAL WILL:

1. Demand the federal government reform the Temporary Foreign Migrant Worker Program and Live-In Caregiver Program legislation to enable all Foreign Migrant Workers to be granted Permanent resident immigration status upon arrival.

BECAUSE:

- Temporary Foreign Migrant workers and Live-In Caregivers come to Canada under employer-specific or 'tied' work permits which only authorizes them to work for the employer listed on the document. This precarious situation means if their basic rights are violated by their employer they often face deportation if they stand up to their employer and fight for their rights; and
- Foreign Migrant Workers and Live-In Caregivers deserve the same Employment Standards and rights that are afforded to all Canadian workers.

*NEB decision* \_\_\_\_\_  
 adopted \_\_\_\_\_

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**Resolution No.223**

**Submitted by Local 3550 (Alta.)**

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CUPE NATIONAL WILL:

1. Commit to strengthening relations and support for migrant lead campaigns advocating for the rights of migrant worker; create opportunities at all levels of the union, and in our communities, to demand positive changes to the Temporary' Foreign Worker Program (TFWP) that would:
  - a) Allow migrant workers access to permanent resident's status; and
  - b) Allow migrant workers access to open work permits and labor mobility; and
  - c) Ensure migrant workers have access to all social benefits; and
  - d) Ensure genuine enforcement of labour standards and basic human rights.

BECAUSE:

- Past changes to the Temporary Foreign Workers Program created new vulnerabilities by closing down existing paths to citizenship for some workers, and by maintaining and reinforcing the already precarious and vulnerable working conditions for other migrant workers in Canada; and
- Migrant workers deserve the ability to say no to work that harms them. A Parliamentary Standing Committee has already recommended that the government "take immediate steps to eliminate the requirement for an employer-specific work permit"; and

- Migrant workers across the country are organizing communities and leading important campaigns to ensure that their rights are recognized; and
- Respect for human and labour rights, permanent resident status, freedom of mobility and full access to services are the only way to ensure the welfare of migrant workers are respected in Canada; and
- Temporary work programs, including TFWP, serve to divide the working class, undermine unionization, drive down wage rates and reduce working conditions of all workers; and
- Instead of temporary work programs, Canada need skills training and apprenticeships, a living wage and income security, investment in public services, a robust immigration program and permanent residency upon arrival for ail foreign workers.

*NEB decision*

\_\_\_\_\_ adopted \_\_\_\_\_

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**Resolution No.224**

**Submitted by CUPE Ontario, Locals 1334 and 3906 (Ont.)**

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CUPE NATIONAL WILL:

1. Demand the Federal Government of Canada address the need for adequate and sustained funding for settlement programs and services for refugee claimants and newcomers to Canada in communities across Canada.

BECAUSE:

- Many programs and services for refugee claimants and newcomers are delivered through a patchwork of programs and services in multi-service community agencies that are chronically under-funded. In order to support families arriving in Canada, these programs and services must be accessible, community-focused and vast in programming and supports for the many different needs.

*NEB decision*

\_\_\_\_\_ adopted \_\_\_\_\_

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**Resolution No.225**

**Submitted by CUPE Metro Vancouver District Council and Local 15 (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby the federal government to implement a program to educate migrant workers on their rights as workers in Canada; and

2. Continue to advocate for changes to the Temporary Foreign Workers Program and the Live-In Caregiver Program that will promote transparency and safety for these workers; and
3. Highlight to the general public the abuses and exploitation faced by migrant workers in Canada.

BECAUSE:

- Live-in caregivers and temporary foreign workers are subject to precarious, unsafe working conditions and are vulnerable to deportation; and
- Many migrant workers have been subjected to abuses, such as intimidation, threats and controlling behaviour from their employers, including the threat of deportation should a worker complain about injustices; and
- The use of migrant workers as sources of cheap labour undermines unionization, drives down wage rates and reduces working conditions of all workers in Canada; and
- Corporations and businesses continue to apply for and receive approval for low-wage temporary foreign workers; and
- The current Temporary Foreign Worker Program and Live-In Caregiver Program do not protect labour standards and human rights for migrant workers in Canada.

*NEB decision*

\_\_\_\_\_ adopted \_\_\_\_\_

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**Resolution No.226**

**Submitted by Local 15 (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby the federal government to increase funding to publicly-provided English-as-a-Second Language programs to enhance the English language skills of children and adults coming from non-English speaking countries.

BECAUSE:

- Canada is increasingly reliant on migration from the global south and elsewhere to meet labour shortages; and
- Without strong English language skills, migrant workers will have difficulty learning about their rights in Canada; and

- Strong language skills will decrease the risk of our children being subjected to poverty, unemployment, violence and the penal system.

*NEB decision*

motion not to proceed with covers Resolution 271

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**Resolution No.227  
Submitted by Local 2348 (Man.)**

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CUPE NATIONAL WILL:

1. Support members who work with refugee communities in this changing political climate to ensure that they are not placed in precarious positions; and
2. Work with CUPE Regional to evaluate the impacts of federal, provincial and regional funding to the units providing services to Immigrants, Refugees and Newcomers in Manitoba; and
3. Actively work towards building solidarity and lobbying for/with the units and members most affected by the cuts to Immigrant, Refugee and Newcomer serving organizations in order to Unite for Fairness.

BECAUSE:

- Immigrants, Refugees and New Canadians are an essential part of Manitoba's economy and community, and as Union members, it is crucial that our Union lobby and advocate for their rights in the workplace; and
- Precarious work through the creation of temporary positions in these organizations is creating unfair work for these workers who are working in our Unionized workplaces without protection; and
- With an austerity agenda, the Provincial and Federal government is governing from a place that is taking the rights away from our workers, workers in our Unionized units, and in our communities. It is crucial for CUPE to lead the way for our members who are using every resource to house and shelter valued members of our communities.

*NEB decision*

motion not to proceed with

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**Resolution No.228  
Submitted by Local 79 (Ont.)**

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CUPE NATIONAL WILL:

1. Work with CUPE members and community allies to build a Sanctuary movement to defend immigrants, refugees and undocumented workers, both in Canada and the United States of America against deportation and discrimination; and
2. Work to establish Canada as a sanctuary for those workers and families deported and treated negatively by Trump policies of exclusion.

BECAUSE:

- Donald Trump was elected on a promise to deport thousands of immigrants and undocumented workers in the USA; and
- Trump's policies will encourage racism, discrimination and division within workers; and
- These policies will encourage right-wing politicians and their supporters in Canada to deny the human rights of immigrants, refugees and undocumented workers in Canada; and
- Many Canadian and US municipalities, churches and synagogues and other faith groups support the building of a new sanctuary movement.

*NEB decision*

adopted

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**Resolution No.231  
Submitted by the CUPE Vancouver Island District Council and Local 951 (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby the federal government to increase Canada Pension Plan Disability Benefits, including loss of earnings and lifetime pensions.

BECAUSE:

- The federal government has not kept pace with the cost of living; and
- People with disabilities are most vulnerable to federal compensation benefit cutbacks.

*NEB decision*

adopted covers Resolution 244

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**Resolution No.232****Submitted by the CUPE Vancouver Island District Council and Local 951 (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby the federal government to include drop out provisions that protect women and people with disabilities in the Bill 26 Expansion to the Canada Pension Plan.

BECAUSE:

- Parents, predominantly women, who take time off to perform childcare duties and people who must exempt themselves from the workforce due to disability are already disadvantaged within the working force, earning lower wages than their able-bodies, predominantly male counterparts; and
- Ensuring that all women who care for their children and those who leave the workforce due to disability are financially care for in their retirement is simply the . right thing to do and is sound economic planning.

*NEB decision* \_\_\_\_\_  
adopted

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**Resolution No.234****Submitted by Local 38 (Alta.)**

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CUPE NATIONAL WILL:

1. Continue to push for a significant expansion of Canada's public pension system (Old Age Security Guaranteed Income Supplement, Canada Pension Plan); and
2. Encourage the Canadian Labour Congress to continue to prioritize such an expansion.

BECAUSE:

- For more than 50 years, CUPE and the labour movement have fought for a bigger public pension system in Canada; and
- The 2016 federal-provincial agreement to expand the Canada Pension Plan was an important step in the right direction, but fell short of our longstanding demand to double the CPP; and
- The CLC is convening a pension forum in November 2017 to discuss the next steps of the labour

movement will take with respect to Canada's retirement security system; and

- Most Canadian workers do not have a pension at work. Those who do are facing massive employer attacks that seek to make their pensions less generous and less secure; and
- The public pension system is far more efficient and secure than private pension arrangements.

*NEB decision* \_\_\_\_\_  
adopted  
covers Resolution  
239

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**Resolution No.236****Submitted by Local 2168 (Que.)**

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CUPE NATIONAL WILL:

1. Establish a national defence strategy for pension plans in collaboration with the National Advisory Committee on Pensions;
2. Denounce all bills and attacks on pension plans.

BECAUSE:

- Pension plans are under constant attack;
- We must secure decent retirements for our future generations;
- We must protect our retired members' purchasing power;
- Several provincial governments are introducing or attempting to introduce new laws to diminish current pension plans;
- Several employers want to avoid their financial responsibilities by attempting to reduce previously-negotiated agreements;
- Free collective bargaining is a fundamental right.

*NEB decision* \_\_\_\_\_  
adopted

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**Resolution No.237****Submitted by CUPE Manitoba**

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CUPE NATIONAL WILL:

1. Educate our local executives, bargaining teams, members, and the public on the positive impact of defined benefit pension plans; and

2. Help locals to build intergenerational solidarity by encouraging members to fight for younger members' retirement security and by educating younger members about the value of their pension and the importance of standing behind older members on bargaining teams; and
3. Educate young and new members on threats to our pension plans and how it affects their future; and
4. Assist young and new members in becoming active in the fight against pension attacks.

BECAUSE:

- Conservative and Liberal governments across Canada have been systematically attacking public pension plans and we expect that a PC government in Manitoba will do the same; and
- Many right wing think tanks, employers, Conservative and Liberal governments, and consultants in their pay, are pushing for pension plan changes that put members at risk; and
- Pension law generally protects accrued benefits with plan changes being made on a go forward basis, so changes fall on new/young workers which results in two-tier plans; and
- Young workers are seldom the decision makers at the bargaining table but are often the individuals most adversely affected by the introduction of inferior pension plans.

*NEB decision* \_\_\_\_\_  
 adopted

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**Resolution No.241**  
**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

1. Work with the Canadian Labour Congress to oppose proposed expansions to CPP contained in Bill C-26 unless child rearing and disability drop out provisions are included in the expanded portion of the CPP; and
2. In coordination with the Canadian Labour Congress, lobby the Federal Government to include child rearing and disability drop out provisions in any expanded portion of the CPP.

BECAUSE:

- Parents, predominantly women, who take time off to perform childcare duties and people who must exempt themselves from the workforce due to disability are already disadvantaged within the working force, earning lower wages than their able-bodied, predominantly male counterparts; and
- Women and persons with disabilities are more reliant than other Canadians on public pensions like CPP, having faced a lifetime of economic disadvantages; and
- Ensuring that women who care for their children and those who leave the workforce due to disability are financially cared for in their retirement is simply the right thing to do and is sound economic planning.

*NEB decision* \_\_\_\_\_  
 adopted

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**Resolution No.245**  
**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

1. In coordination with the Canadian Labour Congress, lobby the Federal Government to withdraw Bill C-27 (An Act to amend the Pension Benefits Standards Act, 1985), and drop the proposed amendments to the Pension Benefits Standards Act.

BECAUSE:

- The bill introduces a Target Pension Plan that allows employers to renege on the pension promises made to workers, and
- Prime Minister Justin Trudeau assured Canadian workers, in July 2015 just before the federal election, that he would fight retroactive conversion of defined benefit pension plans into targeted benefit plans; and
- A deal is a dealt and Canadian pension law exists to protect pensions that have already been promised.

*NEB decision* \_\_\_\_\_  
 adopted  
 covers Resolution  
 248

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**Resolution No.246**  
**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

1. In coordination with the Canadian Labour Congress, put public pressure on Service Canada and the Federal Government to reverse its decision to not reach out to Canadians who were either denied or underpaid because of the four-year oversight in Canada Pension Plan claims.

BECAUSE:

- Modernization efforts by the federal government of the Canada Pension Plan processing system created a four-year oversight in claims; and
- The federal government has chosen to claw back over-payments, but not advise of underpayments or denials of CPP applications because of this oversight. Many Canadians are losing out because of this decision.

*NEB decision* \_\_\_\_\_  
adopted \_\_\_\_\_

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**Resolution No.247**  
**Submitted by Local 1004 (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby the federal government for a significant expansion of Canada's public pension system, including Canadian Pension Plan, Old Age Security and Guaranteed Income Supplement, and CPP Disability Benefits.

BECAUSE:

- The 2016 federal-provincial agreement to expand the CPP fell short of the need to double the CPP; and
- Most Canadian workers do not have workplace pension; and
- Workplace pensions continue to be under significant attack from Employers and governments.

*NEB decision* \_\_\_\_\_  
adopted \_\_\_\_\_

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**Resolution No.251**  
**Submitted by CUPE Metro Vancouver District Council and Local 15 (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby the federal government to reinstate the volunteer award from the Prime Minister's Volunteer Award back to the Therese Casgrain Volunteer Award.

BECAUSE:

- Therese Casgrain fought for the right of women of Quebec to vote with success in 1940; and
- First female leader of a political party in Canada (CCF); and
- Was appointed to the Senate in 1970 by Prime Minister Trudeau; and
- There was no consultation with family or formal review engaging the public in this decision.

*NEB decision* \_\_\_\_\_  
adopted \_\_\_\_\_

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**Resolution No.254**  
**Submitted by Local 4600 (Ont.)**

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CUPE NATIONAL WILL:

1. Continue to speak out against Canadian militarism and involvement in unjust wars internationally; and
2. Continue to oppose Canadian government efforts to divert billions of dollars away from the public system in favour of foreign military operations; and
3. Identify allies and support communities who are impacted by and challenging the diversity of ways the Canadian state is engaged in foreign military aggression.

BECAUSE:

- Military spending has reached its highest levels since World War II; and
- We support the demands of the Canadian Peace Alliance to: Reallocate money earmarked for military spending to social and environmental programs: to protect jobs and pensions, preserve

- public healthcare and education, and create a green economy; and
- The Trudeau Government is becoming an accomplice to Trump's dangerous military interventions in the Middle East and other parts of the world; and
- CUPE has a longstanding position in support of peace; and
- War and western military aggression in Iraq, Syria, Palestine and elsewhere have done nothing to better the lives of the people who live there; and
- Genuine security and peace are only possible when people can meet their basic needs through public investment in infrastructure, education, health care, social services and jobs.

*NEB decision* \_\_\_\_\_  
 adopted  
 covers Resolutions  
 250 and 259

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**Resolution No.255**  
**Submitted by Local 79 (Ont.)**

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CUPE NATIONAL WILL:

1. Take a strong position against 'basic income', 'guaranteed income' and comparable schemes that assign income below the poverty line and threaten critical services provided to people experiencing poverty; and
2. Urge Provincial and Territorial Governments to hold Province- and Territorial-wide consultation on whether basic income programs should be developed before commencing the proposed pilot; and
3. Develop analysis and educational materials critiquing basic income; and
4. Actively advocate against basic income schemes.

BECAUSE:

- Basic income schemes threaten employment, housing and other services that come with income support programs; and
- Basic income schemes subsidize low-wage employers and undermine efforts to raise the minimum wage; and
- Most forms of basic income make things worse for some groups (particularly seniors) and create opportunity costs that threaten child care, health care, and other services; and

- Basic income schemes will create an enormous loss of jobs. thereby increasing poverty.

*NEB decision* \_\_\_\_\_  
 motion not to  
 proceed with

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**Resolution No.257**  
**Submitted by Local 79 (Ont.)**

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CUPE NATIONAL WILL:

1. Advocate for increased Federal and Provincial funding to support the social housing sector, anchored by publicly owned and operated social housing; and
2. Ensure advocacy for increased funding emphasizes the importance of both capital projects and the supportive services that are essential components of a successful social housing system.

BECAUSE:

- Increasing income inequality, combined with rapidly rising housing costs. puts low-income Ontarians — including a growing number of working Ontarians — at risk of homelessness; and
- Prime Minister Trudeau failed to deliver on promises to fund capital projects and has not accepted responsibility for operating and program costs; and
- These operating costs include support for employment services, community development programs, and other tenant support programs that are essential to keeping residents housed; and
- A robust social housing sector, anchored by publicly owned and operated social housing, is essential for reducing the harmful social and health-related impacts of poverty and income inequality.

*NEB decision* \_\_\_\_\_  
 adopted

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**Resolution No.258**  
**Submitted by Local 79 (Ont.)**

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CUPE NATIONAL WILL:

1. Develop a campaign to promote fair revenue sources for municipalities from Federal and

Provincial governments, such as a share income tax; and

- 2. This campaign should be developed in consultation with CUPE locals.

BECAUSE:

- The Labour movement has historically recognized the importance of municipalities for achieving its goals, particularly through the Canadian Labour Congress 'Municipalities Matter' campaign; and
- Municipalities need access to fair revenue sources, including income tax, to provide services and play a role in reducing poverty and income inequality; and
- Municipalities are seeking to implement regressive revenue tools such as road tolls in the absence of more progressive revenue sources such as a share of income tax; and
- The increasing reliance of municipalities on regressive user fees is an increasing burden on workers and their families.

*NEB decision* \_\_\_\_\_  
 adopted \_\_\_\_\_

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**Resolution No.260**  
**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

1. Demand an end to the scapegoating of Thomas Harding and Richard Labrie for the Lac Megantic rail disaster; and
2. Demand all charges against Harding and Labrie be dropped; and
3. Demand that charges of criminal negligence causing death be brought against the owners of Montreal, Maine and Atlantic Railway and the government officials responsible for allowing the company to implement the policies that lead to the disaster.

BECAUSE:

- On July 6, 2013 a runaway train belonging to Montreal, Maine and Atlantic Railway, with 72 cars of crude oil, rolled into Lac Megantic and exploded-killing 47 people; and

- Engineer Tom Harding and Controller Richard Labrie have each been charged with 457 counts of criminal negligence causing death and could face a lifetime in prison if convicted; and
- Transport Canada allowed the rail company to run one person crews, not to secure trains on available derail protected siding, to order crews to not use automatic brakes, as well as other safety measures that would have prevented the disaster.

*NEB decision* \_\_\_\_\_  
 motion not to \_\_\_\_\_  
 proceed with \_\_\_\_\_

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**Resolution No.261**  
**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby provincial and federal governments to initiate a massive program of building accessible, affordable, quality, safe, environmentally healthy, family friendly housing for Canadians and to also provide affordable housing by:
  - a) Controlling the amounts landlords can increase rents on vacancies and implementing regulations to prevent bidding wars on rentals; and
  - b) Increasing the construction of new rental buildings, including affordable housing for independent seniors and young families; and
  - c) Preventing the destruction of lower income housing for a purely for-profit basis to provide housing for high income earners; and
  - d) Have the rental assistance program gross income cap raised to reflect the rapidly increasing rental fees.

*NEB decision* \_\_\_\_\_  
 adopted \_\_\_\_\_

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**Resolution No.262**  
**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby the federal government to extend the travel loan payback exemption to all refugees, not just Syrian refugees.

*NEB decision* \_\_\_\_\_  
 adopted \_\_\_\_\_

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**Resolution No.264**  
**Submitted by Local 4041 (Que.)**

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CUPE NATIONAL WILL:

1. Lobby the Federal and Provincial Governments to enact legislation that will restrict members of the public from video or audio recording employees while performing their duties at work.

BECAUSE:

- Employees deserve the right to privacy and once recorded have no ability to protect it; and
- Recordings when released are subjective and often paint a one-sided perception of an event; and
- Safety and security of the workplace is compromised when procedures are posted to social media; and
- Reputations of employees are unfairly tarnished which could cause psychological injuries.

*NEB decision*

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motion not to  
proceed with

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**Resolution No.266**  
**Submitted by Local 1004 (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby the federal government to ban the use of solitary confinement by the Canadian Border Services agencies.

BECAUSE:

- This practice contravenes the basic human rights of those who are forced to arrive on our shores to seek refuge; and
- This is a practice that is contrary to Canadian ideals of fair treatment of all peoples; and
- This practice contributed to the tragic death of those held improperly in solitary confinement.

*NEB decision*

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motion not to  
proceed with

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**Resolution No.267**  
**Submitted by Local 1004 (B.C.)**

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CUPE NATIONAL WILL:

1. Encourage CUPE's Chartered Organizations to lobby and urge their municipal governments and School Boards to create Sanctuary Cities and Sanctuary Schools.

BECAUSE:

- Access to all public services should be based on need, not on ones immigrant status; and
- Access to all public services should be based on need and not fear; and
- Many undocumented people will avoid accessing public services such as health care or education due to fear of deportation; and
- Many end up living without immigrant status for reasons out of their control; and
- Abused women lured to Canada by abusive partners sometimes end up without immigrant status. They live in fear of deportation and permanent separation from Canadian-born children who would not have status in the mother's country of origin and are vulnerable to further exploitation; and
- Access to government-funded income supports is virtually non-existent for those who without immigrant status, it is extremely difficult to obtain legal assistance to garner legal immigrant status or obtain custody of ones children; and
- Canada has developed immigration programs and policies that lure low-paid workers to Canada, however do not provide them with permanent legal status; and
- Those who are undocumented or without legal immigrant status are frequently criminalized when they are not criminals; rather they are often victims of unforeseen circumstances.

*NEB decision*

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adopted

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**Resolution No.269**  
**Submitted by Local 1004 (B.C.)**

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CUPE NATIONAL WILL:

1. In conjunction with the Canadian Labour Congress, lobby the Federal Government to invest a portion

of the promised \$30 billion of infrastructure spending to maintain and expand affordable housing in communities across Canada.

BECAUSE:

- There is a crisis in affordable housing in this country; and
- The Federal Government has stopped supporting Cooperative Housing through Canada Mortgage & Housing Corporation (CMHC) operating agreements; and
- Provincial Governments cannot sufficiently fund social housing.

NEB decision \_\_\_\_\_ adopted \_\_\_\_\_

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**Resolution No.270**  
**Submitted by Local 1004 (B.C.)**

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CUPE NATIONAL WILL:

1. In conjunction with the Canadian Labour Congress, urge the Federal Government to revoke the Safe Third Country Agreement (STCA).

BECAUSE:

- The STCA has banned Canadian applications from refugees who have either traveled through or in the US since 2004; and
- It has become a state of emergency due to Trump's Executive Orders against Muslims seeking entry into the US; and
- Canada has a moral obligation to do the right thing and ensure safe refuge from the racist policies of the US.

NEB decision \_\_\_\_\_ adopted \_\_\_\_\_

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**Resolution No.273**  
**Submitted by Local 4830 (Ont.)**

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CUPE NATIONAL WILL:

1. Urge the Canadian Government to call for an independent international investigation on China's state run organ harvesting campaigns, particularly from Falun Gong prisoners; and

2. Recommend the Canadian Government issue a travel warning for Canadians traveling to China for organ transplants by informing them of the live organ-harvesting happening in China; and
3. Urge the Canadian Government to publicly call for an end of the illegal persecution of Falun Gong and the immediate release all Falun Gong practitioners from labour camps and detention.

BECAUSE:

- One of CUPE's goals is "to promote peace and freedom in the world and to work with free and democratic labour movements everywhere"; and
- The persecution of Falun Gong is the #1 human rights atrocity happening in China today where, on top of terrible atrocities, millions of workers have been fired from jobs and discriminated due to their spiritual beliefs and hundreds of thousands are being tortured and exploited in labour camps; and
- Our voice as a Democratic Canadian Union will give support and hope to those who have none and protect the innocent from tyranny and will show the perpetrators that what they are doing is absolutely wrong.

NEB decision \_\_\_\_\_ motion not to proceed with \_\_\_\_\_

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**Resolution No.274**  
**Submitted by Local 375 (Que.)**

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CUPE NATIONAL WILL:

1. Appeal to Justin Trudeau's liberal government to ensure that the federal government's automation projects are not created at the expense of current jobs that should be protected to ensure economic growth. The government should avoid directly or indirectly allocating public funds or subsidies as in the case of the Canadian Infrastructure Bank that automate companies at the expense of Canadian workers without considering the consequences; and
2. Furthermore, it must find ways to reduce or eliminate social and economic inequalities caused by automation.

BECAUSE:

- Following the report by the federal government’s Advisory Council on economic growth on February 6, 2017, we make this proposal; and
- In order to respect the Advisory Council’s conclusions on economic growth in Canada to safeguard jobs, strengthen the middle class, and help the most vulnerable; and
- In order to protect the stability of the Canadian economy through a vision of economic growth spurred by increased participation in the labour market.

*NEB decision* \_\_\_\_\_  
 adopted \_\_\_\_\_

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**Resolution No.275**  
**Submitted by CUPE Saskatchewan**

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CUPE NATIONAL WILL:

1. Provide resources and support for all CUPE locals, CUPE Divisions and Regions resisting concessions and fighting back against provincial governments intent on austerity; and
2. Support Saskatchewan CUPE locals and Division in their efforts and solidarity to resist the austerity agenda of the Sask Party Government who is unfairly blaming public sector services and workers for their financial mismanagement through the 2017-2018 provincial budget which makes devastating cuts to public services and municipal revenue sharing, advances more costly privatization, and issues a wage rollback mandate across the public sector all while giving corporations and the wealthy a tax break and, in addition, encompasses a sweeping reorganization to the health care system.

BECAUSE:

- Austerity is an agenda designed to dismantle vital public services and assault free collective bargaining in order to depress the wages purchasing power, and living standards for workers and their families; and
- Harmful cuts to public services and mandated reductions in wages and purchasing power only

weaken the economy and prolong economic recovery; and

- Solidarity to resist and collective action to fight back are powerful tools against austerity.

*NEB decision* \_\_\_\_\_  
 refer to substitute  
 Resolution 901  
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**Resolution No.276**  
**Submitted by the CUPE Metro Vancouver District Council, CUPE Vancouver Island District Council and Local 951 (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby the federal government to establish and support apprenticeship in CUPE locals across Canada where there are skilled trade workers, including a focus on Indigenous workers and women in trades; and
2. Take every opportunity to publicly highlight the broad impact of skilled trades on all sectors in CUPE.

BECAUSE:

- There are skilled trades workers in all sectors of CUPE; and
- Skilled trades work is not being expanded or supported by our employers; and
- The erosion of skilled trades impacts everyone through poorly maintained work places, undervalued work and stagnation of wages; and
- Skilled trades in public sector workplaces are not being filled when the workers retire; and
- Killed work is being contracted out to fill these vacancies; and
- Higher paying, skilled work should be available to all workers who are interested in doing it; and
- Apprenticeship programs result in lower public and higher worker retention.

*NEB decision* \_\_\_\_\_  
 adopted \_\_\_\_\_

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**Resolution No.277**  
**Submitted by Local 4092 (Ont.)**

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CUPE NATIONAL WILL:

1. Create a campaign modelled on CUPE Local 4092's "Tag you're it!" to advocate that the Federal Government follow the lead of Alberta and Ontario and review labour practices under the Canada Labour Code, through a public consultation process similar to the process undertaken recently by the Ontario Changing Workplace Review; and
2. Develop a framework to guide the consultation to ensure it addresses key issues such as developing a wage gap strategy, supporting physical and mental health in the workplace, protecting vulnerable, precarious and young workers, promoting health and safety, accommodating Canadians who suffer from domestic violence, and protecting employees from unreasonable and burdensome employer sick leave policies.

BECAUSE:

- CUPE represents many federal-regulated work places, including-over 11 000 flight attendants, who are not able to benefit from more progressive provincial labour codes; and
- Ontario, Alberta and other jurisdictions have already undertaken major labour code reviews and introduced measures to strengthen and improve labour; and
- Raising the bar at the federal level will lead to improved working condition across the board for all Canadians; and
- Inconsistencies approaches to sick leave and domestic violence, for example, between federal and provincial labour codes may lead to confusion and discrepancies in access to public services that are delivered at the Provincial level. (e.g. Provincial code restricts requests for doctors' notes; will doctors start to refuse to issue notes to Federal employees who still require them).

*NEB decision*

\_\_\_\_\_ motion not to  
proceed with  
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**Resolution No.279**  
**Submitted by Local 3287 (Sask.)**

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CUPE NATIONAL WILL:

1. Petition the federal government to increase funding for the Post-Secondary Student Support Program and take effective measures to reduce the lengthy backlog in applications to this program.

BECAUSE:

- Canada's Post-Secondary Student Support Program for Aboriginal students has been capped at 2% annual increases for over 20 years; and
- Student tuition and living costs have increased far above this, and
- Student demand for the Program now far outpaces the available funding, creating a barrier for Aboriginal student education.

*NEB decision*

\_\_\_\_\_ adopted  
covers Resolutions  
282 and 285  
\_\_\_\_\_

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**Resolution No.280**  
**Submitted by Locals 1334, 3906, 4600 (Ont.), 1975 and 3287 (Sask.)**

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CUPE NATIONAL WILL:

1. Press the federal government to restore core funding for post-secondary education to 1996 pre-cutback levels adjusted upward for inflation and student enrolments since that time.

BECAUSE:

- Post-secondary educational institutions have never recovered from the severe federal budget cuts of 1996 that cut 18% from funding to post-secondary education; and
- These institutions have been shifting educational costs to students to make up for this difference; and
- Student debt has increased to unprecedented levels placing higher education beyond the means of many students; and
- Post-secondary training in professional skills is essential to Canada's social and economic future.

*NEB decision*

\_\_\_\_\_ adopted  
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**Resolution No.286**  
**Submitted by Locals 1334, 3906 and 4600 (Ont.)**

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CUPE NATIONAL WILL:

1. Press the federal government to create a dedicated multi-year funding mechanism for support of post-secondary education that will provide funding stability for provinces, territories, and higher education institutions.

BECAUSE:

- Fluctuating government grants to post-secondary institutions make it difficult to do long-term educational planning; and
- Stable program offerings are essential to recruitment and training of people with professional skills; and
- Business and industry depend on a steady stream of well-trained applicants to fill positions in the workforce.

*NEB decision* \_\_\_\_\_  
adopted

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**Resolution No.290**  
**Submitted by CUPE British Columbia**

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CUPE NATIONAL WILL:

1. Lobby the Federal Government to ensure that corporate involvement at our Post-Secondary institutions is restricted and transparent, especially with respect to their influence on curriculum, research, hiring and operations.

BECAUSE:

- The involvement of corporations in our Post-Secondary Institutions is skewing the academic and research agenda towards areas of industrial application and economic relevance; and
- Corporations provide only a small fraction of the total funds needed to support academic research and teaching, let alone more general post-secondary operations, yet the demands that these alliances place on our institutions are significant; and

- Funding provided by corporations should support learning and enhance the public good over corporate interests; and
- In a corporate-run culture, the traditional ideals of academic freedom and independent thought are losing ground and affecting the quality of education and instruction.

*NEB decision* \_\_\_\_\_  
adopted

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**Resolution No.292**  
**Submitted by CUPE Metro Vancouver District Council, Hospital Employees' Union (B.C.), Locals 2191 (Ont.), 2348 (Man.), 4828, 5512 (Sask.), and 1936 (B.C.)**

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CUPE NATIONAL WILL:

1. Produce a guide for locals with collective agreement language, local union bylaws and other measures that address precarious employment and wage discrimination; and
2. Analyze CUPE collective agreements using an equity lens, updating the CAIS Survey produced for the National Women's Task Force, adding provisions, examining wage factors (e.g. increments, flat vs percent increase) and using an intersectional analysis; and
3. Support living wage campaigns; and
4. Identify how many members earn less than \$19 per hour by region, sector and equity-seeking groups; and
5. Map where migrant workers are employed in CUPE workplaces, and their wages and working conditions.

BECAUSE:

- Precarious work is growing and wage gaps persist, with equity-seeking groups disproportionately affected; and
- The 2007 analysis of 19 gender-related provisions was intended as a baseline, the first step in measuring progress and adjusting bargaining goals; and

- Strategic Directions 2015 identified \$19/hr as the target for the lowest wage rate for CUPE members by the end of 2017; and
- Migrant workers have among the most precarious jobs, and marginalized women face particular violence and discrimination.

NEB decision

adopted  
Covers Resolutions  
291 and 296

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**Resolution No.294**  
**Submitted by CUPE Ontario, Locals 1334 and 3906 (Ont.)**

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CUPE NATIONAL WILL:

1. Lobby the Federal government to make changes to Employment Insurance (EI) eligibility so that precarious workers, such as ten (10) month part-time workers in all sectors of CUPE, are not denied access to entitlements including, but not limited to, maternity leave based on shortages to minimal hourly requirements.

BECAUSE:

- Equality for all workers is the backbone of the union movement and all members need to be treated fairly.

NEB decision

adopted

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**Resolution No.295**  
**Submitted by Local 1169 (Alta.)**

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CUPE NATIONAL WILL:

1. Investigate the Pros and Cons of Staff-less Worksites; and
2. Lobby governments to ensure that the increased use of technology does not place automation over human workers.

BECAUSE:

- CUPE has always been at the forefront of ensuring that all public places are safe and inviting to all Canadians; and
- CUPE has been and continues to be a leader in social justice for all; and

- When places of business, such as libraries, museums, and zoos have no visible human presence opportunities for violent and illegal activities will flourish; and
- Technology when used to enhance the human experience can and should add to our quality of life, however when it is assumed that all citizen regardless of age or socio economic background and ethnicity will feel safe with the installation of a security camera then as citizens we are not protected nor can we be safe.

NEB decision

adopted  
Covers Resolution  
303

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**Resolution No.297**  
**Submitted by Local 79 (Ont.)**

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CUPE NATIONAL WILL:

1. Work within CUPE and with the broader labour movement to develop a strategy to protect good jobs that are threatened by the growth of the "sharing economy".

BECAUSE:

- In May 2016. Toronto's City Council. led by Mayor John Tory, legalized UberX operations in Toronto, launching a deregulation program that could be reproduced across the province; and
- Public sector jobs will be lost as a result of deregulation of the taxi industry; and
- Canada's labour movement needs to respond immediately on an emergency basis; and
- Sharing economy operators in hotel, transportation, food, and other industries exploit precarious, casual labour to make billions of dollars in annual revenues while aggressively attacking regulatory frameworks that were established to protect workers and consumers; and
- Sharing economy deregulation will eliminate good jobs in the public sector and increase casual, unreliable jobs the broader labour market; and
- In the face of sharing economy apps, the labour movement must develop strategies to protect jobs and prevent growing employment precarity; and

- The threats posed by companies using sharing platforms to promote deregulation and employment casualization demand a collective response.

*NEB decision* \_\_\_\_\_  
 adopted \_\_\_\_\_

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**Resolution No.298**  
**Submitted by CUPE Nova Scotia, Hospital Employees' Union, Locals 8920 (N.S.), 41 (Alta.) and 15 (B.C.)**

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CUPE NATIONAL WILL:

1. Support fights in every province to strengthen successorship laws to protect members and keep them in our union when jobs are contracted out or a contract is "flipped" to a new provider; and
2. Prioritize the bargaining of successor clauses into collective agreements where they do not yet exist and make the strengthening of existing successor clauses a goal of bargaining going forward; and
3. Develop and fund a strategy to re-organize workplaces which have been "contract flipped" and to follow any contracted-out work by reorganizing those workers back into CUPE.

BECAUSE:

- Most workers do not have access to the weak protections which exist for successorship rights under existing Labour Codes; and
- With contracting-out, benefits are reduced, workload increases, and job security vanishes; and
- The quality of all public services is diminished through contracting-out with severe consequences for the people we serve; and
- Our members are often hired-back in a non-union environment and face less pay, under-staffing, and a heavier workload without any of the protections of our union; and
- Unless we reorganize and follow our work, we will continue to be under constant threat from contracting-out.

*NEB decision* \_\_\_\_\_  
 adopted \_\_\_\_\_

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**Resolution No.301**  
**Submitted by the Provincial Council for the Municipal Sector (Que.)**

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CUPE NATIONAL WILL:

1. Conduct a survey among all provincial divisions to find out how many CUPE members work in emergency call centres and identify who could be affected by the new regulations; and
2. Alert the provincial divisions about the technological changes that could lead to significant job cuts; and
3. Put a strategy in place with provincial divisions to protect jobs in this field; and
4. Inform the public about the challenges that could arise such as increased cell phone rates, heightened risks related to public safety, longer response times, etc.

BECAUSE:

- Quebec's provincial council for the municipal sector created a working committee three years ago that has intervened on this matter during CRTC public hearings by submitting several briefs and observations; and
- Jobs have already been lost to a private company in the city of Trois-Rivières; and
- The proposed technological changes will be very costly for municipalities in the years to come, which could push them to transform it into a private service; and
- The technological changes are set to take effect by 2020; and
- The private sector has a vested interest in this file; and
- The threat of a 911 national call centre is part of the proposals presented at the CRTC hearings in January 2017; and
- This issue affects all corners of Canada; and
- The technological changes could result in higher rates for the public; and
- Public safety must be the only priority and should not be neglected at the expense of private companies and their profits.

*NEB decision* \_\_\_\_\_  
 motion not to proceed with \_\_\_\_\_

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**Resolution No.302**  
**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

1. Support postal employees and CUPW in their fight to stop the contracting out of postal services.

BECAUSE:

- We need to support all unions in fear of contracting out union jobs.

*NEB decision* \_\_\_\_\_ adopted \_\_\_\_\_

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**Resolution No.304**  
**Submitted by Local 5277 (Ont.)**

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CUPE NATIONAL WILL:

1. Encourage all affiliated organizations to support a CUPE-made label whenever possible — whether print or digital; and
2. Give equal opportunity to CUPE Locals to quote products and/or services CUPE members provide; and
3. Provide information to all affiliated organizations about products and/or services available within CUPE.

BECAUSE:

- Supporting the work of affiliates is essential to strengthening our solidarity; and
- A CUPE-made label means CUPE will no longer rely on other unions to complete its business, enhancing CUPE's reputation as a leader in the labour movement; and
- CUPE Ontario already gives mandated and official partnership support to some locals who offer services used by CUPE Ontario affiliates — that same support should be extended to all services unionized under CUPE; and
- CUPE members' work is being contracted out to workers outside of CUPE, causing CUPE Local members to be laid off.

*NEB decision* \_\_\_\_\_ motion not to proceed with \_\_\_\_\_

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**Resolution No.305**  
**Submitted by CUPE-Quebec**

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CUPE NATIONAL WILL:

1. Campaign against CDPQ Infra, a subsidiary of Caisse de dépôt et placement du Québec, for its participation in Quebec's public services, particularly the Réseau électrique métropolitain (REM) project; and
2. Fight to preserve public funding, maintenance, operations, and control of all forms of public infrastructures and services and to oppose the CDPQ from investing with private partners; and
3. Stand against selling or handing over public infrastructures to private developers; and
4. Campaign against the privatization of public infrastructures with union allies and civil society.

BECAUSE:

- The CDPQ's participation in the development of public transportation is a new form of privatization led by Quebec's liberal government; and
- This type of public-private partnership (PPP) will serve as a model for the new Canadian Infrastructure Bank put forth by the Liberal Party of Canada; and
- Allowing a private developer to participate in the planning and funding of a public service puts profits before the real needs and best interests of users.

*NEB decision* \_\_\_\_\_ adopted \_\_\_\_\_

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**Resolution No.306**  
**Submitted by Local 3812 (Que.)**

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CUPE NATIONAL WILL:

1. Promote and encourage the use of cheques and cash among members, local unions, employees, and the general public; and also promote and encourage bank deposits to be made at the counter or by using automated banking machines belonging to financial institutions.

BECAUSE:

- CUPE represents more than one thousand (1,000) members in the cash logistics industry; and
- An integral part of the job requires members to manage and transport money and bank bills that are deposited at financial institutions. They transport money belonging to banking and business clients to the banks and businesses, and manage these accounts; and
- Electronic alternatives, such as debit card payments, electronic cheque deposits, direct deposits, and e-transfers are multiplying and costing quality jobs for our members.

*NEB decision* \_\_\_\_\_  
 motion not to  
 proceed with  
 \_\_\_\_\_

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**Resolution No.309**  
**Submitted by CUPE Newfoundland and Labrador**

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CUPE NATIONAL WILL:

1. Call for the full disclosure of all costs of current federal Public Private Partnerships (P3s); and
2. Demand that no federal infrastructure money goes into P3s; and
3. Fight to eliminate Public Private Partnership Canada and redirect all remaining P3 Canada funds into public infrastructure funding.

BECAUSE:

- CUPE is committed to halt P3s, and to ensure public sector workers deliver public services; and
- Canada is the only country to have a federal P3 agency that promotes privatization of public infrastructure, despite evidence showing P3s cost more and lead to loss of local control.

*NEB decision* \_\_\_\_\_  
 adopted  
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**Resolution No.312**  
**Submitted by Quebec’s Provincial Council for the Communications Sector (Que.)**

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CUPE NATIONAL WILL:

1. Collaborate with Quebec’s provincial council for the communications sector (CPSC) to make members and the public aware that Netflix has a negative impact on our jobs; and

2. Pressure different levels of government to put a stop to this unfair competition by asking federal and provincial governments:

- a) To apply CRTC regulations to Netflix and other over-the-top (OTT) service providers; and
- b) To apply taxes to Netflix and all other companies that distribute audiovisual content or conduct business in Canada over the Internet; and
- c) To exclude Netflix and all other OTT service providers from any tax credits and subsidies available for production until these companies comply with Canadian taxes and regulations.

BECAUSE:

- Netflix provides an online audiovisual service with a market capitalization of over US\$40 billion in the United States; and
- Netflix is offered and distributed to countless Canadians on domestic devices; and
- Taxes are not charged on membership fees or paid to Canadian governments; and
- Every level of government in Canada has turned a blind eye to the problem.

*NEB decision* \_\_\_\_\_  
 adopted  
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**Resolution No.314**  
**Submitted by CUPE 3812 (Que.)**

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CUPE NATIONAL WILL:

1. Appeal to the federal government to work with all representatives of workers in the cash logistics industry to develop national standards to regulate the transportation of cash and valuables by armoured vehicle so as to ensure the safety of cash service agents and the public.

BECAUSE:

- The safety of the public and of the cash service agents is increasingly at risk due to the lack of industry regulations; and companies are competing to cut costs, which leads to a significant decrease in safety standards and makes cash service agents more vulnerable to organized crime and armed assaults; and
- The federal government must follow the lead of other countries and introduce regulations that set minimum safety standards for the cash logistics industry; and

- Uniting forces and working together to build a strong campaign to face the federal government is the only way to obtain the necessary changes to improve and ensure the health and safety of our cash service agents and the general public; and
- The federal government must oversee and ensure that the industry respects national standards for the training of cash service agents, vehicle design, team formation, and the necessary equipment.

*NEB decision* \_\_\_\_\_  
 adopted  
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**Resolution No.316**  
**Submitted by Local 4041 (Que.) and 4078 (B.C.)**

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CUPE NATIONAL WILL:

1. Work with the airline division to lobby Transport Canada to establish and implement alcohol serving limitations onboard Canadian carriers that include a safe serving practice.

BECAUSE:

- Excessive alcohol consumption of passengers continues to lead to violence and unruly onboard behaviour which puts Flight Attendants at risk in the workplace; and
- Flight Attendants work at high altitudes in confined spaces and are unable to remove intoxicated passengers as done in other alcohol serving establishments; and
- Clear knowledge and training regarding the serving, handling, and limiting of alcohol onboard will promote an intolerance for alcohol abuse and contribute to a safer working environment for Flight Attendants and a safer in-flight experience for passengers; and
- Intoxicated passengers pose a serious threat to other passengers and crew members.

*NEB decision* \_\_\_\_\_  
 adopted  
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**Resolution No.317**  
**Submitted by Locals 4041 (Que.) and 4078 (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby the Federal Government to revert the ratio of Flight Attendants to passengers to 1 Flight Attendant per 40 passengers; and

2. Work with the Airline Division and labour bodies to include public engagement and education as part of ongoing campaign efforts.

BECAUSE:

- The reduction of Flight Attendants onboard Canadian aircrafts poses a threat to all travelers; and
- Despite committing to making safety a priority and committing to the review of this legislation, the Federal Liberal government has neglected to do so; and
- Extensive testing/studies have proven the 1:40 ratio of flight attendants to passengers is necessary to ensure onboard safety; and
- Flight attendants work in unpredictable environments and are trained to handle hijackings, violent/unruly behavior, medicals, fight fires, manage slow/rapid decompressions, facilitate emergency evacuations; and
- Transport Canada approved the reduced ratio solely for the purpose of allowing Canadian carriers to generate profit.

*NEB decision* \_\_\_\_\_  
 adopted  
 covers Resolution  
 315  
 \_\_\_\_\_

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**Resolution No.319**  
**Submitted by Local 3903 (Ont.)**

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CUPE NATIONAL WILL:

1. Change the National Strike Fund Regulations to accommodate striking workers on the grounds of family status, disability, and sex/gender by assigning strike duties to be performed off-site and/or with flexible hours.

BECAUSE:

- Locals often have more workers requiring accommodation that can be scheduled to work out of strike offices; and
- Picket lines are not the only valuable work performed during a strike or lockout: media (including social media) help lines, fundraising, placard making and more are vital tasks which help win a strike or lockout; and

- We need to recognize that invisible work is also vital work; and
- Members who are assigned tasks to be performed elsewhere can be trusted to perform that work.

*NEB decision*

\_\_\_\_\_  
 motion not to  
 proceed with  
 \_\_\_\_\_

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**Resolution No.320**  
**Submitted by Local 3903 (Ont.)**

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CUPE NATIONAL WILL:

1. Eliminate the five (5) day waiting period for strike pay for locals with fewer than 500 members.

BECAUSE:

- CUPE members of smaller locals need to know they can support their families while on strike; and
- The waiting period of five (5) days is a deterrent to members to vote on strike action.

*NEB decision*

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 motion not to  
 proceed with  
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**Resolution No.321**  
**Submitted by Local 3903 (Ont.)**

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CUPE NATIONAL WILL:

1. Change the National Strike Fund Regulations to include contractual and seasonal workers who are qualified to receive strike pay if those workers are not employed in a bargaining unit position at the time of the job action. Members who have paid dues in the last 12 months would be eligible.

BECAUSE:

- This will give contractual and seasonal workers of a striking local the financial tools they need to participate in job action; and
- This will help support picket lines; and
- Unionism about protecting members through solidarity.

*NEB decision*

\_\_\_\_\_  
 motion not to  
 proceed with  
 \_\_\_\_\_

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**Resolution No.322**  
**Submitted by Local 3903 (Ont.)**

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CUPE NATIONAL WILL:

1. Change the National Strike Fund Regulations to state that strike committees should have total authority to assign strike duties to members as they see fit

BECAUSE:

- Strike committees are best positioned to know what work need to be done in order to respond to changing circumstances; and
- Members who cannot picket should not be shut out of participating in strikes; and
- CUPE National currently relies upon an accommodation process which requires medical documentation but does not have staff trained to set up an accommodation procedure.

*NEB decision*

\_\_\_\_\_  
 motion not to  
 proceed with  
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**Resolution No.324**  
**Submitted by Local 3903 (Ont.)**

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CUPE NATIONAL WILL:

1. Change the National Strike Fund Regulations to make clear that members are to perform assigned strike duties up to twenty (20) hours per week.

BECAUSE:

- 6.1 (d) states: "participate in the strike by performing strike duties for at least 20 hours per calendar week" but 7.2 states: "Strike pay shall be \$60.00 per day, to a maximum of \$300.00 for at least 20 hours of picketing or other assigned duties per calendar week" Clearer regulations will reduce confusion among members.

*NEB decision*

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 motion not to  
 proceed with  
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**Resolution No.325**  
**Submitted by Local 3903 (Ont.)**

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CUPE NATIONAL WILL:

1. Change the National Strike Fund Regulations to recognize that some members require the ability to do double picket shifts (to a total of no more than twenty (20) hours a week).

BECAUSE:

- Many academic and part time workers are often required to be at their workplace one (1) or two (2) days per week; and
- Many academic and part time workers schedule their caregiving duties around these work commitments; and
- Many academic and part time workers have placements for three (3) days a week which prevents them from being on a picket line for more than two (2) days a week; and
- Picket lines are strongest when all members are given a chance to participate in ways which accommodate their needs.

*NEB decision* \_\_\_\_\_  
motion not to  
proceed with

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**Resolution No.326**  
**Submitted by Local 4828 (Sask.)**

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CUPE NATIONAL WILL:

1. Recognize the rights of Indigenous peoples to protect water, as acknowledged in our Treaties, and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP); and
2. Work with Indigenous peoples, the labour movement, and allies to oppose the commercialization of water, and protect our water from harmful development; and
3. Mobilize CUPE members through campaigns and union education to support grassroots Indigenous water and environment activists in protecting our water; and
4. Produce tools and materials to educate CUPE members and the public on the rights of Indigenous communities to be consulted on development in their respective territories.

BECAUSE:

- Water is life; and
- Indigenous peoples are the stewards and protectors of the waters of their traditional, unceded territories; and
- Development and environmental damage in Grassy Narrows, Barriere Lake, Shoat Lake, Site C and others have devastated Indigenous communities and threatened their water.

*NEB decision* \_\_\_\_\_  
adopted  
covers Resolutions  
328 and 332

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**Resolution No.329**  
**Submitted by Local 3550 (Alta.)**

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CUPE NATIONAL WILL:

1. Support a new campaign to ensure that Indigenous communities in Canada have access to safe, clean, affordable public water; and
2. Work with the leaders of First Nation, Metis and Inuit, Council of Canadians and other allies in educating Canadians and protecting our water.

BECAUSE:

- For many of the half million people Indigenous people in Canada, access to clean and safe drinking water is a major problem today; and
- CUPE's last water campaign ended in 2015; and
- Public private partnerships (P-3s) are threatening local control of water systems; and
- Water is essential to human life — for basic health and survival, as well as for food production, economic activities and cultural and spiritual ceremonies.

*NEB decision* \_\_\_\_\_  
adopted

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**Resolution No.330**  
**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby federal and provincial governments to ensure First Nation peoples and all areas have clean and safe drinking water.

*NEB decision* \_\_\_\_\_  
Adopted

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**Resolution No.331**  
**Submitted by the Hospital Employees' Union (B.C.)**

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CUPE NATIONAL WILL:

1. Reaffirm our commitment to develop and implement a coordinated approach to our water work, by linking our international work to our domestic work on water; and
2. Continue to promote the "Blue Communities Project" in Canada and abroad, by calling on municipalities to endorse the following 3 resolutions:
  - a) Recognize water as a human right; and
  - b) Ban the sale of bottled water in public facilities and municipal events; and
  - c) Promote publicly financed, owned and operated water and waste service.
3. Strengthen our work in the global water movement, with coalitions and labour allies around the world; and
4. Continue to draw attention to the ongoing water crisis in First Nations communities.

BECAUSE:

- Water is increasingly under threat globally; and
- The Infrastructure Bank introduced by the Liberals will increase pressure to privatize infrastructure, and could mean less public funding to deliver public water and wastewater services, and infrastructure in Canada; and
- There are regularly more than 100 First Nations under drinking water advisories at any given time; and
- Groups from around the world are committing to realize alternatives to water privatization and are intensifying their solidarity with communities on the front line of this struggle.

*NEB decision*

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adopted  
covers Resolution  
327

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**Resolution No.333**  
**Submitted by Local 1244 (Que.)**

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CUPE NATIONAL WILL:

1. Move from promoting gender equality among our union leaders to taking concrete action to make it happen; and
2. Immediately spark a strategic reflection with all union leaders to determine how equality will be achieved by 2020; and
3. Prepare at least one report per year on the progression of gender equality among leaders.

BECAUSE:

- The situation still has not improved ten years after CUPE's National Women's Task Force completed their final report; and
- Close to 70% of CUPE members are women; and
- CUPE defended the principle of pay equity all the way to the Supreme Court, and must continue to be a model of equality; and
- Modernizing union solidarity in the 21st century lies in equal leadership; and
- In cases where women manage to become leaders, they run into more obstacles than men in obtaining key positions for many historic, sociological, and cultural reasons.

*NEB decision*

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motion not to  
proceed with

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**Resolution No.334**  
**Submitted by CUPE Metro Vancouver District Council and Local 15 (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby the Federal Government to ensure:
  - a) To ensure that the history of the Women's Rights Movement and the quote from the UN Declaration on Human Rights ("all human beings are born free and equal in dignity and human rights") be maintained in current minted circulation.

BECAUSE:

- Missing from the updated \$50.00 bills are images of the Famous Five and Therese Casgrain; and

- The old bill also contained a quote from the 1948 UN Declaration on Human Rights: "all human beings are born free and equal in dignity and human rights"; and
- The Federal Government needs to be a leader in Women and Human Rights in Canada; and
- Therese Casgrain was the first female leader of a political party in Canada (Cooperative Commonwealth Federation); and
- Including The Famous Five case, the battle to have women recognized as persons under the 1867 Constitution; and
- We are questioning the public consultation process that supposedly happened by the Bank of Canada with approval of the Finance Minister Jim Flaherty.

*NEB decision* \_\_\_\_\_  
adopted

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**Resolution No.335**  
**Submitted by CUPE Saskatchewan**

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CUPE NATIONAL WILL:

1. Lobby the federal government to develop a National Action Plan to address violence against women and the inadequacies in the number of shelters and services provided.

BECAUSE:

- Transition houses receive 81 % of their funding from provincial/territorial governments. Second Stage housing receives significantly less (37%) and must rely on other sources; and
- Statistics Canada's Transition Home Survey showed on a snapshot date there were 7,969 women and children residing in these facilities and almost three-quarters of these women (73%) were there primarily because of abuse, representing a rate of 22 per 100,000 women aged 15 or older in Canada. On that same date, 338 women and 201 accompanying children were turned away from shelters in Canada; and
- The most recent statistics for Canada show that 26% of all police reported violent crime involve the victimization of a family member. 7 out of 10 times the victims are women and girls. It is estimated that 70% of spousal violence is not reported to the police; and

- Family violence affects relationships, families and society as a whole.

*NEB decision* \_\_\_\_\_  
adopted

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**Resolution No.336**  
**Submitted by Local 391 (B.C.)**

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CUPE NATIONAL WILL:

1. Lobby the federal government to enact pay equity legislation, including compensation based on skills, effort, responsibility, and working conditions.

BECAUSE:

- Women in the workforce continue to earn less on average than men in the workforce; and
- Pay equity legislation recognizes wage discrimination is systemic and not an individual problem; and
- Pay equity legislation combines human rights with labour and employers to seek comprehensive solutions proactively rather than by individual complaint; and
- Without legislation, there are no incentives for employers to provide comprehensive pay equity.

*NEB decision* \_\_\_\_\_  
adopted  
covers Resolutions  
337 and 338

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**Substitute Resolution No.901**  
**(Covers Resolutions 10, 19, 20, 24, 43, 66, 67, 68, 70, 74, 75, 76, 77, 78, 79, 81, 82, 83, 124, 127, 130, 230, 235, 242, 256, 283, 313, 323)**

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CUPE NATIONAL WILL:

1. Expand CUPE Ontario's "How to Protect Municipal Child Care" toolkit to develop national strategies for protecting publicly delivered childcare.
2. Develop a campaign to protect publicly delivered child care that will:
  - a) Target local and provincial governments; and
  - b) Educate and mobilize parents and communities; and
  - c) Mobilize support from CUPE, its Provincial divisions and other unions; and
  - d) Ensure Locals have the mobilizing capacity (through staff and/or book-offs) and financial

- support needed to run successful childcare campaigns; and
- e) Promote a universally accessible childcare system; and
  - f) Provide new or additional financial support to key community allies including OCBCC, CRRU and groups who are committed to protecting publicly delivered child care.
3. Set up a grievance tracking software system which will be available to, but not mandatory for all locals.
  4. Set up membership tracking software system which will be available to, but not mandatory for all locals.
  5. Correct the imbalance of resources flowing from CUPE National to Ontario which will include:
    - a) Advising members of the resource imbalance flowing to Ontario compared to payments made by Ontario members to CUPE National with a goal of helping members understand how this reality negatively impacts important work in the largest region of our union; and
    - b) Undertake a proper analysis of all resources distributed across the country, including staffing, with a goal of correcting imbalances, to be completed within six months of the end of the 2017 CUPE National Convention; and
    - c) Ensure that no additional CUPE National resources are allocated that would exacerbate the imbalance until the analysis is complete and a plan to address this imbalance is in place.
  6. When a state of emergency is declared or natural disaster affects a community, such as, but not limited to, an earthquake, fire, flood, hurricane, ice storm, or tornado that causes great damage or causes CUPE members to be displaced, to lose their homes, to lose personal effects or where there is loss of life:
    - a) Give seventy percent (70%) of funds donated by CUPE Locals or matched by CUPE National to, financially support, CUPE members impacted by the disaster; and
    - b) Give thirty percent (30%) to local non-profit organization(s) within the community affected by the disaster.
  7. Hold a National Health and Safety Conference before the next CUPE National Convention.
  8. CUPE shall consider holding the Convention in Winnipeg to align with the 100<sup>th</sup> anniversary of the Winnipeg General Strike, when workers were killed while fighting for better working conditions.
  9. Provide financial assistance for Northern Ontario members to attend the biennial Northern Ontario CUPE Conference (NOCC) from funds already available to assist members to attend CUPE National events.
  10. Hold a National Health and Safety Conference in 2018.
  11. Hold a National Health and Safety Conference by the next CUPE National Convention.
  12. Organize a conference on technological change (TC) for CUPE members to be able to strategize how best to fight the negative impact of TC on our members.
  13. Increase servicing staff levels in order to support locals and District Councils in a timely, efficient manner throughout the year.
  14. Immediately implement, in consultation with employees' unions, a representative workforce program for staffing within CUPE, which will be fully operational and reported on to members at the 2019 National Convention.
  15. Increase staffing levels in order to ensure timely and efficient access to specialty resources including but not limited to legal, pension, and equity.
  16. Increase and maintain servicing staff levels throughout the year.
  17. Address workload issues, especially those of Servicing Representatives, in order to ensure a working environment conducive to servicing locals.
  18. Hire more permanent National Reps for Manitoba especially the rural areas.
  19. Look at the National Service Rep assignment and consider the distance a National Rep has to travel to service their locals.
  20. Consider the size of the local when assigning a National Reps' work load.
  21. Hire a researcher, who has undergone anti-oppression, anti-racist, anti-homophobic, anti-transphobic, anti-ableism, anti-sexism and anti-colonialism training and has experience addressing issues of sexual violence, to investigate Sexual Assault Policies followed by locals and other unions including unions located outside of Canada. The research shall include an investigation into the unintended consequences of Sexual Assault Policies. The research shall be informed by an analysis that recognizes the intersectionality of race, sexual orientation, gender-identity, and disability with experiences of sexual and gendered violence. The researcher will be hired immediately, and the research will be completed and presented at the next CUPE National Convention.
  22. Support a survivor centric investigative process by hiring an ombudsperson who shall be neutral and who has undergone extensive anti-oppression, anti-

- racist, antihomophobic, anti-transphobic, anti-ableism, anti-sexism and anti-colonialism training. The ombudsperson shall act as a resource to handle instances of sexual violence from the point of disclosure, especially for locals who lack the appropriate resources to adequately address these instances themselves. Implementing this process would constitute a step towards replacing the current process trial process with a survivor centric process. The process shall protect the safety, wellbeing and legal rights of survivors regardless of whether they pursue a legal process.
23. Increase staffing levers in order to ensure timely and efficient access to specialty resources, such as legal, pension and equity.
  24. Develop and implement a strategic plan to support members with their WorkSafe claims and appeals that includes:
    - a) Training in handling WorkSafe claims and appeals; and
    - b) The addition or reassignment of Servicing Representatives dedicated to assisting members and Locals with WorkSafe claims and appeals; and
    - c) Development of other resources and infrastructures to help in the defense of WorkSafe claims.
  25. Provide monetary and human resources to work with the divisions in order to ensure that health and safety education is provided in all the provincial school systems.
  26. Work with locals to create survivor-centric processes whereby members who are sexually assaulted in union spaces have options for redress which do not include going to the police if the survivor chooses to not go to the police. CUPE National, in conjunction with the hired researcher, will record, collate and share these policies as they are developed among CUPE locals.
  27. Host an annual Organizing Summit in each CUPE Service Division to consult with Local union leadership and CUPE National representatives to review organizing opportunities and issues.
  28. Provide financial assistance for the legal costs of the CUPE Locals in New Brunswick for their Intervenor Status application in the Guy Levesque Vs. the Province of New Brunswick et all legal action.
  29. Bring a plan to extend workplace defined benefit pension coverage to all CUPE members to the 2019 national convention.
  30. Convene a meeting of all defined benefit pension plan trustees and settlors from CUPE in 2018 to help to develop that strategy.
  31. Work with the New Democratic Party of Canada to train voter contact organizers in key ridings across the country.
  32. Train a minimum of 150 organizers in voter contact and campaign managing training in each province, subject to partnership with locals and provincial divisions.
  33. Work with CUPE Locals to identify political activists in their memberships and in partnership with provincial divisions to co-ordinate activities during provincial and municipal elections.
  34. Set up an assistance program for all members of the post-secondary sector and union delegates, who hear the testimonies of victims, through CUPE's National Post-Secondary Education Task Force.
  35. Develop effective tools and actions through public awareness activities, outreach, training, and visibility in partnership with sexual assault centres for all of its members by September 2018.
  36. Produce regular reports on the development of actions taken and their impacts on different post-secondary sectors.
  37. Undertake a study to illustrate the impact that outsourcing and subcontracting in the telecommunications sector has on the economy and on the quality of services.
  38. Appeal to various government authorities in order to deter and prevent offshore outsourcing and to address abusive subcontracting of services in telecommunications.
  39. Create a cost-sharing campaign with Quebec's provincial council for the communications sector (CPSC) on this issue and seek media coverage.
  40. Send this resolution to the CTC and other unions affiliated with CUPE.
  41. Create a spreadsheet or software system to help striking locals organize a strike payroll system. This spreadsheet or software system will be available but not mandatory for locals.

*NEB decision*

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Referred to the budget process.  
Also covers Resolutions 28, 31, 40, 80, 84, 97, 99, 114, 116, 117, 275

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**Substitute Resolution No.902**  
**(Replaces Resolution 263)**

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CUPE NATIONAL WILL:

Declare June 8 "Collective Bargaining Rights Day" and work with affiliates and allies, and the Canadian Labour Congress to mark this important day on an annual basis.

*NEB decision*

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motion not to  
proceed with

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**CUPE 2017 NATIONAL CONVENTION  
CONGRÈS NATIONAL DU SCFP 2017**

**FINAL LIST OF DELEGATES IN ATTENDANCE  
TO THE 28<sup>TH</sup> NATIONAL CONVENTION**

**LISTE FINALE DES PERSONNES DÉLÉGUÉES PRÉSENTES  
AU 28<sup>E</sup> CONGRÈS NATIONAL**

**AS AT OCTOBER 7, 2017  
AU 7 OCTOBRE 2017**

**SEATED IN ACCORDANCE WITH ARTICLE XI, SECTION I  
OF THE CUPE CONSTITUTION**

**ACCREDITÉES SELON L'ARTICLE XI, SECTION I  
DES STATUTS DU SCFP**

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**MARK HANCOCK  
NATIONAL PRESIDENT / PRÉSIDENT NATIONAL**

**CHARLES FLEURY  
NATIONAL SECRETARY-TREASURER / SECRÉTAIRE-TRÉSORIER NATIONAL**

**DANIEL LÉGÈRE  
GENERAL VICE-PRESIDENT / VICE-PRÉSIDENT GÉNÉRAL**

**DENIS BOLDUC  
VICE-PRÉSIDENT GÉNÉRAL / GENERAL VICE-PRESIDENT**

**FRED HAHN  
GENERAL VICE-PRESIDENT / VICE-PRÉSIDENT GÉNÉRAL**

**JUDY HENLEY  
GENERAL VICE-PRESIDENT / VICE-PRÉSIDENTE GÉNÉRALE**

**MARLE ROBERTS  
GENERAL VICE-PRESIDENT / VICE-PRÉSIDENTE GÉNÉRALE**

## DISTRICT COUNCILS / CONSEILS RÉGIONAUX

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CUPE NIAGARA DISTRICT COUNCIL	0401-0002	SUE SCHMIDT
CUPE TORONTO DISTRICT COUNCIL	0401-1706	MARY SCOON
CUPE WINDSOR DISTRICT COUNCIL	0401-0004	JESSIE SIMONETTI
DURHAM NORTHUMBERLAND CUPE DISTRICT COUNCIL	0401-0006	TIFFANY BALDUCCI
CUPE HASTINGS DISTRICT COUNCIL	0401-0021	LAURA WALTON
	ALT/SUPP	KRISTIN POMERY
CUPE EASTERN GREAT LAKES DISTRICT COUNCIL	0401-0010	JULIA LYNCH
OTTAWA DISTRICT CUPE COUNCIL	0401-1705	HASSAN HUSSEINI
CUPE NORTH BAY & DISTRICT COUNCIL	0401-0012	DIANA CLARK
CUPE REGION OF PEEL DISTRICT COUNCIL	0401-0013	EDDIE PEREIRA
CUPE CENTRAL WESTERN ONTARIO DISTRICT COUNCIL	0401-0014	JOANNE DELANEY-FRASER
CUPE RENFREW COUNTY DISTRICT COUNCIL	0401-1659	GALA DROLET
CUPE CALGARY DISTRICT COUNCIL	0701-0002	RH'ENA OAKE
CUPE CENTRAL ALBERTA DISTRICT COUNCIL	0701-0004	TARALYN SCOTT
CUPE FORT MCMURRAY & AREA DISTRICT COUNCIL	0701-0006	MATTHEWS
CUPE VANCOUVER ISLAND DISTRICT COUNCIL	0801-0003	SARAH FAIRBRASS
CUPE METRO VANCOUVER DISTRICT COUNCIL	0801-0004	PAUL SIMPSON
CUPE FRASER VALLEY DISTRICT COUNCIL	0801-0499	BRENDA MOORES
CUPE NORTHERN AREA DISTRICT COUNCIL	0801-0512	DENICE BARDUA

## PROVINCIAL COUNCILS OF UNIONS / CONSEILS PROVINCIAUX DE SYNDICATS

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CUPE N.B. COUNCIL OF HOSPITAL UNIONS	0211-0270	NORMA ROBINSON
CUPE N.B. COUNCIL OF SCHOOL DISTRICT UNIONS	0211-0003	BRIEN WATSON
N.B. COUNCIL OF NURSING HOME UNIONS	0211-0004	WAYNE BROWN
CUPE COUNCIL OF REGIONAL HEALTH EMPLOYEES UNION	0251-0043	RHONDA MILLS
CONSEIL PROV. DES AFF. SOCIALES DU SCFP	0301-0002	PIERRE SOUCY
CONSEIL PROVINCIAL DU SECTEUR UNIVERSITAIRE DU SCFP	0301-0863	CAROLE NEILL
CONSEIL PROV. DU SOUTIEN SCOLAIRE /SCFP	0301-0004	PIERRE DEGRAY
CONSEIL PROV. DU SECTEUR MUNICIPAL	0301-0006	STEPHEN DOUCET
CONSEIL PROVINCIAL DES CEGEP	0301-0008	MARILYN DION
CUPE ONTARIO COUNCIL OF HOSPITAL UNIONS (OCHU)	0401-0016	LOUISE RODRIGUEZ
SASKATCHEWAN HEALTH CARE COUNCIL OF UNIONS	0601-0002	SANDRA SEITZ
CUPE K-12 PRESIDENT COUNCIL	0801-0497	MARCEL MARSOLAIS

## PROVINCIAL DIVISIONS / DIVISIONS PROVINCIALES

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CUPE NOVA SCOTIA	0111-0203	NAN MCFADGEN
CUPE NFLD & LABRADOR DIVISION	0151-0001	WAYNE LUCAS
	ALT/SUPP	TANYA WHITTEN
CUPE NEW BRUNSWICK	0211-0001	MINERVA PORELLE
CUPE PRINCE EDWARD ISLAND	0251-0001	LORI MACKAY
SCFP-QUÉBEC	0301-0876	BENOÎT BOUCHARD
CUPE ONTARIO	0401-0001	CANDACE RENNICK
CUPE MANITOBA	0501-0001	TERRY EGAN
CUPE SASKATCHEWAN	0601-0001	TOM GRAHAM
CUPE ALBERTA	0701-0254	RORY GILL
CUPE BRITISH COLUMBIA	0801-0001	PAUL FAORO

**SERVICE DIVISIONS / DIVISIONS DE SERVICE**

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CUPE AIRLINE DIVISION	1721-0057	MARTYN SMITH
HEU	0043-0001	JENNIFER WHITESIDE

**AIRLINE DIVISION COMPONENTS / COMPOSANTES DE LA DIVISION DU TRANSPORT AÉRIEN**

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COMPOSANTE AIR TRANSAT	1721-0005	CHRISTINA BAKAS
	ALT/SUPP	TRACY ROWAN
AIR CANADA COMPONENT	1721-0003	MARIE HELENE MAJOR

**SERVICE CONTRACTS / CONTRATS DE SERVICE**

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SYNDICAT DES TRAVAILLEURS ET TRAVAILLEUSES D'ÉNERGIE ÉLECTRIQUE NOR03D0 (1S-0T6E3E6N) PATRICE GIRARD  
SYNDICAT DES TRAVAILLEURS ET TRAVAILLEUSES D'ÉNERGIE ÉLECTRIQUE NOR03D0 (1S-0T6E3E7N) STÉPHANE TRUDEL

**LOCALS / SECTIONS LOCALES****NOVA SCOTIA / NOUVELLE-ÉCOSSE**

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108	HALIFAX	0111-0050 0111-0051	MARK CUNNINGHAM JAMES VASSALLO
227	BEDFORD	0111-0186 0111-0187	DAVE DORT PAUL NAUGLE
759	SYDNEY	0111-0003	TRACY RUDDERHAM
850	DOMINION	0111-0138	MICHAEL MCNEIL
955	PETIT DE GRAT	0111-0191 0111-0192 0111-0193	WILFRIDINE CROWDIS MARY SINCLAIR DONALD STEWART
1028	HALIFAX	0111-0009 ALT/SUPP	MARLENE QUARMBY MICHELLE BANFIELD
1082	HALIFAX	0111-0010 0111-0011	KAREN CONNOR ANDREA CAMERON
1183	SYDNEY	0111-0146 0111-0147	SANDRA TRENCHARD GORDIE FERGUSON
1259	HALIFAX	0111-0069 0111-0070 ALT/SUPP	LOUISE RILEY DONALDA FOUGERE PHILIP SAUTIERE
1431 1635	HALIFAX BADDECK	0111-0017 0111-0072 ALT/SUPP	HEATHER CORKUM CATHY DAUPHNEY KAYLA MULLEY

1867	DARTMOUTH	0111-0103 0111-0104	STEVE JOY SHARON HUBLEY
2305	HALIFAX	0111-0020	NICOLE BARKHOUSE
2330	NEW GLASGOW	0111-0155 0111-0156 0111-0158	K.C. MACPHERSON ROSE BEST MIKE KELLY
2618	KENTVILLE	0111-0111	TREVOR SURETTE
2774	DARTMOUTH	0111-0022 ALT/SUPP	JOANNE CURRIE ASHLEY WILE
2784	HALIFAX	0111-0162 0111-0163	SANDY WILSON ROSE DEMETER
3099	SHELBURNE	0111-0025 ALT/SUPP	DIXIE BURBINE ALICE MACDONALD
3215	AMHERST	0111-0113 0111-0114	JESSICA MUNDEN KAREN LONG
3840	HALIFAX	0111-0079 0111-0080	COURTNEY HARVEY CATHY LUEDEE-MACISAAC
3876	GREENWOOD	0111-0029 0111-0030	SHERRY MURPHY CINDY COURTNEY
3890	TRURO	0111-0081 0111-0082 0111-0083	SHERRYLYNN JAGUARY-WOOD RON DAVIS CLINTON EAGLES
3912	HALIFAX	0111-0171 0111-0172 0111-0173	CARMEL FORDE TATIANA ROSSOLIMO STEPHANIE BLAND
3936	LUNENBURG	0111-0131 ALT/SUPP	HEATHER CROFT KIM MOORE
3988	NEW GLASGOW	0111-0055 ALT/SUPP	PRISCELLA STEWART DIANE TREEN
4459	NEW GLASGOW	0111-0124 ALT/SUPP	PATRICIA PERRY SHARON MALONEY
4745	HALIFAX	0111-0205 0111-0206 ALT/SUPP	IRENA HYSI MARGOT NICKERSON JOSHUA MERCER
4919	LUNENBURG	0111-0183 0111-0184	CYNDAL LANGILLE ANNETTE LANGILLE

4965	SYDNEY	0111-0204	DARRYL FINNEY
5033	BRIDGEWATER	0111-0198 ALT/SUPP	THERESA DUNN ERIN JOHNSON
5047	HALIFAX	0111-0038 0111-0039 0111-0040 0111-0041	MICHELLE STRIDE DONNA MCCARTHY TRACEY SULLIVAN CHRIS MELANSON
5050	SYDNEY	0111-0089 0111-0090 0111-0091 0111-0092	CONNIE FORREST MARY JESSOME ELLA CAREY DENISE LEWIS
5165	ENFIELD	0111-0047	KATIE VACHERESSE
5248	YARMOUTH	0111-0126	GREG WILLIAMS
8920		0111-0093 0111-0094 0111-0095 0111-0096 0111-0097 0111-0098 0111-0099 0111-0100 0111-0101 0111-0102 ALT/SUPP	JIM LAVERIE DIANNE FRITTENBURG CHERYL BURBIDGE ALAN LINKLETTER LES DUFF JOANNE SMITH SEAN FOLEY MICHELLE LEDREW ANNE BURGESS BEVERLY STRACHAN NEERAJ BHANOT

**LOCALS / SECTIONS LOCALES**

**NEWFOUNDLAND AND LABRADOR / TERRE-NEUVE-ET-LABRADOR**

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488	CORNER BROOK	0151-0002 0151-0003 0151-0004 0151-0005 0151-0006	EILEEN MORGAN LORI DOMAN ERNEST GREEN MARK TAYLOR GLEN GREEN
569	ST. JOHN'S	0151-0045 0151-0046 0151-0047	GORD EVANS MICHELLE MAHONEY GLEN CROWLEY
706	CORNER BROOK	0151-0078 ALT/SUPP	BRAD PENNEY ROBERT WILTON
879	ST. JOHN'S	0151-0054 0151-0055 0151-0056 ALT/SUPP	SHERRY HILLIER SHARON PURCEL MIKE TOBIN JAMES SHEPPARD
1289	ST. JOHN'S	0151-0042	GREG BAKER

		0151-0043 0151-0044 ALT/SUPP	DIANNE MARTIN BRENT HARWOOD JANET PRESTON
1560	ST. JOHN'S	0151-0060 0151-0061 0151-0062 ALT/SUPP	DENNIS MCDONALD LYNETT STAMP DERRICK BARRETT MELISSA PENDER
1615	ST. JOHN'S	0151-0072 0151-0073 0151-0074 0151-0075	THERESA ANTLE SUSAN KEARSEY KEIR HISCOCK CHRISTINE GALLOP
1860	HAPPY VALLEY-GOOSE BAY	0151-0063 0151-0064 0151-0065	JILLIAN MIHUGH NORA HANLON JASON TARBETT
1896	MARYSTOWN	0151-0052	JEAN MAYO
2033	ST. LAWRENCE	0151-0007 S.	DARLENE OAKE
2099	MOUNT PEARL	0151-0009 0151-0010	KEN TURNER CATHERINE HOWELL
2329	ST. JOHN'S	0151-0011 0151-0012 0151-0013	DAWN LAHEY AMANDA CHAFE STACEY LUCAS
2574	ST. ANTHONY	0151-0066 ALT/SUPP	PAULA PATEY SANDRA BLAKE
3017	ST. JOHN'S	0151-0049 ALT/SUPP	GAIL BRINSTON ANGELA RICHARDS
3034	CONCEPTION BAY	0151-0014 0151-0015	MIKE NEARY SEAN LAWLOR
3167	CORNER BROOK	0151-0018 ALT/SUPP	MARY EARLE SANDRA TARGETT
3336	ST. JOHN'S	0151-0019 0151-0020 0151-0021	AMBER-LYNN ROSSITER STEPHEN VANIER MELISSA FLIGHT
3762	ST. JOHN'S	0151-0058 ALT/SUPP	DEBBIE TURNER STEPHANIE LEGROW
3765	ST. JOHN'S	0151-0022 ALT/SUPP	JOANNE BELBIN SUSAN DODD
3768	HOLYROOD	0151-0071 ALT/SUPP	CAROL-ANN MAHON BRENDA GILLINGHAM

4386	CORNER BROOK	0151-0080 ALT/SUPP	CRAIG GARDNER TIM JEWER
4554		0151-0079 ALT/SUPP	HANS ROLLMAN DANIEL SMITH
4885	ST. JOHN'S	0151-0041 ALT/SUPP	ELAINE DRAKE KAREN LYNCH
4935	STEPHENVILLE CROSSING	0151-0028 0151-0029	BRANDICE BLANCHARD THERESA GILLAM
4938	PORT SAUNDERS	0151-0032	ROGER PHILPOTT
4939	STEPHENVILLE	0151-0033 0151-0034	JOHN HANRAHAN KAREN YOUNG
5078	CORNER BROOK	0151-0050 ALT/SUPP	ANGELA TARGETT NADINE BUTT

**LOCALS / SECTIONS LOCALES**

**NEWBRUNSWICK / NOUVEAU-BRUNSWICK**

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18	SAINT JOHN	0211-0173 0211-0174 0211-0175	JAMES THIBODEAU DANIEL GRANT CHRISTOPHER PATTERSON
51	MONCTON	0211-0044 0211-0045	JASON HORSMAN LÉO MELANSON
380	SAINT JOHN	0211-0219 0211-0220 0211-0221	IRIS LLOYD DARCY BARKER CHRIS WATSON
486	SAINT JOHN 0	211-0113 0211-0114	PAUL JOHNSON CHERYL MCCONKEY
588	EDMUNDSTON	0211-0179	GERALD LANDRY
720	MONCTON	0211-0059 0211-0060 0211-0061 0211-0062 0211-0063	SUSAN TOUCHIE NICK BHAGAN KATHY WRY EVAN BECKWITH CLAUDETTE WELLS
813	SAINT JOHN	0211-0064 0211-0065 0211-0066 0211-0067 0211-0068 0211-0069	ADRIAN CROSSMAN MARK RICHARDS DALE SMITH SCOTT FLOYD TERRY CROUSE JOYCE THERIAULT
821	MONCTON	0211-0070	CLAIRE CYR

		0211-0071 0211-0072 0211-0073	MARIANNE SAVOIE TIFFENNY LLOYD SHAWNA DOIRON
824	MONCTON	0211-0263 ALT/SUPP	KRISTA DUGUAY KELLY PATTERSON
861	ST. STEPHEN	0211-0273 ALT/SUPP	KIM DAVIDSON MELISSA DEWITT
865	MIRAMICHI	0211-0080 0211-0081 0211-0082	KIM MCCARTHY KEVIN DRISCOLL MARY JARDINE
889	ST. QUENTIN	0211-0087 ALT/SUPP	VÉRONIQUE LÉVESQUE SUZANNE CYR
908	FREDERICTON	0211-0091 0211-0092 0211-0093 0211-0094 0211-0095 0211-0096	LORI BOWMASTER SARA TOWNSEND JACKIE GAGNON CAROL BUCHANAN ADRIENNE PARADIS CHERYL OMVLEE
963	SAINT JOHN	0211-0180 0211-0181 0211-0182	JAMIE AGNEW RAYMOND THIBODEAU ANDREW WOODCOCK
1078	MONCTON	0211-0156 0211-0272	KEITH LEBLANC GISELE SAINDON
1079	MONCTON	0211-0184 ALT/SUPP	MICHAEL ATKINSON KELLY LEE
1096	FREDERICTON	0211-0189	WILLIAM THIBODEAU
1117	ST. STEPHEN	0211-0169 ALT/SUPP	KELLY WAY DAWN ANNE JOHNSON
1118	WOODSTOCK	0211-0097 ALT/SUPP	CRAIG AVERY NANCY HEMPHILL
1119	PLASTER ROCK	0211-0231 ALT/SUPP	CARL BOWMASTER EDWARD WILLIAMS
1121	BATH	0211-0190 ALT/SUPP	CONNIE HAINES CARRIE CAHILL DEMERCHANT
1127	NEWCASTLE	0211-0159 ALT/SUPP	JEANETTE CURTIS DEBRA GOODWIN
1128	SUSSEX	0211-0098 ALT/SUPP	MELINDA RANKIN DARCY SMITH

1135	NACKAWIC	0211-0264 ALT/SUPP	PATRICIA YERXA TAMMY FLOWERS
1148	BOIESTOWN	0211-0165 ALT/SUPP	TWILA RYAN JULIE MCMULLAN
1159	DALHOUSIE	0211-0167 ALT/SUPP	MARC CAYOUCETTE CÉCILE DRAPEAU
1190	FREDERICTON	0211-0252 0211-0253 0211-0254 0211-0255 0211-0256 0211-0257	JESSICA MAGLEAVE ALEX GOODINE JOEY KELLY BRENT WIGGINS MICHEL LOSIER ANDREW HARDY
1251	SAINT JOHN	0211-0151	MAURICE LEBLANC
1277	CHATHAM	0211-0233 ALT/SUPP	KAREN DUNN JANE MURPHY
1303	SHEDIAC	0211-0194 0211-0195	ROLAND CORMIER DONNA FOUGERE
1418	FREDERICTON	0211-0128 0211-0129 0211-0130 0211-0131 0211-0132	JOHN EATMON STEPHEN DROST GARY BURRIS JANNICK LAFOREST HEATHER STACK
1440	SACKVILLE	0211-0274 ALT/SUPP	JASON TOWER DANIEL TOWER
1603	SAINT JOHN	0211-0196 0211-0197	VALERIE ARMSTRONG TAMMY NADEAU
1726	MONCTON	0211-0198	HEATHER LEET
1763	ST. ANDREWS	0211-0133 ALT/SUPP	KIM SHARKEY SUSAN MCKNIGHT
2079	MONCTON	0211-0244 ALT/SUPP	JANICE MELANSON ANNETTE GALLANT
2079-01	MONCTON	0211-0266	DOREEN BOUDREAU
2116 2338	SAINT JOHN SACKVILLE	0211-0135 0211-0271	SHARON TEARE JASON ADAMS
2464	QUEENS CO.	0211-0227	STEPHENIE DYKEMAN
2610	ALBERT	0211-0036 ALT/SUPP	KIMBERLY COPP MEGAN STEEVES

2745	MONCTON	0211-0015 0211-0016 0211-0017 0211-0018 0211-0019 0211-0020 0211-0021 0211-0022 0211-0023 0211-0258 ALT/SUPP	THERESA MCALLISTER SHARON THOMPSON MARILYN MACCORMACK ELISE RICHARD CHRISTIANNE ROBICHAUD PARISE ST-ONGE LEAH MOREHOUSE ERIN MCALLISTER DONNA ROSEHART SHERRY WILKINS SERINA MALLET
3210	WOODSTOCK	0211-0203 ALT/SUPP	DIANNA MILLER LORI GAMBLIN
3383	ROBERTVILLE	0211-0275	JOSÉE DOIRON
3433	SACKVILLE	0211-0142 0211-0143	MATTHEW THOMPSON KELLIE MATTATALL
3656	SAINT JOHN	0211-0106 ALT/SUPP	APRIL BABINEAU EVA CHRISTIANSEN
4193	ALLARDVILLE	0211-0247 ALT/SUPP	SERGE PLOURDE ERIC DOUCET
4445	PLASTER ROCK	0211-0146	TINA PELLETIER
4598	BATHURST	0211-0269 ALT/SUPP	THÉRÈSE DUGUAY KATHERINE MANN
4679	DIEPPE	0211-0213 0211-0214	JOANNE LEBLANC DONNA LEBLANC
4874	ST. LOUIS DE KENT	0211-0216 ALT/SUPP	NICOLE DUPLESSIS JEANNIE DAIGLE
5108	EDMUNDSTON	0211-0122 0211-0123	ROGER LEVESQUE DUANE PITMAN

**LOCALS / SECTIONS LOCALES**

**PRINCE EDWARD ISLAND / ÎLE-DU-PRINCE-ÉDOUARD**

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501	CHARLOTTETOWN	0251-0037 0251-0038 ALT/SUPP	PAUL CLOW DONNA DINGWELL TONY CUMMISKEY
805	CHARLOTTETOWN	0251-0003 0251-0004 0251-0005 0251-0006	RHONDA DIAMOND NANCY INGALLS TANYA ARSENAULT CHERYL KOUGHAN
1051	ALBERTON	0251-0044 ALT/SUPP	MARIE DOYLE MARY YOUNG

1145	CHARLOTTETOWN	0251-0008 0251-0009 0251-0010	TAMMY SIMMONS NICOLE COUTURE DONNA KEIZER
1770	CHARLOTTETOWN	0251-0011 0251-0012	CRYSTAL PAYNTER KAREN TSISTINAS
1775	CHARLOTTETOWN	0251-0013 0251-0014 0251-0015	CHRISTINA(TENA)CREAMER LUANNE DOUCETTE GINETTE MISENER
1778	MONTAGUE	0251-0045 ALT/SUPP	CHRIS LEWIS STEPHEN COLLINGS
1779	SUMMERSIDE	0251-0017 0251-0018 0251-0019	LEONARD GALLANT LEONARD CRAWFORD SUSAN GALLANT
1870	CHARLOTTETOWN	0251-0032 0251-0033 0251-0034 ALT/SUPP	TRACY CARMICHAEL KATIE MORRISCEY BARRY CONNELL LAUREL FISHER
2523	CHARLOTTETOWN	0251-0027	DONNA GORMLEY
3260	CHARLOTTETOWN	0251-0040 0251-0041 0251-0042	BRENDA DOUCETTE LINDA JONES KARLACARNEGIE-MACDONALD
3324	CHARLOTTETOWN	0251-0023 0251-0024	ALICE RICE JASON WOODBURY
4893	KENSINGTON	0251-0025 ALT/SUPP	ROBB HARTLEN BRENDA MACISAAC

**LOCALS / SECTIONS LOCALES**

**QUEBEC / QUÉBEC**

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301	MONTRÉAL	0301-0836 0301-0837 0301-0838 0301-0839 0301-0840 0301-0841 0301-0842 0301-0843 0301-0844 0301-0845 0301-0846 0301-0847 0301-0848 0301-0849 0301-0850 ALT/SUPP	JEAN-DENIS SEGUIN GILBERT OUIMET FREDERIC MORIN JEAN DÉSY FRANTZ ELIE JONATHAN FONTAINE ROBERT VEILLEUX RICHARD SAVIGNAC BENOIT LAJEUNESSE LUC BISSON SIMON ST-ONGE PIERRE LALONDE NICOLAS DECICCIO ALEXANDRE BELVAL BACH HUE TRAN ANDRÉ LEPAGE
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306	SAINT-BRUNO	0301-0638 0301-0639 0301-0640 0301-0641 0301-0642 0301-0643	ISABELLE TARDIF STÉPHANE SIMARD SYLVIANE CÔTÉ LINE TREMBLAY SOPHIE ABBOTT-BROWN PHILIPPE MORIN LAROCQUE
307	LONGUEUIL	0301-0644 0301-0645 0301-0646	PIERRE-YVES LOISEAU MARIO GAUTHIER MARC EDSTROM
311	ROUYN-NORANDA	0301-0286	NANCY BONIN
375	MONTRÉAL	0301-0242 0301-0243 0301-0244 0301-0245	RAPHAËL ERKORÉKA DANIEL FORTUGNO SYLVAIN CHARRON CHRISTIAN BEAUDIN
687	MONTRÉAL	0301-0011 0301-0012 0301-0013 0301-0014	RÉJEAN BEAUDET MARC-ANDRÉ HAMELIN ERIC BOUTET CARL BEAUDOIN
930	POINTE-AUX-TREMBLES	0301-0127 0301-0128 0301-0129	DIANE GIRARD LOUISE SANSCARTIER MANON GOSSELIN
957	MONTRÉAL	0301-0466 0301-0468 0301-0469 0301-0470 0301-0471	MICHEL DRAPEAU OSWALDO MONTOYA DANIEL GUÉRETTE JEAN-PIERRE CARON GABRIEL NORMAND
1105	ROUYN-NORANDA	0301-0290 0301-0291	DENISE VALLÉE DENIS BÉDARD
1113	LAVAL	0301-0475 0301-0476	RICHARD NADON DANNY BOUCHARD
1208	VERDEEN	0301-0486	RICHARD DÉLISLE
1244	MONTRÉAL	0301-0020 0301-0021 0301-0023 0301-0024 0301-0025	NICOLAS GHANTY ÉMILIE WHITE GENEVIÈVE BEAUDET CARMEN OSORIO EMANUELLE BLAIS
1294	MONTRÉAL	0301-0202 0301-0203 0301-0204 0301-0205 0301-0206 0301-0207	THÉRÈSE FILLION GERARD LAMOUREUX NATHALIE GIGUÈRE SYLVIE LEMIEUX PIERRE-PAUL ST-ONGE ALAIN ROY

1296	QUÉBEC	0301-0488 0301-0489	JULIE DUPERRÉ MARIE-JOSÉE ALVAREZ
1340	DONNACONA	0301-0496	LOUISE PAQUIN
1432	VAUDREUIL-DORION	0301-0708	JULIO TOZZI
1450	QUÉBEC	0301-0501	STÉPHANE VILLENEUVE
1500	MONTRÉAL	0301-0148 0301-0149 0301-0150 0301-0151 0301-0152 0301-0153 0301-0154 0301-0156 0301-0157 0301-0159 0301-0160	RICHARD PERREAULT SYLVAIN DUBREUIL STÉPAHNE MICHAUD SYLVAIN CLERMONT LUC CORRIVAUT DAVID LEMAY PHILIPPE DANEAULT FREDERIC COTÉ NATHALIE CLAVEAU JOËLLE RAVARY PIERRE-LUC GIRARD
1604	MONTRÉAL	0301-0028 0301-0029	MARIE-PAULE MORIN NATHALIE ROY
1638	QUÉBEC	0301-0393 0301-0394 0301-0395 0301-0396 0301-0397	MARIO GINGRAS LUC BOISSONNEAULT MATHIEU DESBIENS YVON CÔTÉ ALAIN BOURASSA
1690	SAINTE-JULIE	0301-0507 0301-0508	STÉPHANE BOLOGNA AMILIE THIVIERGE
1737	MONTRÉAL	0301-0378	LUC TREMBLAY
1800	TROIS-RIVIÈRES	0301-0214 0301-0215	SYLVAIN BLAIS SUZANNE MAILLY
1821	LAVAL	0301-0510	LUC CHIASSON
1983	MONTRÉAL	0301-0033 0301-0034 0301-0035 0301-0036 0301-0037 0301-0038 0301-0039 0301-0040 0301-0041 0301-0042 0301-0043	YANNICK BOUCHER JULIE DELORME SYLVIE MAINELLA DANIEL LEROUX MIKE BARNEY PINO TAGLIAFERRI SABATINO LEPORE MICHEL HUARD ALAIN SCHANCK RÉMI DESROCHERS JULIE LAURIN
1995	QUÉBEC	0301-0208	JULIE ROY

2000	MONTRÉAL	0301-0522 0301-0523 0301-0524	CHANTAL PERREAULT SYLVIE ROBILLARD JOHN NEIL BROWN
2051	QUÉBEC	0301-0527 0301-0528	CHRISTINE SIMARD DOMINIQUE DORION
2055	VILLE DE MASCOUCHE	0301-0531	SERGE PRAIRIE
2118	MASCOUCHE	0301-0435 0301-0436 ALT/SUPP	CLAUDIA GAGNON GINETTE BOUDREAULT ISABELLE BEAUCAGE
2168	REPENTIGNY	0301-0130 0301-0131 0301-0132	PATRICK GLOUTNEY DANIELLE LAVERGNE VALÉRIE SIMARD
2222	MONTRÉAL	0301-0218	CHRISTIAN TRUDEAU
2231	QUÉBEC	0301-0723 0301-0724	CHARLES EURIAT KORA ROBERGE
2326	TERREBONNE	0301-0420 0301-0421 0301-0422	MATHIEU LAUZON STÉPHANE MOREAU PIERRICK CHARRETTE
2334	LÉVIS	0301-0539 0301-0540 0301-0541	GÉRARD POIRIER YANNICK DEMANGE HENRI-PAUL THÉRIAULT
2425	MONT-ST-HILAIRE	0301-0237	SYLVIE DORVAL
2466	JONQUIÈRE	0301-0548 0301-0549 0301-0550	PHILIPPE ST-YVES MAUDE PAQUETTE PIERRE-ALEXANDRE ROY
2468	DOLBEAU	0301-0046	YVES FLEURY
2500	QUÉBEC	0301-0552	LUC BROUILLETTE
2541	ALMA	0301-0133 0301-0134	ROBIN COTÉ CARL DUFOUR
2566	SAINT CONSTANT	0301-0047 0301-0048	LINE LAROCQUE RICHARD MERCIER
2661	TROIS-RIVIÈRES	0301-0302 0301-0303 0301-0304	LUCIE PRONOVOST LUCIE LORRAIN PAUL BELLEMARE
2684	METABETCHOUAN	0301-0738 ALT/SUPP	ALAN GAUTHIER DANIELLE DUCHESNE

2718	MONTRÉAL	0301-0740 0301-0741	BARBARA DUVAL GEORGE GAWEL
2729	SHERBROOKE	0301-0675 0301-0677	BENOIT LABONVILLE MARC TURCOTTE
2815	MONTRÉAL	0301-0313 0301-0316	GABRIEL ST-AMAND LYNDA NORMAND
2850	MONTRÉAL	0301-0053 0301-0054 0301-0055	MARTIN GAGNON SYLVAIN FOREST SYLVIE TOUSIGNANT
2881	DORVAL	0301-0743 0301-0744 0301-0745 0301-0746 0301-0877 0301-0884 0301-0885 0301-0886	FANNY DEMONTIGNY ALAIN PLANTE VALÉRIE AIMÉ JONATHAN DESCHAMPS AGNES FOLGINITI KAREN MCKELLAR ROCK DION JEAN-FRANCOIS VINCENT
2912	CANDIAC	0301-0864	MYRIAM-KARINE BEAUPRÉ
2927	LÉVIS	0301-0748 0301-0749	ISABELLE ÉMOND LYNDA ROUTHIER
2929	QUÉBEC	0301-0261 0301-0262 0301-0263	MICHÈLE VÉZINA SYLVAIN BEAULIEU DENIS PETITCLERC
2957	MONTRÉAL	0301-0319	MIREILLE LACHARITÉ
2960	MONTRÉAL	0301-0752 0301-0753 0301-0754 0301-0755	FRANK KOCIPER GYSLAIN GAUDET YANICK DUCHARME JEAN GAUVIN
2992	QUÉBEC	0301-0566	NADIA CHAMBERLAND
3005	MONTRÉAL	0301-0264 0301-0265 0301-0266	NATHALIE LEMAY SYLVIE PERRIN STEPHAN JEAN
3187	MONTRÉAL	0301-0166	OLMERCOUTU TOUSIGNANT
3247	CHÂTEAUGUAY	0301-0577 0301-0578 0301-0579 0301-0580 0301-0581 0301-0879 0301-0880	NICOLE FOURNIER IAN ROBERT MARIO AUGER ISABELLE FAUCHER SIMON BEAULIEU SÉBASTIEN CLAIROUX NICOLE BOYER

		0301-0881 0301-0882	NANCY ROY LOUISE BEAUDIN
3259	SAINT-HYACINTHE	0301-0321 0301-0322 0301-0323	CYNTHIA CÔTÉ GILLES ST-PIERRE JACQUES LÉTOURNEAU
3280	CHÂTEAUGUAY	0301-0325 0301-0328	JOHANNE DI CESARE ISABELLE GIRARD
3300	QUÉBEC	0301-0403	FRÉDÉRIC BRISSON
3332	LONGUEUIL	0301-0194 ALT/SUPP	MARC ROCHON JOHANE ROY
3333	LONGUEUIL	0301-0267 0301-0268 0301-0269 0301-0270	SYLVIE CHAMPAGNE MARC RUDD NATHALIE LAPERRIERE MARC GINGRAS
3352	DOLBEAU-MISTASSINI	0301-0063	FRANCIS BOUCHARD
3535	MONTRÉAL	0301-0171 0301-0172 0301-0173 0301-0174	PATRICK LESSARD DANIEL BOUCHER PASCAL DAOUST ALAIN LAMBERT
3624	TROIS-RIVIÈRES	0301-0587 0301-0588	ÉRIC PINSONNAULT MARC CARON
3700	MONTRÉAL	0301-0659 0301-0660	MICHEL ARSENEAULT LOUISE BOUDREAU
3758	MONTRÉAL	0301-0758 0301-0759	BRIGITTE PERRON DANIELLE MORRISSETTE
3783	MONTRÉAL	0301-0590 0301-0591 0301-0592 0301-0593	PASCAL BOLDDUC SÉBASTIEN CAMPANA JÉAN FRANÇOIS HARDY VALÉRIE PACKWOOD VIGNET
3812	QUÉBEC	0301-0828 0301-0829 0301-0831 0301-0832	JÉAN-LUC BROUSSEAU DANIEL CARRIERE MICHEL LEBEL VIVIANNE SÉNÉCAL
3892	GATINEAU	0301-0335 0301-0337	SYLVAIN BASTIEN RICHARD CRETE
3939	MONTRÉAL	0301-0271 0301-0272 0301-0273 0301-0274	DENIS GALY MARC ROBERT TRACY ROGERSON MARIE-CLAUDE SIMARD

4041	DORVAL	1721-0007 1721-0009	CHARLESPHILIPPE LACROIX NATHALIE GARCEAU
4055	MONTRÉAL	1721-0018 1721-0019 1721-0020	MARTIN COURSOL KELLY BUDWAY RENA KISFALVI
4091	MONTRÉAL	1721-0028 1721-0029 1721-0030 1721-0031	JANIE RENAUD JULIE POTVIN NATASHA STEA GUILLAUME LEDUC
4134	SAINT-JEAN-SUR-RICHELIEU	0301-0340 0301-0341 0301-0342	JOCELYN BOURDON GUY BERTHIAUME ISABELLE SIROIS
4250	MONTRÉAL	0301-0073 0301-0074 0301-0075 0301-0076 0301-0077 0301-0078 0301-0079	CARL ACOCELLA MANON BAILLARGEON GUY BERGERON PASQUALE LO MASCOLO STÉPHANE MIVILLE STEVE MORIN CHANTAL VINCENT
4294	LAVALTRIE	0301-0083	FRANÇOIS MAYRAND
4475	SHERBROOKE	0301-0769 0301-0770 0301-0771 0301-0772	LAURAINÉ ROBINSON JACQUES VACHON JOHANNE DAIGLE MICHEL JOLIN
4502	MONTRÉAL	0301-0125	ANNE LECLAIR
4628	MONTREAL	0301-0778 0301-0779 0301-0780	PIERRE-PAUL TESSIER LOUIS GUYON CÉLINE LANGEVIN
4708	SAINTE-THÉRÈSE	0301-0870	MICHELLE BRIDEAU
4750	BELOEIL	0301-0788 0301-0789	MARJOLAINE LETENDRE MARILYNE BLANCHET
4835	MONTRÉAL	0301-0626 ALT/SUPP	LUC LÉGER MARCUS MATYAS
5044 5059	RIMOUSKI MONTRÉAL	0301-0375 0301-0356	JEAN-PHILIPPE PROULX LAUZIE ROYSE HENDERSON
5144	RIMOUSKI	0301-0141 0301-0142 0301-0143 0301-0144	CAROL MALENFANT BRIAN LECLERC MARIAU DESROSIERS ISABELLE OUELLET
5214	MONTRÉAL	0301-0444 ALT/SUPP	MARIE-ÈVE ADAM MYRIAM NAU

5222	SAINTE-THÉRÈSE	0301-0109 0301-0110 0301-0111 0301-0112	GUILLAUME BÉGIN EMMANUELLE BOURNIVAL JEAN-FRANÇOIS PINARD ISABELLE RACETTE
5232	BELOEIL	0301-0808	STEVE LAFRAMBOISE
5425	MONTRÉAL	0301-0281 0301-0282 0301-0283 0301-0883	MARIO DAGENAI BENOIT RAYMOND CÉLINE LACROIX CLOÉ DEMERS-CHABOT
5735	MONTRÉAL	0301-0818 0301-0819	YAN GAUDET HAROLD GAGNON
5959	LAVAL	0301-0198 0301-0199 0301-0200 0301-0201	MICHEL GODIN ALAIN LAMOUREUX ANTHONY LATOUR FRANÇOIS JOLY

**LOCALS / SECTIONS LOCALES**

**ONTARIO**

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2	TORONTO	0401-0460 0401-0461 0401-0462 0401-0463 ALT/SUPP	GAETANO FRANCO JOHN MELO DAVE LAMANNA TONY EGIZLI WILLIAM MASIH
3	SAULT STE MARIE	0401-1725 0401-1726 0401-1727	DAVE HART MARK HARRINGTON PAUL BEAUCHAMP
16	SAULT STE MARIE	0401-0022 0401-0023 ALT/SUPP	MIKE GALIPEAU RYAN FINNEMORE BRENDA BROOKS
32	CAMBRIDGE	0401-0434 0401-0436	GLENN WOLSTENHOLME MICHAEL GREGORASZ
35	ST. THOMAS	0401-1191 0401-1192	JOE LIVINGSTONE ROBERT MCGILL
53	WHITBY	0401-1123 0401-1124 0401-1125 0401-1126 ALT/SUPP	KAREN WILSON GREG FRENCH MIKE WOODWARD STEVE PEAREN ROB RADFORD
54	AJAX	0401-0507 0401-0508 ALT/SUPP	BILL HICKEY LORRIE NEUMAN SONIA COURTNEY

57	GUELPH	0401-0026 0401-0027 0401-0028	CHERYL BRODIE CAMPBELL TINA TREMELLING KATHY CARPINO
65	FORT FRANCES	0401-1143 0401-1144	MARILYN OGDEN JAUNITA NOBLE
66	MISSISSAUGA	0401-0029 0401-0030 ALT/SUPP	CURTIS HAMMOND KEVIN OFFLESS DANNY ROCCO
68	KITCHENER	0401-0031 0401-0032 0401-0033 ALT/SUPP	BOB UNDERWOOD BLAIR ARSENAULT DOUG KUDOBA JASON CARMOUNT
79	TORONTO	0401-1418 0401-1419 0401-1422 0401-1423 0401-1424 0401-1425 0401-1426 0401-1427 0401-1428 0401-1429 0401-1430 0401-1431 0401-1432 0401-1433 0401-1434 0401-1435 0401-1436 0401-1437 0401-1438 0401-1439 0401-1440 0401-1441 0401-1442 0401-1443 0401-1444 0401-1445 0401-1446 0401-1447	TIM MAGUIRE AINSWORTH HAMILTON AROKIADASS JOHN AVALINE MILLER BEVERLEY PIKE DAVID KIDD DAVID MITCHELL FRED SHILSON GARTH BARRY JASON DESJARDINS JENNIFER FARRELL JULIA BARNETT KEITH FIERING LAURA AVERSA LILY CHANG LINDA ROSE LOGAN LAMERTON MARK PAAR NINA MEGAS REBECCA JAGESHAR SHANNON BERSETH SOFIA RENO VAN NGUYEN TANNIS KHAN VALERIE JOSEPH YASMIN MAKANI ZULEMA YOUNG ALEXANDRA PINOSA
82	WINDSOR	0401-0975 0401-0976 0401-0977	MIKE MARGARITIS CHAD GOEBEL NATALIE POPOVIC
87	THUNDER BAY	0401-1127 0401-1128 0401-1129 0401-1130	ROD COOPER JENNIFER KEATING BONNIE LOW DANA VACEK

101	LONDON	0401-1131 0401-1132 0401-1133 0401-1134 0401-1135 ALT/SUPP	ADAM BRIGHTLING STEVEN HOLLAND TERESA LOUCKS BRENDA CANDURO JOANNE TEUTLOFF DOMENIC ANELLO
107	LONDON	0401-0398 0401-0399 0401-0400 0401-0401 ALT/SUPP	ALASTAIR BRUFF JAMIE MCBRIDE BRIAN PAULGER DENNIS REED LARRY COUGHLIN
109	KINGSTON	0401-0555 0401-0557 0401-0558	TINA CARQUEZ FAYE BODEN JAMIE LEE CORDEIRO
122	NORTH BAY	0401-1733 0401-1734 0401-1735	MARTI GERBASI BRENT LAVIGNE GARY COWDEN
126	PETERBOROUGH	0401-0656 0401-0657 0401-0658	TRISH BUCHOLTZ BILL SMITH KELLY MULLIGAN
129	PICKERING	0401-1164 0401-1165 0401-1166 ALT/SUPP	ANNE BRIDGE DAVE WHITEHOUSE JASON LITOBORSKI JAMES MCPHERSON
131	PETERBOROUGH	0401-1147 0401-1148 0401-1149 ALT/SUPP	ANDREA LEGAULT DONNA PARIS STEPHANIE REID FRANCINE GOLLOHER
132	REGION OF DURHAM	0401-1197 0401-1198 0401-1199 0401-1200 0401-1201	LYNETTE WALKER KAREN MORRISON CAROL MURLEY SHIRLEY NACZYNSKI TRACEY LAKE
133	NIAGARA FALLS	0401-0350 0401-0351 0401-0352 ALT/SUPP	KEVIN MALLALEY TIM BELL LENA HANTZIAGELIS NORM DALTON
136	OAKVILLE	0401-0353	PETER KNAFELC
139	NORTH BAY	0401-1202 0401-1203 0401-1204 0401-1205	LINDA BERTRAND SHAWN SHANK TERRY MAKI ROBERT HOLDEN
145	BRAMPTON	0401-0801 0401-0802	JANETTE JENSEN ERIC WITVOET

		0401-0803 0401-0804 0401-0805 ALT/SUPP	RAY WALKER GERALD MOHAMMED CRAIG WATTERS VICTORIA BROWNE
146	NORTH BAY	0401-0464 0401-0465 0401-0466	CANDACE REATH HENRI GIROUX BRENT GIROUX
148	COPPER CLIFF	0401-0559 0401-0560 0401-0561 ALT/SUPP	RICK O'CONNELL CLIFF HEARTY INA HORNER JOYCE CARON
150	ST. CATHARINES	0401-1167 0401-1168	DOUGLAS J GREER JOE COCO
151	THOROLD	0401-0038	MIKE WILLIAMSON
181	BRANTFORD	0401-0978 0401-0979 0401-0980 0401-0981	ANDREW DUKESHIRE DAVID BIRDSSELL ALAN WHYTE JON BLACK
217	LONDON	0401-1207 0401-1209	DIANA SZABO REBECCA FABER
218	WHITBY	0401-0984 0401-0985 0401-0987 0401-0988	DENIS GIBBS CATHIE ROUSSEAU SUE WILKINSON LORI ANN RICHARDS
229	KINGSTON	0401-1210 0401-1211 0401-1212 0401-1213	SCOTT CADIEUX SHERRI FERRIS ROSIE SARDINHA JOE DESOUSA
234	CORNWALL	0401-1660 0401-1661 ALT/SUPP	KELLY MCKEEGAN LARRY LEGUE ROBERT SCOTT
241	GUELPH	0401-0712 0401-0713 0401-0714 ALT/SUPP	STEVE FORESTER PAUL CLULOW KEVIN BELL PHIL KOECHL
250	OSHAWA	0401-0402 0401-0403	BRANDON HUNTING STEVEN CRAGGS
255	HANOVER	0401-0808 0401-0809 ALT/SUPP	JOEL MCALLISTER JOANNE TOPHAM CHASE MCEWAN
256	GUELPH	0401-0659 0401-0660 0401-0661	MICHAEL BENTLEY JEFF ALLEN BILL FOSTER

416	TORONTO	0401-1590 0401-1591 0401-1592 0401-1593 0401-1594 0401-1595 0401-1596 0401-1597 0401-1598 0401-1599 0401-1600 0401-1601 0401-1602 0401-1603 ALT/SUPP	TED AIVALIS JERRY DOBSON CARMINE FIORE SAV DASKALAKIS JOHN KIS BOB STEWART LESLIE BREMNER DOMENIC MAUGERI BRIAN DEMARESKI MICHAEL MERRIMAN ROB NICHOL JIM KONSTANTINIDIS EDDIE MARICONDA MATTEO FIGLIANO PAUL LEPAGE
434	TIMMINS	0401-0048 ALT/SUPP	JANET SAVAGE CHANTAL BENSON
503	OTTAWA	0401-0049 0401-0050 0401-0051 0401-0052 0401-0053 0401-0054 0401-0056 0401-0057 0401-0058 0401-0061 0401-0062 0401-0063	BRIAN MADDEN WIL KELLY BRIAN MOLOUGHNEY PIERRE PEAN PATRICK HUFF DAN HUFF DREW CARMICHAEL HEATHER DUFF BARBARA BRANNEN JOAN KEITH CARRIELYNNE POOLE-COTNAM JAMES WATSON
543	WINDSOR	0401-1220 0401-1221	MARK VANDERVOORT JANICE MAILLET
786	HAMILTON	0401-1620 0401-1621 0401-1622	SHELLEY BENTLEY SAM FORSYTH JOHN PACHECO
790 791	WILLOWDALE KITCHENER	0401-1229 0401-0075 0401-0076 0401-0077 0401-0078 ALT/SUPP	JERRY ROSS JUSTIN HARRIS DALE HANKE TANYA KELLY MIKE ECKERT LUANNE GEISEL
793	WATERLOO	0401-0079 0401-0080 0401-0081	DOUG TURNBULL RALPH WIND GREG MACEDO
799	TRENTON	0401-0082 0401-0083	MIKE GREEN JUANITA EVANS
822	KENORA	0401-0812 0401-0813	CHRIS ANDERSON JENNIFER MONCRIEF

831	BRAMPTON	0401-1481 0401-1482 0401-1483 0401-1484 0401-1485 ALT/SUPP	STEVE BROWN HAYDEN STEWART JAGJIT PANESAR RYAN SMART FABIO GAZZOLA KEVIN PEARCY
855	LINDSAY	0401-1458 0401-1459 0401-1460 0401-1461	LYN EDWARDS KENDRA ALLAN KAREN JONES MAGGIE CLAYTON
860	LEAMINGTON	0401-1654 0401-1655	ELVIE VREMAN TRACEY PETRUZZI
870	OTTAWA	0401-0088 0401-0089 0401-0090 0401-0091	BONNIE SOUCIE BEVERLEY EDGE KEN DESROCHES MICHAEL HURLEY
894	SAULT STE MARIE	0401-0094 0401-0095	YVONNE KILBY MELINDA GENYS
895	SUDBURY	0401-0817 0401-0819	ROBIN CAMPAGNARO WILLIAM DESJARDINS
905	NEWMARKET	0401-1074 0401-1075 0401-1076 0401-1077 0401-1078 0401-1079 0401-1080 0401-1081 0401-1082 0401-1083 0401-1084 0401-1085 0401-1086	ANDREW SCHAPER DOUG SHEPPARD CHRIS BIRI CINDY MARTIN DAVE NEESON KATHERINE GRZEJSZCZAK VENANCIA CHITTENDEN LINDSAY DAMECOUR MIKE BRYCK ELIZABETH LITOW-FYFE NIKKI SHEPPARD ROB VOLPE PAUL BEAL
907	BELLEVILLE	0401-0404 0401-0405	DEBI SARGINSON MARC GOULET
910	OTTAWA	0401-1230	ARTHUR ULLETT
929	TORONTO	0401-1716	ROBERT BEVERIDGE
932	HAMILTON	0401-1663 0401-1664 0401-1665 ALT/SUPP	MARGARET MANDULA BRIDIE HOWELL DALE KENT JENNIE HAMILTON
942	OTTAWA	0401-0820 0401-0821	AMIR SIGARCHI JAMIE LAFRENIÈRE

960	OSHAWA	0401-0562	TERESA GAWMAN
966	MISSISSAUGA	0401-0509 0401-0510 0401-0511 0401-0512 0401-0513 0401-0514 0401-0515 0401-0516 0401-0517 ALT/SUPP	KATHERINE WILLIS BONNIE PETRIE SALIL ARYA BRIDGETTE OSBORNE YVONNE STOBBS MARY PEREIRA KEN PAYNTER MARY ANN DRYG ATTILAH WILLIAMS SHELDON ELIE
967	ETOBICOKE	0401-1712 0401-1713 0401-1714	MARIJAN VRANIC PAUL STRINGER PAUL ALLCOCK
973	GUELPH	0401-0990 0401-0991 0401-0992 ALT/SUPP	STEPHEN WALMSLEY JACK POGAN CONNIE MCDONALD SYLVIA MILLER
997	BETHANY	0401-0563 0401-0564	LISA WOKRAL WILLIAM CAMPBELL
1000	TORONTO	0042-0001 0042-0002 0042-0004 0042-0005 0042-0006 0042-0007 0042-0008 0042-0009 0042-0010 0042-0012 0042-0013 0042-0015 0042-0016 0042-0017 0042-0019 0042-0020 0042-0022 0042-0024 0042-0025 0042-0026 0042-0027 0042-0028 0042-0030 0042-0031	MEL HYATT SCOTT THOMPSON TOM CHESSELL COLIN RUTTAN KIM DOYLE-MALONEY AL VENNEMA DAVE TRUMBLE DALJEET MATHARU MIKE HAMBLY STEVE ALLAN BRYAN ROBERTS JOHN CAMILLERI HOWARD PHORSON DAVE SHIER PETER KELLY PAUL REECE MIKE MAHAR BOB WALKER JORDAN ANDREWS DANIELLE FOURNIER TOM NICHOLLS BAILEY FARRELL DALJEET MATHARU GLENN DAWSON
1011	BURLINGTON	0401-0101 0401-0102 0401-0103	JOHN PAUL POMPILI KEVIN SCHENSEMA ORACIO FERREIRA

1019	THOROLD	0401-0467 0401-0468 0401-0469 ALT/SUPP	JON BRUNARSKI BASIL RIOLINO DAVE MATTHEWS BLAINE BITTMAN
1022	BELLEVILLE	0401-0567 0401-0568 0401-0569 0401-0570 ALT/SUPP	DAN GIBSON JO-ANNE WHITE PAT NIELSEN DAVID LERICHE KERRY WEBB
1033	GUELPH	0401-0104 0401-0105 0401-0106	DONNA BELCASTRO ALEISHA JOHNSTON NATALINA CURTIS
1041	HAMILTON	0401-1646 0401-1647 0401-1648	TAMI SADONOJA GORDON NOBLE SCOTT MCEWAN
1065	HAMILTON	0401-1626 0401-1627 0401-1628 0401-1629	ANNA BEATRICE POLICELLI BRANDY FEHR LORENA RICCI LUIGIA IANNONE
1072	KENORA	0401-0437 0401-0438	LAURIE COUTURE DENISE BECKERTON
1115	WELLAND	0401-1172	NICOLE ZUPAN
1140	TIMMINS	0401-0108 0401-0109	CHRISTINE LAFOREST DEBBIE LARKIN
1144	TORONTO	0401-0824 0401-0825 0401-0826 0401-0827	DAVID STREIT ANN PIPER BRETT MACDONALD DIANE MOSKAL
1146	WOODSTOCK	0401-1234 0401-1236	DENIS LECHASSEUR ROD BILLARD
1156	TORONTO	0401-0664 0401-0665 0401-0666	PAUL MACDONALD WINSOME LEWIS-EDMONSON CALVIN CAMPBELL
1165	NORTH BAY	0401-0830	CATHERINE TAGGART
1167	LINDSAY	0401-0831 0401-0832 ALT/SUPP	KENDRA MARCHAND SHERYL MORGAN LYNN RITCHIE
1182	SUDBURY	0401-1237 0401-1238 0401-1239	BONNIE BLAIS JASON HARASYMCHUK VALERIE TRUDEAU
1196	NEWMARKET	0401-1492 0401-1493	AL-MILAN ALEKSICH VINCE SQUILLACIOTI

		0401-1494 0401-1495 0401-1496 ALT/SUPP	JOE PALMIERI MARCO SPERANZA ROB TAMMARO TONY LIOUSTAS
1230	TORONTO	0401-0834 0401-0835 0401-0836	WASYL SYDORENKO LISETTE HENRICH PAUL STEPHEN WHITTAM
1238	CHATHAM	0401-1173 0401-1174 0401-1175 0401-1176	DEBBIE SMELTZER ANDREA WEST MICHELE LALONGE-DAVEY COURTNEY KENNEDY
1263	WELLAND	0401-1241 0401-1242 0401-1243 0401-1244 0401-1245 0401-1246	BONNIE ROBINSON PAM RORISON BEV GUGLIELMI DIANE CORMIER SHARON BRAZEAU PAT CHIOCCHIO
1280	WILLOWDALE	0401-1247 0401-1248 0401-1249 0401-1250	JOSHUA BERTINI GEORGE FERLENDIA LARRY ZAIKOS ROMUALDO GATUS
1281	TORONTO	0401-1636 0401-1637 0401-1638	LAURA RASHOTTE ORION KERESZTESI VITA CARLINO
1287	THOROLD	0401-1251 0401-1253 0401-1254 0401-1255	JEFF VREEKEN KYLE HOSKINS MARK LEVESQUE SHARON MILLS
1295	ST. CATHARINES	0401-0522 0401-0523 0401-0524	ADAM KERR FRANCO MADDALENA SHANE JENKINS
1302	KINGSTON	0401-0112	ARLIE REDMOND
1306	PETERBOROUGH	0401-1087 0401-1088	RHONDA SAGE BRIAN O'NEILL
1310	BARRIE	0401-0360 0401-0361 0401-0362	ERIC COUTURE ROLAND BELCOURT MIKE BELESKY
1317	WELLAND	0401-0668 0401-0669	PATRICIA BECK VIRGINIA MATTIAZZO
1328	TORONTO	0401-0996 0401-0997 0401-0998	LINA NACCARATO STELLA WISCHER DOMINIKA NAPOROWSKI

		0401-0999 0401-1000 0401-1001 ALT/SUPP	MARY MIELE LINA DI RIENZO DANIELA VENTURIN SHOTAN GHOKASIAN
1334	GUELPH	0401-0116 0401-0117 0401-0118	JANICE FOLK-DAWSON LAURA MACLURE LYNDA FRENCH
1338	OTTAWA	0401-0525 0401-0526 ALT/SUPP	DALE PERRY GILLES REGIMBALD DAN SAXE
1339	POWASSAN	0401-0440 0401-0441	AMANDAFARROW-GIROUX LISA FORBES
1348	WINDSOR	0401-0119 0401-0120	ANNE-MARIE DIMARIO SUE LEBLANC
1356	TORONTO	0401-0578 0401-0579 0401-0580 0401-0581 ALT/SUPP	WALTER SILVA SHAUN FLETCHER KAREN SAVAGE SEAN TAYLOR JASON SPRINGER
1394	TORONTO	0401-1673 0401-1674	MARCIA JULAL ROSE DRYSDALE
1404	DUNDAS	0401-0837 0401-0839 0401-0840 ALT/SUPP	HEATHER NEISER MARYLOU MANGAOIL KIM BOWSLAUGH MARCIA WILMOT
1453	PETERBOROUGH	0401-0528 0401-0529	NORA SHAUGHNESSY BRYAN DAFOE
1479	KINGSTON	0401-1700 0401-1701 0401-1702 0401-1703 ALT/SUPP	KEVIN FRENCH JENNIFER CONNOR LIZ JAMES JODY UDDENBERG STEVE CASWELL
1480	KINGSTON	0401-0122 0401-0123 0401-0124 0401-0125	JOHN HALE RICK KERR JULIE BURROWS GREGG BROWN
1483	MISSISSAUGA	0401-1268 0401-1269 0401-1270 0401-1271 ALT/SUPP	VALIRIE BURTON MICHAEL GORDON MARTY MCVEY GAVIN LIDDLE NIHAL BAHADIR

1502	PEMBROKE	0401-1272 0401-1274	JODI JULIUS SIMONE BURGER
1521	OTTAWA	0401-0842 0401-0844 0401-0845	ALEX ARNOTT JONATHAN LORCH JIM RUDKOSKI
1528	SAULT STE MARIE	0401-1005	ROCHELLA ROBSON
1544	TIMMINS	0401-0128 ALT/SUPP	DARLENE ORR SHERI LACASSE
1548	RENFREW	0401-1499 0401-1501	SARAH ANDERSON DEBORAH HOWES
1571	RICHMOND HILL	0401-0846 0401-0847 0401-0848 ALT/SUPP	MICHAEL FILICE STEPHEN DIGNARD MICHAEL SALIBA LENNY PALUMBO
1590	SCARBOROUGH	0401-1695 0401-1696	SHIRLEY BISHOP GABRIEL LOPEZ
1600	PICKERING	0401-0413 0401-0414 0401-0415	CHRISTINE MCKENZIE DAVE MUGFORD CASSIA DEVISON
1623	SUDBURY	0401-1276 0401-1277 0401-1278 0401-1279	DAVE SHELEFONTIUK ROGER RICHER BILLY MCLELLAND SHARON RICHER
1628	MISSISSAUGA	0401-1280 0401-1281 0401-1282 0401-1283 ALT/SUPP	LISA MAGEE MICHELLE GIACOMETTI EVA HATÉ CYNTHIA GARRICK SHERRY VASTOKAS
1656	WATERLOO	0401-0582 0401-0583 0401-0584	KATHRYN HART BRETT SMITH HARRY SLUPEIKS
1734	NEWMARKET	0401-0131 0401-0132 0401-0133 0401-0134 0401-0135 0401-0136 0401-0137	TODD CANNING JACKIE PARKER TOM ROBBINS CAROLYN BRITTON CARRIE SILVERBERG SHAYNE TAYLOR CHRISTINE THOMPSON
1750	DON MILLS	0401-0141 0401-0143 0401-0144	MARLENE LAWS JOSIE MORIN YETTY ATILOLA

1758	RED LAKE	0401-1699 ALT/SUPP	SANDRA LITWIN CYNTHIA COLLEN PARKS
1764	OSHAWA	0401-0416	KRISTIE OSMOND-JONES
1766	SIMCOE	0401-1287	SHERRY STONE
1776	BRAMPTON	0401-1610 0401-1611	LAURA LALONDE MICHAEL AIELLO
1777	TORONTO	0401-1288 ALT/SUPP	RAVI JOSHI TALISHA RAMSAROOP
1781	KENORA	0401-1704	JUDY BAIN
1785	OSHAWA	0401-0853 0401-0854 0401-0855 ALT/SUPP	DENIS CHARBONNEAU JIM ELLIOTT LISA HETHERINGTON PHIL ARNOLD
1797	HAMILTON	0401-0423	STEVE WIEGAND
1813	MUSKOKA/PARRY SOUND	0401-0857 ALT/SUPP	STEPHANIE GONNEAU GREG BOYD
1842	TRENTON	0401-1011 ALT/SUPP	MICHAEL FOLEY CORY HORNER
1880	SAULT STE MARIE	0401-1013 0401-1014 0401-1015 ALT/SUPP	DAWN BELLEROSE MATT CAVALIER JODY CROWLE BRENDA OLENDY
1883	KITCHENER	0401-1612 0401-1613 0401-1615	LISETE GASPAR NOELLE FLETCHER BONNIE COBB
1909	LINDSAY	0401-1289 0401-1290 0401-1291 ALT/SUPP	MAGGIE JEWELL PAUL MORASSE MELISSA LOTTON JOANNE HEAD
1916	SUDBURY	0401-0585 ALT/SUPP	SHAWNA BRYDGES CHAD WEISS
1943	PETERBOROUGH	0401-1292 0401-1293 0401-1294 0401-1295	LAURIE HATTON GLENDA AINSWORTH SUSAN KEELING CAROL BRUNDAGE
1974	KINGSTON	0401-0150 0401-0151 0401-0152	MIKE RODRIGUES TAMMY BENTLEY BRENT TOUSIGNANT

		0401-0153 0401-0154	TERRY PASCOAL JASON MATHESON
1979	OTTAWA	0401-1296	SHELLIE BIRD
2026	MISSISSAUGA	0401-1297 0401-1298 0401-1299	LISA MAYE BARBARA VANDEVALK DENA CHIENELLI
2040	NEWMARKET	0401-1513 0401-1514 0401-1515 ALT/SUPP	TERRI DELANEY KEVIN LOGUE NICOLE GRAHAM KYLA MACKIE
2067	WINDSOR	0401-0156 ALT/SUPP	AMANDA MELOCHE ANGELA SBROCCA
2119	SMITH FALLS	0401-0862 0401-0863 0401-1630 ALT/SUPP	JOHN JACKSON CATHY ONION RHONDA EATON OWEN TRENHOLME
2137	TORONTO	0401-0160 0401-0161	BOJANA BALTEVA SONIA MARROQUIN
2179	THUNDER BAY	0401-0721 0401-0722	KRISTEN HABEL ALLAN MCCORMICK
2189	TORONTO	0401-0946 0401-0947	MARIE LORENZO RITA ASARE
2190	TORONTO	0401-0163 0401-0164 0401-0165 ALT/SUPP	NANCY SIMONE ANA RIBEIRO PAULA TAVARES TRACEY GALLEN
2191	TORONTO	0401-1092 0401-1093 0401-1094 0401-1095 ALT/SUPP	FREDRICA HENRY-POTTINGER JAISON PARAYIL VERILINE HOWE DIANNA CHRISTIE AL MARICS
2195	OTTAWA	0401-1676 0401-1677 0401-1678	DON BAKER BONNIE GRAHAM SERGIO CACCIOTTI
2199	ORLEANS	0401-0867 0401-0868	JOANNE WADDELL MARGARET HUOT
2204	OTTAWA	0401-0723 0401-0724 0401-0725 ALT/SUPP	DONNA MORTIMER ATHINA BASILIADIS KELLY CAMPBELL CARLA TOMLINSON

2220	ST. CATHARINES	0401-0166	STEPHEN ECCLES
2225	OSHAWA	0401-0726 0401-0727	KAREN POPADYNETZ MARY WILLIS
2247	CAMPBELLFORD	0401-0672 ALT/SUPP	DANIELLA BOYD-RUPA KATELYN DOWER
2276-01	ST. CATHARINES	0401-1303 0401-1304 0401-1305	KRISTINE MOD CHRISTINE BROAD KATHERINE MACDOUGALL
2280	PETERBOROUGH	0401-0371 0401-0372 0401-1639 ALT/SUPP	CATHY WEBDALE LUANNE ROY VERNA PINK JESSICA WILLIAMS
2289	TORONTO	0401-1309 0401-1310	ALKA KANR DONNA CLARKE
2290	KINGSTON	0401-0632 0401-0633	KERI KNOX MARILYN NADEAU
2316	TORONTO	0401-0872 0401-0873 0401-0874	AUBREY GONSALVES MURINE BLAKE STEPHANIE GRANT
2328	THOROLD	0401-0168 0401-0169 0401-0170	JACQUELINE MCDONALD KIM KANE TRACY NICKEL
2331	AURORA	0401-0450 0401-0451 0401-0452 0401-0453 0401-0454 0401-0455	JESSE RICHARD LAURIE CAMPEOTTO MARYANNE COMMISSO LUCA BUIANI MARY DIFEDERICO FRANCA TUCCIARONE
2332	DRYDEN	0401-0948 0401-0949	DARRYL LITTLE TINA ARNOLD
2345	WINDSOR	0401-0876 0401-0877 0401-0878	CHARLOTTE NELSON DESIREE HARRIS-PASEKA LEE ANN DEROSIER
2357	OTTAWA	0401-0171 0401-0172 0401-0173 0401-0174 0401-0175	SHERRY WALLACE CYNTHIA STEEVES BONNIE KENNEDY JENNIFER HUNTER JOANNE HOWELL
2361	LONDON	0401-1312 0401-1313 0401-1314	KATHLENE WEBSTER STEVE PEPPER JEN MCLEOD

2380	BARRIE	0401-1691 0401-1692 0401-1693 0401-1694 ALT/SUPP	DYLAN DEMERS MIKE MURPHY VICKI NICHOLLS JACOB REID MARC CHARLEBOIS
2381	NEWMARKET	0401-0729 ALT/SUPP	LISA MCCONKEY RENAE PEACOCK
2424	OTTAWA	0401-0178 0401-0179 0401-0180	MARGARET MCLEOD GASTON TAYLOR ANDREW SQUIRES
2437	OTTAWA	0401-0373 0401-0374 0401-0375	MARGARET VEZINA SHAWLEEN ROBINSON JILL ANDERSON
2484	TORONTO	0401-1319 0401-1320 0401-1321 ALT/SUPP	JOSE BARBOSA LUCY ISABELLA JANET TEIBO DIEGO KETTLE
2486	THUNDER BAY	0401-1322 0401-1323 ALT/SUPP	DON BRIAND ROONEY MCGEE BARRY CRAWFORD
2512	KITCHENER	0401-0634 0401-0635 0401-0636 0401-0637	ANNE DETZLER CHARLOTTE MARTIN MICHELLE O'HAGAN LAURA GRINT
2544	MISSISSAUGA	0401-0674 0401-0675 0401-0678	JUNIOR EDWARDS MARLENE ARRUDA TIM THORNTON
2557	FOREST	0401-0600 0401-0601	IAN MINIELLY ELLEN LINKER
2563	TORONTO	0401-0951 0401-0952 0401-0953 0401-0954	JENNIFER DANTAS ROSANNA DIAS MAUDRY WILTSHIRE ANEESA MOHAMED
2597	DASHWOOD	0401-1178 ALT/SUPP	CHRISTINE BRUXER NORAH PURSER
2599	SUDBURY	0401-0602 0401-0603	BEVERLEY DESJARDINS CLAIRE CHISNELL
2605	OTTAWA	0401-1020 0401-1021	JEN MCIVOR VASSO RAPPOS
2624	MINDEMOYA	0401-1736 ALT/SUPP	MICHELLE DICKINSON LAURA HALLETT

2626	OTTAWA	0401-0681 0401-0682 0401-0683 0401-0685 0401-0686	PATRICK LADOUCEUR RO DINEEN MEG PETERS AIA HASSAN NATALIE LEDUC
2635	KINGSTON	0401-0184	KRYSTLE GAUTHIER
2692	LONDON	0401-1642 0401-1643 0401-1645	CINDY MORTON-CESARONE CHERYL SENAY CINDY LALONDE
2717	CORNWALL	0401-0539 0401-0540	DEAN DEROUCHIE ALBERT CELLA
2730	SUTTON	0401-0638 ALT/SUPP	WENDY-LEE PEARCE BRUCE LANKTREE
2737	CORNWALL	0401-0605	MAURICE PIQUETTE
2770	OTTAWA	0401-0380 0401-0381 0401-0382 ALT/SUPP	BRUCE CRETE MATHIEU TESSIER DEBBIE LALONDE MARY JO SPONZA
2799	NORTH BAY	0401-1717	ADELINE ZEN
2816	TORONTO	0401-0881 0401-0882 0401-0883 0401-0884	LENA RAFAEL GERRY DECAROLIS DEAN PESSANHA GERVASIO ROCHA
2875	NEPEAN	0401-1517 0401-1518	GARY SPRAGUE DREW HAUGHTON
2888	BURLINGTON	0401-0606 0401-0607	RUI TAVARES DAVID LANGDON
2936	AJAX	0401-0734 0401-0735 0401-0736 0401-0737	TAMMY VANDYK TAMMY-LIN DICEMAN SANDRA FORSYTHE CINDY O'HANDLEY
2974	ESSEX	0401-1334 0401-1335 0401-1336	IAN NASH DUSTIN ANDERSON LINDSAY SIMPSON
2976	PERTH	0401-1023	DAN RENAUD
3000	WINCHESTER	0401-0471 0401-0472	BONNIE PRIEUR CONNIE MCINNES
3014	NAPANEE	0401-0885 0401-0886 ALT/SUPP	SUE MOORE SHIRLEY TRAISE WANDA EVANS

3101	OTTAWA	0401-0887 ALT/SUPP	STÉPHANIE CYR GINETTE BLANCHETTE
3127	TIMMINS	0401-1027 0401-1028 0401-1029	BRENDA LARONDE COLETTE PLOURDE RACHELLE BOUCHARD
3166	HALTON	0401-0640 0401-0641	LINDA CALLAGHAN JENNIFER DOLEMAN
3175	KINGSTON	0401-0209 0401-0210	TANYA MUNDELL SHANNON PARKER
3189	ORLEANS	0401-0477 0401-0478 0401-0479 ALT/SUPP	LUCIEN EVENS LISE VOISINE MEDJINE MARMONTEL MAGALIE BEAUBRUN
3192	SHELBURNE	0401-1652 0401-1653 ALT/SUPP	TAMMY SALE-ROSA KARA PURDIE SYDNEY WATKINS
3223	DURHAM	0401-1718	HEATHER MURRAY
3224	TORONTO	0401-1031 0401-1032 0401-1033 ALT/SUPP	WANDA FRANCE SRITHARAN SVAGNANAM BRIDGETTE BECKFORD JESUS AQUIMO
3236	TORONTO	0401-0687	NICK VALENTE
3253	GERALDTON	0401-1675	HELENE KELLY
3261	TORONTO	0401-1728 0401-1729 0401-1730 0401-1731 0401-1732 ALT/SUPP	EDWIN VITERI CRISTIAN DURAN MARCOSF. SOLORZANO C. ALLAN JAMES DAVID VIEIRA ANTHONY J PEREIRA
3268	UNIONVILLE	0401-1657	PATRICK ST. LOUIS
3302	OTTAWA	0401-0958	JOHN PEPRAH
3313	PETERBOROUGH	0401-0219 0401-0220 0401-0221 ALT/SUPP	KAREN WEBSTER ANN VALENTINI CAROLYN CHISHOLM SUSAN KIRKWOOD
3367	THUNDER BAY	0401-0890 ALT/SUPP	BETH ALKENBRACK FRANK STEWARDSON
3390	ALEXANDRIA	0401-1344 ALT/SUPP	CONNIE HURTUBISE ANGELA MACDONALD

3396	HAMILTON	0401-0480 0401-0481 0401-0482 0401-0483 ALT/SUPP	FARINA TEMPLETON LEIGH-ANNE VERVAEKE CHRISTINE BARTNIK LINDA DURKIN NANCY CASTELLI
3572-02	TORONTO	0401-0745 0401-0746 ALT/SUPP	ETHEL BURCHILL LISA THOMPSON JACKI TROMBA
3593	WINDSOR	0401-1662 ALT/SUPP	DONNA DEBROE KATIE MURPHY
3615	STRATFORD	0401-0228 0401-0229	SHELLYSWINKELS-HERLICK AUDREY BERGSMA
3651	MARKHAM	0401-0693 0401-0694 0401-0695	SANDRA TURNER JIMMY TSOUTSAS WAYNE STEVENSON
3691	OTTAWA	0401-1685 0401-1686 ALT/SUPP	HAVEN KALOULOU MARIE ALOUDEPHILZAIRE JOCELYNE CHERY
3695	THESSALON	0401-0696	TAMMY GAREAU
3697	TORONTO	0401-1183 ALT/SUPP	LE THA LY MELANIE CASTILLO
3798	TORONTO	0401-1158 0401-1159 0401-1160 ALT/SUPP	LARRY GIFFIN COURTNEY EVERS DARLENE GUMBS CATHERINE CHAMPION
3808	REXDALE	0401-1038 0401-1039 ALT/SUPP	PATRICIA PITT-ANDERSON DEBORAH ST. LOUIS TAMARA STEWART
3826	OTTAWA	0401-0697 0401-0698	AMY STEWART BRENT LAFRENIERE
3851	OTTAWA	0401-0241 ALT/SUPP	LORI CLARKE PATRICIA KOT
3902	TORONTO	0401-1528 0401-1530 0401-1531 0401-1532 0401-1533 0401-1534 0401-1535 0401-1538	PAMELA ARANCIBIA RYAN CULPEPPER KEVIN EMONDS MEGAN HARRIS MEAGHAN MARIAN EMIL MARMOL EVAN MILLER LAHOMA THOMAS

3903	TORONTO	0401-1666 0401-1667 0401-1668 0401-1670 0401-1671 0401-1672 ALT/SUPP	MEGAN HILLMAN RICHARD WILLIAMS CHANTELL MORAIS CHELSEA BAUER JOANNA PEARCE GRAEME RENIERS NILOOFAR GULKOR
3904	TORONTO	0401-1353 0401-1354 0401-1355 0401-1356	KELLY TRAIN MARY GREEN JOE ZBORALSKI RICHARD DEKLERK
3906	HAMILTON	0401-0253	RICHARD MAH
3908	PETERBOROUGH	0401-1101 0401-1102	DAVID HOLLANDS DIANNE THERRIEN
3943	HAMILTON	0401-1041 0401-1042 0401-1043	JIM BEATTIE RICK LOCKHART TERRI BEATTIE
3987	BARRIE	0401-0263 0401-0264	TAMMY GRAHAM JAMIE CLÉROUX
4000	OTTAWA	0401-1365 0401-1367 0401-1368 0401-1370	GEOFF STROUD JOHN POIRIER ANDREW SKINNER ADAM ZETON
4047	TORONTO	1721-0011 1721-0012 1721-0013 1721-0014	JULIANNE VONDREJS CHARLES EZEZER STEPHANIE LINK BRENDA HENRY
4058		1721-0006 ALT/SUPP	KEVIN BEAITH BREEN PARKS
4092	TORONTO	1721-0032 1721-0033 1721-0034 1721-0035 1721-0037 1721-0038 1721-0039 1721-0040 1721-0041	VICTORIA PRIMAVERA BETH MAHAN DENIS MONTPETIT GARNET COLLY LAURENT ROY LILLIAN SPEEDIE-COURT MICHELLE DUHANEY CYNTHIA KRYSZAK MICHEL COURNOYER
4098	TORONTO	1721-0047 1721-0048 1721-0049 1721-0050	NICOLE RATIS CRISTIAN NUNEZ VINCENT PIETTE ROBYN JENKINS
4153	HAMILTON	0401-0753 0401-0754 0401-0755	DAVE DICKHOUT JOE D'AMBROSIO LARRY SMITH

4154	CORNWALL	0401-0265	TRUDY SCOTT
		0401-0266	BEV MCLEAN
4155	CORNWALL	0401-1104	RAYMOND GIROUX
		0401-1105	DOMINIQUE ROY
		0401-1106	LYNE LEDUC
4156	FONTHILL	0401-1371	COLLEEN THIBODEAU
		0401-1372	KEITH LEVERE
		0401-1373	JODY CASEMENT
		0401-1374	BRENDA MAHONEY
		0401-1375	SANDI UNWIN
4168	THAMESVILLE	0401-1542	SUZANNE MILLS
		0401-1543	BRIAN KERSHAW
		0401-1544	CATHY STUART
4186	LONDON	0401-0269	PATRICK GOSLING
		0401-0270	LILLIAN GOULD
		0401-0271	ANDRE KING
		0401-0272	PATTY KLEBER
4207	ST. CATHARINES	0401-1045	IAN WOOD
		0401-1046	MIACO KUZYK-HILDEBRAND
		0401-1047	PHIL WACHEL
		0401-1048	GERRY BOILY
4222	LONDON	0401-1049	JUDITH CALLAHAN
		0401-1050	DOLORES MILLS
		0401-1051	KEN DUMOULIN
		0401-1052	AMANDA VANDENHEUVEL
		0401-1053	VICTORIA TOULOUSE
		0401-1054	JOANNE DOWSWELL
4248	TORONTO	0401-1376	COHCHITA GACITA
		0401-1377	NARCISA YAPE
		ALT/SUPP	ANASTACIA SILOT
4258	OTTAWA	0401-1690	SYLVIANE CHARLAND
		ALT/SUPP	NADINE PIERRE DUMEL
4297	OTTAWA	0401-0278	JUSTIN DORÉ
4299	TECUMSEH	0401-1379	ANTHONY CUTRONE
		0401-1380	PAUL LAROSE
		0401-1381	SYLVIE LONG
		ALT/SUPP	ANITA JOHNSTON
4340	TORONTO	0401-1108	YVES LETARTE
		0401-1109	SYLVAIN PICHÉ
4366	MILTON	0401-1649	DEBORAH LEBRET
4392	GUELPH	0401-0967	JOANNE SMITHERS
		0401-0968	CHRISTA PECORE

4400	TORONTO	0401-1549 0401-1550 0401-1551 0401-1552 0401-1553 0401-1554 0401-1555 0401-1556 0401-1557 0401-1558 0401-1559 0401-1560 0401-1561 0401-1562 0401-1563 0401-1564 0401-1566 0401-1567 0401-1568 0401-1569 0401-1570	MARA BUEDO SHERRY BYRNE JACKIE GEORGE PIXIE GEORGE BENJAMIN WENDY HALL JIANG LI LING DUANE KENNEDY MONICA KULZ MIQUEL LIMA SAMANTHA LLOYD PAULINE MERRIGAN WILSON MUISE DAVE SMITH LISA SKEETE SHAFINA SOOBRETTIE JAYNE WARNER VICTORIA WARNER BONNIE DENEEN ANNA HUTCHISON YOLANDA MCCLEAN TERRI PRESTON
4422	LINDSAY	0401-1137 0401-1138 0401-1139 ALT/SUPP	CORRIE LEE VALERIE DUDMAN JENNIFER SWITZER JODI GREEN
4474	PERTH	0401-1111	KERRI VANDER MEER
4540	OTTAWA	0401-0543 0401-0544 0401-0545 0401-0546	DAVE VERCH FRANK LAMOTHE ED ROUSSELLE GILLES GAUTHIER
4557	TORONTO	0401-0290 ALT/SUPP	RACHEL WARDEN CONNIE SORIO
4559	TORONTO	0401-0427 ALT/SUPP	MARTIN BUCHANAN HALLEY MCLAREN
4580	WINDSOR	0401-0501 0401-0502	AHMED ELSEDDAWY ASHRAF ABOU TABL
4599	TORONTO	0401-1391 0401-1393	ROCKLYN PEARCE-BEST FRANCIS O'MALLEY
4600	OTTAWA	0401-1397 0401-1398 0401-1399 0401-1633	KEVIN PARTRIDGE ANTONELLA PUCCI MARK RAMSAY MILES KRAUTER
4660	BARRIE	0401-1113	JULIE-ANN VANVLAENDEREN

4685	SAULT STE. MARIE	0401-0394 0401-0395	ANDREW RHODES ALISON CAUL
4705	COPPER CLIFF	0401-0295 0401-0296 0401-0297 0401-0298 0401-0299 0401-0300 ALT/SUPP	DARRYL TAYLOR KYLE ENGLAND STEFAN BARTSCH STEVEN KRAUS SAMANTHA SLOBODIAN DENISE BÉLANGER MIKE BELLEROSÉ
4721	OTTAWA	0401-1402 0401-1404	MARCO PÉPIN LAURIN LÉVESQUE
4727	STRATFORD	0401-0617 0401-0618 0401-0619	KIM LINCOLN LINDA O'ROURKE TREENA HOLLINGWORTH
4742	ALMONTE	0401-0304	SARAH JOHNSTON
4762	OAKVILLE	0401-1114 0401-1115	JULIE GRGAR INDRAWATI YOUNG
4788	OSHAWA	0401-0396 0401-0397	KIM HOSEY HARLEY MATHERS
4824	PARRY SOUND	0401-1737 ALT/SUPP	MARLENE FRASER DEBBIE MARTIN
4830	TORONTO	0401-0763 0401-0764	JING GAO IVY OPOKU
4891	TORONTO	0401-0494 ALT/SUPP	JANETTE KRAJCI ANDREA JAKAITIS
4911	PETERBOROUGH	0401-0505 0401-0506	RYAN MOLONEY JASON FRASER
4914	MISSISSAUGA	0401-1581 0401-1582 0401-1583 ALT/SUPP	SONIA YUNG KIRK RAINFORD EMMANUEL ANSAH AMELEY MENSAH
4921	BRAMPTON	0401-1188 0401-1189	THERESA OZEMOYAH ANDREW JOHNSON
4948	TORONTO	0401-1468 0401-1469 0401-1470 0401-1471 0401-1472 0401-1473 0401-1474	MAUREEN O'REILLY BRENDAN HALEY JESSE LILLEORG-MEILLEUR BRIAN RAYMER KAREN DESIMONE KAREN SMITH FITZGERALD STEELE

5089	TORONTO	0401-0324	JAMES BINGHAM
5100	BRANTFORD	0401-0623 0401-0624 0401-0625 0401-0626	JENNIFER FAULKNER ROB PETRELLA NANCY HONDULA DON NEUMANN
5110	BOWMANVILLE	0401-0325 0401-0327	LISA BARKWELL KAREN CLUGSTON
5167	HAMILTON	0401-0767 0401-0768 0401-0770 0401-0771 0401-0772 0401-0773 0401-0774 0401-0775 0401-0776 0401-0777	GORD FARROW MARIE CARTWELL SANDRA WALKER JULIA HORTON JEAN KIRBY JAY BERBERICK BRIAN FORESTER JAY HUNTER PETER GROVE PAULA MASYS-POLLOCK
5173	BURLINGTON	0401-0711	FLORENCE OSTING
5180	MISSISSAUGA	0401-0332 0401-0333 0401-0334 0401-0335	JOE RICCI DEBBIE THOMAS DENISE MURDOCK CAMPBELL MCWILLIAMS
5200	MILTON	0401-0648 0401-0649 0401-0650 0401-0651	TRACEY NEWMAN SUZY VIANA-AZEVEDO DOROTHY PRICE JOAN GALVIN
5259	CARLETON PLACE	0401-0338 ALT/SUPP	JILL OUELETTE LISA MCLEOD
5269	SAULT STE MARIE	0401-0780	JESSICA BERNHARDT
5277	VAUGHAN	0401-1687	ERRIN WEATHERUP
5284	MISSISSAUGA	0401-0430 0401-0431 0401-0432 ALT/SUPP	JOHN TANNOCK KIMBERLY PINCIVERO TAMMY FILSINGER MANSOOR NASIR
5300	HAMILTON	0401-0920	JEFFREY CORNELISSEN
5335	OTTAWA	0401-0926 0401-0927	MARC LAMIRANDE CHRISTINE COUTURE
5500	OTTAWA	0401-1119 0401-1120 ALT/SUPP	KEVIN CHARRON LUC CYR GEORGE WYNIA

5555	PETERBOROUGH	0401-0549 0401-0550 0401-0551	DON POSTAR LAURIE LUCCIOLA VERN ANDRUS
5666	BROCKVILLE	0401-1682 0401-1683	CURTIS COATES BRIAN BAIN
5678	BROCKVILLE	0401-0339 0401-0340 0401-0341	SUSAN HANSON LOIS LINTTELL DARRIN CRYDERMAN
6364	DURHAM	0401-1719 0401-1720 0401-1721 0401-1722 0401-1723 0401-1724 ALT/SUPP	PAM PARKS MICHAEL LEBLANC LORNA PEARSON MARJORIE GIROUX CHARLENE VANDYK MICHELLE THOMPSON TODD BATE
7575	LONDON	0401-0781 0401-0782 0401-0783	KAREN WESTLAKE MONIQUE GRECZULA KRISTINE HAMILTON
7797	TORONTO	0401-0938 0401-0939 0401-0940 0401-0941	CHARMAINE KELEGAN JACQUIE MURRAY BRYANN MUIRHEAD CONNIE NDLOVU
7800	HAMILTON	0401-0785 0401-0786 0401-0787 0401-0788 0401-0789 0401-0790 0401-0791 0401-0792 0401-0793	JILLIAN WATT CATHIE WEAVER BRYAN O'NEIL RICK REEPE DAVE MURPHY BILL FERGUSON WAYNE DAVIS ALAN PETERS KATHY MACKINNON
7811	CORNWALL	0401-0346 0401-0347 0401-0348	NICK ANTOINE DIANE PECORE SHAWN AUGUIRE
8888	TIMMINS	0401-0629 0401-0630 ALT/SUPP	BUNNY DOWNEY CHRIS WILSON JOANNE GLEMBUS

**LOCALS / SECTIONS LOCALES**

**MANITOBA**

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110	WINNIPEG	0501-0155 0501-0156 0501-0157 ALT/SUPP	HAMID HAMZEH SWARAN DHALIWAL ABE ARAYA TERRY STOROSZCZUK
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500	WINNIPEG	0501-0176 0501-0177 0501-0178 0501-0179 0501-0180 0501-0181 0501-0182 0501-0183 0501-0184 0501-0185 0501-0186 0501-0187 0501-0188	GORD DELBRIDGE TED YORKE TODD HALLDORSON PHIL DEMBICKI DANIELLE CARRIERE NICHOLAS MCCLURG BOB RIPLEY KAREN BYZUK CATHY WILLIAMS-STEWART BETTY ANN BLAIR DAVID RIPLEY JULIE MCCLURG PAIGE GRAY
737	BRANDON	0501-0046 0501-0047 0501-0048	JAMIE ROSE SYLVIE KONKIN BARB GRIBBEN
745	THE PAS	0501-0203 ALT/SUPP	APRIL MCDONALD CLAYTON PAUL
998	WINNIPEG	0501-0005 0501-0006 0501-0008 0501-0009	CHRIS MRVINEC MIKE KUBRAKOVICH LENNON STEVENS DARYL FORBES
1063	WINNIPEG	0501-0131 0501-0132 0501-0133 0501-0134	ELISABETH WHEELER DAVE FERGUSON BOB SAWCHYN CRYSTAL JARVIS
1475	WINNIPEG	0501-0037 0501-0039 ALT/SUPP	KALLY BEEL-CHAVES VALERIE BEEL SIMONE JOURDAIN
1543	WINNIPEG	0501-0202	PEGGY ROBICHAUD
1550	WINNIPEG	0501-0163 0501-0164 0501-0165 0501-0166 0501-0167 0501-0168 0501-0169	MARGARET SCHROEDER JOE RARAMA JAMIE JOHNSTON JODI JOWETT GARY IRVINE BELINDA RAPOSO LIAM MCCANN
1599	WINNIPEG	0501-0010 0501-0011 0501-0012 ALT/SUPP	DEBBIE BOISSONNEAULT CLEMENTE ABAYA MYLENE HOLMES MAURA BAE
1973	WINNIPEG	0501-0015 0501-0016 0501-0017 ALT/SUPP	KEVIN ADRIAN DEBBIE MATTHES BILL TORRANCE CHRIS PULLEN

2039	WINNIPEG	0501-0073 0501-0074	HELEN BASILIDES DON CHEBA
2085	PORTAGE LA PRAIRIE	0501-0159 0501-0160	DAVID CITULSKY ALEX HEBERT
2153	WINNIPEG	0501-0077 0501-0078 0501-0124	BRAD THIESSEN OSHOKENOYA MONOFI NANCY GRANT
2180	WINNIPEG	0501-0042	MERLITA SUNICO
2343	WINNIPEG	0501-0066 0501-0067 ALT/SUPP	KAREN ROTH KRISTI BEAUNE NAOMI SIROTA
2348	WINNIPEG	0501-0106 0501-0107 0501-0108	GINA MCKAY ERIN BOCKSTAEL TRISTAN DREILICH
2509	WINNIPEG	0501-0020 0501-0021 0501-0022 0501-0023	KAREN BROWN KEN REIMER JOHN BOYD ROMA AGUINALDO
3085	GIMLI	0501-0118	DARLENE BALE
3473	WINNIPEG	0501-0082 0501-0083 0501-0084 ALT/SUPP	NEIL REAVELY COLLEEN DEEGAN GINETTE TRAPP LANA CHALMERS
3644	WINNIPEG	0501-0058 0501-0059	HEATHER DOLENUCK CYNTHIA PENNY
3729	WINNIPEG	0501-0111	DANIEL RICHARDS
3754	LORETTE	0501-0060 0501-0061 0501-0062 ALT/SUPP	ALINE THÉROUX LORRAINE BEAUDRY LUC BISSONNETTE ANDRÉ FREYNET
4029	WINNIPEG	1721-0022 ALT/SUPP	ANNETTE PAQUIN KRIS YOUNG TENN
4214	SELKIRK	0501-0068 0501-0069	TERRI-LYNN CONLEY MORGAN CHAGNON
4270	PORTAGE LA PRAIRIE	0501-0190 0501-0191 0501-0192 0501-0193 0501-0194	HOLLY CHAPERON NATASHA ROSS PAT UNGER CANDACE WRIGHT DARRIN COOK

		0501-0195 ALT/SUPP	JOHN REYNOLDS LYNNE BERARD
4588	WINNIPEG	0501-0150 0501-0151	BRUCE KAMINSKY RON FRECHETTE
4641	WINNIPEG	0501-0025 0501-0026 0501-0027	ANA BATISTA ELVIE REYES LEONILA NAVARRO
5021	WINNIPEG	0501-0032 0501-0033 0501-0034	SUZANNE IRVING MOHAN SHARMA BERNADETTE FEAKES
8600	CRANBERRY PORTAGE	0501-0103 0501-0104 0501-0105	JEN MEIKLE CHRIS SCHULTZ CHRISTINE LUSSIER

**LOCALS / SECTIONS LOCALES**

**SASKATCHEWAN**

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7	REGINA	0601-0096 0601-0097 0601-0098 ALT/SUPP	MARK ENRIGHT RICHEL NIXON WILLIAM PENGELLY STACEY BRESSELAAR
9	MOOSE JAW	0601-0092 0601-0094	STACEY LANDIN ROBERT CRAIG
47	SASKATOON	0601-0099 0601-0100	RICK SIELSKI TROY DAW
59	SASKATOON	0601-0194 0601-0195 0601-0196 0601-0197 0601-0198	STAN MACALA BRIAN LUTZER JASON DZIADYK ERIC CALAGUIAN TRISHA MILLS
600-03	MOOSE JAW	0601-0074 0601-0075	JACALYN LUTERBACK JOE MURREL
859	SASKATOON	0601-0202 0601-0203 0601-0204 ALT/SUPP	JOSE JUAREZ MICHAEL STEFIUK RYAN ADKINS LANDEN AQUILON
974	SASKATOON	0601-0065 0601-0066	JANET JOHNSON AIVAN JAVIER
1594	REGINA	0601-0140 0601-0141	DARLA NAULT-TAIT DALE MITCHELL
1949	SASKATOON	0601-0232	KIM STINSON

1975	SASKATOON	0601-0124 0601-0126 0601-0127 0601-0128 0601-0129 0601-0130	LEANNE COMS BOB JONES CRAIG HANNAH NATALIE LAING JEFF THEIS RYAN KLASSEN
2268	SASKATOON	0601-0013 0601-0014 0601-0015 ALT/SUPP	GWEN MURPHY GISELE LAYTON TIM POWCHUCK J.R. SIMPSON
2419	REGINA	0601-0017 0601-0019	TORKABADI ABIODUN OYELAMI
3287	SASKATOON	0601-0102 0601-0103 0601-0104	CLAYTON BEISH JOANIE CRANDALL WILLIAM GULKA
3730	SASKATOON	0601-0231	SHANNON MARTIN
3967	REGINA	0601-0178 0601-0179 0601-0180 0601-0181 0601-0182 0601-0183 0601-0184 0601-0185 0601-0186 0601-0187 0601-0188	JIM CARR REBECCA REYNARD SHARON KERLEY CINDY ZORA DONNA HOLZAPFEL SHEILA BOULDING GLADYS ORTHNER JENNIFER RANKIN BREANNE EHMAN TRACY MOATE RHONDA OSIPOFF
4254	SASKATOON	0601-0146 0601-0147 0601-0148	LYNN MCCORMICK MONICA NEALE GRACE WUDRICK
4777	PRINCE ALBERT	0601-0134 0601-0135 0601-0136 0601-0137 0601-0138 0601-0139	SHARON MOHNINGER HELEN SAWATSKY LINDA HENRY JAN GOY VALERIE LAVENTURE CANDACE HEGLAND
4784	YORKTON	0601-0191 0601-0192	ERIN AUCHSTAETTER KARLA SASTAUNIK
4802	KINDERSLEY	0601-0149 0601-0150 0601-0151	JODI SLOCOMBE LORRAINE WILKIE MICHELE WHITFIELD
4828	REGINA	0601-0037	DONNA SMITH
4875	MELFORT	0601-0156 0601-0157 0601-0158	ELLEN ZUCK GORDON TRACHSEL PATRICIA GAUSMAN

4980	YORKTON	0601-0159 0601-0160 0601-0161 0601-0162 0601-0163 0601-0164	PEARL BLOMMAERT DONNA KRAWETZ LINDA RENKAS CHERYL WALCHUK HEATHER DANIELS SHEILA HARRICK
5080	MELFORT	0601-0113 ALT/SUPP	JACKIE ROGERS AMBER HEATHERINGTON
5111	NORTH BATTLEFORD	0601-0205 0601-0206 0601-0207 0601-0208 0601-0209 0601-0210 ALT/SUPP	LINDA VANCURAN PERRY TURTON MARILYN GOLL SIDNEY HALL LEO BRENNAN DONNA SARICH MEGAN HECK
5512	MOOSE JAW	0601-0045 0601-0046 0601-0047 ALT/SUPP	DALE SMITH DIANNE RASMUSSEN RHONDA GLEIM MELODY STARK
5791	REGINA	0601-0069 0601-0070 0601-0071 0601-0072	WILLIAM HEAMAN WANNETA MARTIN KELLY JACKMAN BRAD MARTIN
5999	WEYBURN	0601-0211 0601-0212	WANDA EDWARDS DEBBIE SHEPPARD
8443	SASKATOON	0601-0117 0601-0118	SCOTT BARRETT GLENDENE NICHOLSON

**LOCALS / SECTIONS LOCALES**

**ALBERTA**

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8	CALGARY	0701-0150 0701-0151 0701-0152 0701-0153	BUKOLA ABIONA ROSS MCCUAIG BELLA MIGUEL ALFREDO CLADO
30	EDMONTON	0701-0155 0701-0156 0701-0157 0701-0158 0701-0159 0701-0160 0701-0161 0701-0162 0701-0163 0701-0164	JAMES MCGUINNESS DENNIS HENDERSON RICHARD SLABYSZ WADE NAICKEN NEIL KETLER BRIAN SANDFORD ROB MARIANIX RICK EWASHKO MIKE SCOTT MIKE MCCANN

37	CALGARY	0701-0186 0701-0187 0701-0188 0701-0189 0701-0190 0701-0191 0701-0192 0701-0193	CYRIL WILSON GEORGE CARNEGIE DAVE KNUDSEN DUSTIN WITHERS PAUL VARGIS SCOTT CUSH ANDREW MASON JAMES STOFFELS
38	CALGARY	0701-0165 0701-0166 0701-0167 0701-0168 0701-0169 0701-0170 0701-0171 0701-0172 0701-0173 0701-0174	D'ARCY LANOVAZ SASHA WALLIS KIM JAEDICKE KELLEY SHINNIE CHERISE STOCK KEN WEAVER STEVE ZUTTER PAUL CARDIFF TYLER JOHNSON ERNIE DUFFY
40	CALGARY	0701-0103 0701-0104 0701-0105 0701-0106	TROY KILLAM BOB ANDERSON ABBIE MITCHELL JEFF HEEG
41	EDMONTON	0701-0194 0701-0195 0701-0196 0701-0197	LOLA BARRETT DONNA PRICE LYDIA MORGAN COMFORT KUSI-APPIAH
46	MEDICINE HAT	0701-0007 0701-0008 0701-0009	BRENDA BARTON DEBBIE ISNOR MIKE BISCHKE
70	LETHBRIDGE	0701-0178 0701-0179 0701-0180 0701-0181 ALT/SUPP	JUSTIN EMBURY LISA HYGGEN DON NISHIKAWA RON PREDDY SUSAN GOUW
290	LETHBRIDGE	0701-0072 0701-0073	TAMMY SUTHERLAND ROBERT REID
408	LETHBRIDGE	0701-0198 0701-0199 0701-0200	KATIE ANKERMANN LISA ASHCROFT LAWRENCE SILVER
417	RED DEER	0701-0225 0701-0226 0701-0227 0701-0228 0701-0229	BARRY BROOKES LISE BETTAC JANET BROWN SCOTT HEPFNER DARLENE TRACY
474	EDMONTON	0701-0182 0701-0183	SHERRY BONNER MARIO PAILAMILLA

		0701-0184 0701-0185 ALT/SUPP	BARRY BENOIT JOHN VRADENBURGH JARED MATSUNGA-TURNBULL
520	CALGARY	0701-0085 0701-0086 0701-0087	FRANK METTIMANO TIM STATZ CHRIS HYMAS
709	CALGARY	0701-0074 0701-0075 0701-0076 ALT/SUPP	JIM ANNAN FRANK DONEGAN RON LOWE SERGE LUTZ
784	EDMONTON	0701-0107 0701-0108 0701-0109	JEFF MCINTYRE TOM KROCHAK JAMES NIVEN
787	GRANDE PRAIRIE	0701-0110 0701-0111 0701-0112 0701-0113	RANDOLPH WALD GI GI LAFORGE TIMOTHY ROCHON ARNOLD JOHNSON
829	MEDICINE HAT	0701-0114 0701-0115 0701-0116	COLLEEN PETRYSHYN LORNA STATHAM SHARON STOLZ
941	ST. ALBERT	0701-0230 0701-0231 ALT/SUPP	DAVID GRAHAM BRETT MACDONALD DEREK BENSON
1012	RED DEER	0701-0014	CASEY CALLIHOOD
1031	EDMONTON	0701-0015 0701-0016	VIOLET BONI ROSA CEREZO
1099	ST. ALBERT	0701-0248 0701-0249	KAREN HUTCHINGS LEE-ANN KALEN
1158	EDMONTON	0701-0232 0701-0233 0701-0234	JOY CORREIA INDERJIT GAKHAL THERESA CORKUM
1169	CALGARY	0701-0235 0701-0236 0701-0237 0701-0238	ELSA WATSON TERRILL BUDD KATHLEEN NICKEL RYAN POSTIC
1357	EDSON	0701-0121	DONNA CONGER
1368	EDMONTON	0701-0245	MARIA CARRINHO
1445	RED DEER	0701-0122 0701-0123	CATHERINE LILLY TRINA CARROLL

1458	JASPER	0701-0017 0701-0018	DAVE HOFHUIS NEIL JONES
1505	FORT MCMURRAY	0701-0131 0701-0132 0701-0133 0701-0134 0701-0135	JUDY COLLIER MATTHEW BARRETT RUTH THORNE MARIE BESON JAMES (JIM) MCILVEEN
1661	WESTLOCK	0701-0141 ALT/SUPP	MICHELLE LOVIN JANET RIOPEL
1825	COALDALE	0701-0020 0701-0022	JANE MEAKER BARB LANGKOPF
1961	SHERWOOD PARK	0701-0255	JAMIE FLEMING
2111	EDMONTON	0701-0240 0701-0241 0701-0242	PATSY LENZ ANETA DUDYKA LEILA ESPIRITU
2133	CLARESHOLM	0701-0027	STUART SCHRAMM
2157	FORT MCMURRAY	0701-0028	LISE COMEAU
2158	GRANDE PRAIRIE	0701-0136	JENNIFER PAYNE
2426	MORINVILLE	0701-0030 ALT/SUPP	BRODY STODDART GRAHAM POIRIER
2545	FORT MCMURRAY	0701-0078	LORNA TOLLMAN
2550	MORINVILLE	0701-0124	MARY MORIN
2559	FORT MCMURRAY	0701-0032 0701-0033	DANIELLE DANIS TAMARA MARKS
3174	VIKING	0701-0066 ALT/SUPP	FLORENIA BASURIC JORSHINELLE RAMOS
3341	EDMONTON	0701-0145	TRACEY ELENIAC
3484	LEDUC	0701-0040 0701-0041 0701-0042	DONNA KEITH NATASHA WARNOCK BARBIE STAPLES
3550	EDMONTON	0701-0043 0701-0044 0701-0045 0701-0046 0701-0047	CAROL CHAPMAN JANICE KUBE MABEL ONG ERNA YEBOAH GLORIA LEPINE
3623	GRANDE PRAIRIE	0701-0050 0701-0244	NORMA PETERS ANGEL DOSTAL (SIRCA)

3911	EDMONTON	0701-0213 0701-0214	GLYNNIS LIEB NATALIE SHARPE
4053	EDMONTON	1721-0023 1721-0024	KILLIAN JACKSON JAMES YANG
4095	CALGARY	1721-0054	KIMBERLY WENTZELL
4625	MORINVILLE	0701-0218 0701-0219	EDDIE MCGUIRE KELLY SALISBURY
4655	CALGARY	0701-0252 0701-0253	RASHMI PADARIA KRISTEN MACKASEY
4731	CALGARY	0701-0220 0701-0221 0701-0222	GARRY LEHMANN ELIZABETH BONK-RICHARDS JOSH PINO
4733	STETTLER	0701-0051 ALT/SUPP	MELODY SWAREN KAYLA HOFFMAN
4791	LETHBRIDGE	0701-0052	MARGARET MCGEOUGH
4810	RED DEER	0701-0223	DEBRA ISBISTER
4839	GRIMSHAW	0701-0100 0701-0102	KAREN JENSEN MANDY VARNEY

**LOCALS / SECTIONS LOCALES**

**BRITISH COLUMBIA/COLOMBIE-BRITANNIQUE**

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15	VANCOUVER	0801-0300 0801-0301 0801-0302 0801-0303 0801-0304 0801-0305 0801-0306 0801-0307 0801-0308 0801-0309 0801-0310 0801-0311 0801-0312 0801-0314 0801-0315 0801-0317	CRAIG HOPKINS BRENDAN BOYLAN ELIZABETH DOLLAGA GAYE FOWLER KAMAL GAUTAM RAVINA LAL HENRY LEE AMANDA LEUNG RALPH MASON DEBBIE MOHABIR DONNA PETERSEN SUNERA SAMARAKOON SANTINO SCARDILLO WARREN WILLIAMS MICHELE ALEXANDER DOUG E. ELFORD
23	BURNABY	0801-0427 0801-0428 0801-0429 0801-0430 0801-0431 0801-0432 0801-0433	BRUCE CAMPBELL SIMON CHALLENGER RAFAL OLEJNICZAK ADRIAN BLAKE SARAH BJORKNAS ALISTAIR MADURAY KATE PROCOPIO

50	VICTORIA	0801-0322 0801-0323 0801-0324 0801-0325 0801-0326	JOHN BURROWS KYLE MCMORRAN CAROLYN BRADEY DAN MACBETH RYAN RUTLEDGE
105	PRINCE RUPERT	0801-0434 0801-0435	RICK GILKER ILA MUELLER
116	VANCOUVER	0801-0234 0801-0235 0801-0236 0801-0237 0801-0238 0801-0239	DAVID LANCE ROGER DE PIERI BILL PROVENZANO JIM MCKAY RICHARD GEE GEORGINA STARK
118	PORT ALBERNI	0801-0268 0801-0269 0801-0270	STACY WATTON PETER BITTER NORM FUDGE
338	KELOWNA	0801-0282 0801-0283 0801-0284 0801-0285	LEE MOSSMAN GRAHAM MARCH DANA HOPKINSON LARRY OAKLEY
374	VICTORIA	0801-0131 0801-0132 0801-0133 0801-0134 ALT/SUPP	TREVOR DAVIES SHIREEN CLARK GARY FLYNN STEVE MIGLIARESE CAROL MCNICHOL
379	BURNABY	0801-0135 0801-0136 0801-0137 0801-0138 0801-0139	MICHAEL VANDERLANS DREW PARRIS KAREN SUNNER SIMI HUNDLE SHONA KELLY
382	VICTORIA	0801-0225 0801-0226	DARREN REED LORI DAVIES
386	COQUITLAM	0801-0328 0801-0329 0801-0330 0801-0331 0801-0332	BRETT HOBKIRK DAN PERSON TRAVIS HUGHES GORD WILLIS MIKE RICHARD
387	NEW WESTMINSTER	0801-0010 0801-0011 0801-0012 0801-0013 ALT/SUPP	GEORGE HABIB SUE BYRON HARDEEP MAGHERA DEBBIE WILSON PAUL MOORE
389	NORTH VANCOUVER	0801-0182 0801-0183 0801-0184 0801-0185	CINDY MCQUEEN KATHY MCMAHON CAROL NORDBY HERMILA GALLAHER

		0801-0186 0801-0187	AMIR BAGHERI DALTON TAYLOR
391	VANCOUVER	0801-0124 0801-0125 0801-0126 0801-0127 ALT/SUPP	ALIZA NEVARIE RENEE MILANEY TANYA FERRY KARI SCOTT-WHYTE TAMMIE YORK
394	RICHMOND	0801-0333 0801-0334 0801-0335 ALT/SUPP	THOMAS KNOWLES CHEUK (TOM) CHUN YU STEPHEN MULGREW ROBERT WILLIAMS
399	PRINCE GEORGE	0801-0140 0801-0141 ALT/SUPP	KEVIN DEVEREUX DALLAS MCDOUGALL DEVON DEVEREUX
401	NANAIMO	0801-0188 0801-0189	BLAINE GURRIE LAURENCE AMY
402	SURREY	0801-0336 0801-0337 0801-0338 0801-0339 0801-0340 0801-0341 0801-0342 0801-0343	MICHAEL ANNESLEY AMANDEEP CHEEMA MONIKA DEAN MIKE GURALIUK DENISE PARKS RICK TANAKA DARCY MCPARTLIN JEANNIE KILBY
403	LANGLEY	0801-0014 0801-0015 0801-0016 0801-0017	DEBBIE WHYTE CINDY BIRCK BRAD HAMEL PETER TAYLOR
407	VANCOUVER	0801-0344	BRENT BOYD
409	NEW WESTMINSTER	0801-0194 0801-0196	JANET KINNEARD SUE MCMILLAN
410	VICTORIA	0801-0346 0801-0347 0801-0348	VICKI SUNDHER FATIMA FERREIRA HELEN HUGHES
411	CHILLIWACK	0801-0349 0801-0350 0801-0351 0801-0352	CARLA TIZZARO DON DAHL ROD ISAAC RICHARD COOK
439	COURTENAY	0801-0108 0801-0109	DENISE BULLOCK SUSAN HANSEN
454	DELTA	0801-0142 0801-0143	JEFF KIRKBRIDE NICK ANGRIGNON

		0801-0144 0801-0145	JENNY-LYNN BRAKE JOHN GIBSON
458	CHILLIWACK	0801-0353 0801-0354 0801-0355	DARLENE WORTHYLAKE BRAD HANNINEN BOBBY CLARKE
459	VICTORIA	0801-0356 0801-0357 0801-0358 0801-0359	AMBER LEONARD NOELLE WASS MAGGIE CLARK LISA HAUG
476	POWELL RIVER	0801-0360 0801-0361	AILENE O'KEEFE KATE BOYD
498	PORT COQUITLAM	0801-0271 0801-0272 0801-0273 ALT/SUPP	MARK GRASBY TAMMY GRAHAM GARY GOFF RON NARAYAN
523	VERNON	0801-0070 0801-0071	JOSÉ VAN BERKEL SYLVIA LINDGREN
556	COURTENAY	0801-0197 0801-0198	KAREN GARRETT ANDREA BROWN
561	COQUITLAM	0801-0241 0801-0242 0801-0244 0801-0245	NICOLE "NIKI" COOKE IRENE SCHOEMAKER DEBORAH "DEBBIE" NORTHAM JOSEPH AISEKHALAYE
593	MISSION	0801-0018 0801-0019 0801-0020	FAYE HOWELL LYNN MCCA W JANET CHALMERS
606	NANAIMO	0801-0146 0801-0147 0801-0148 0801-0149	ROB ZVER STEVE FIELDEN JAMIE SMITH BONNIE BESTWICK
608	PENTICTON	0801-0253 0801-0254 0801-0255	CAROL LAWRENCE LEAH STUBBINGS FRANK ZANDULIET
703	MAPLE RIDGE	0801-0104 0801-0105 0801-0106 0801-0107	TRACEY DAHLIN LESLIE FRANKLIN ANNA MARER GLADYS HEWSON
716	RICHMOND	0801-0021 0801-0022 0801-0023	STACEY ROBINSON LISA DEVITT IAN HILLMAN
718	RICHMOND	0801-0362 0801-0363	DENNIS STOCK MARIANNE THOMAS

		0801-0364 0801-0365	ANGELA ZANARDO ROBERT GILCHRIST
728	SURREY	0801-0150 0801-0151 0801-0152 0801-0153 0801-0154 0801-0155 0801-0156 0801-0157 0801-0158 0801-0159 ALT/SUPP	RYAN GROUNDWATER RANDY FENNELL GEORGE HARDY MARCEY CAMPBELL TAMMY MURPHY ERIC JAWORSKI CORY HYSLOP MARK KAWAKAMI SHANNON LEVINSKY DEBRA MERRIER EDWARD PARSOTAM
748	NELSON	0801-0505	MICHELLE BENNETT
779	SQUAMISH	0801-0095 0801-0096	DON MACHALEK ANDREA SMITH
788	SALT SPRING ISLAND	0801-0209 0801-0210	ANGIE GRAY LARRY MELIOUS
798	POWELL RIVER	0801-0366 0801-0367	ROBERTA CIARAULO GRAHAM TONKS
801	GIBSONS	0801-0369 0801-0492	SHARON MACKENZIE CAROLYN SMITH
825	PORT MOODY	0801-0371 0801-0372 0801-0373	IRENE JAKSE JOSHUA ARMSTRONG CHRISTINE GERVAN
873	BURNABY	0801-0160 0801-0161 0801-0162 0801-0163 0801-0164 0801-0165 0801-0166 0801-0167 0801-0168 0801-0169	BRONWYN BARTER DAVE DEINES CAMERON EBY JASON JACKSON SHARI THOMAS SOPHIA PARKINSON ROBERT PARKINSON COREY VIALA DUSTIN JACKSON AMY CHRIS
917	VICTORIA	0801-0111 0801-0112 0801-0113 0801-0114	BYRON SPIERS STEVE NIXON WENDY BOUGHTON LAURA KIEHL
947	VICTORIA	0801-0374 0801-0375 0801-0376 0801-0377	JANE MASSY ANGELA LEONG SHAUNA JOHNSON MICHAEL STRONG

951	VICTORIA	0801-0378 0801-0379 0801-0380 0801-0381	KARA WHITE KIRK MERCER PAT SHADE TED GODWIN
1004	VANCOUVER	0801-0025 0801-0026 0801-0027 0801-0028 0801-0029 0801-0030 0801-0031 0801-0032 0801-0033 0801-0034 0801-0035 0801-0036	PAUL BARATTA SHARON CHU NICOLE BALDIN TUESDAY ANDRICH BONNIE LYNN DUNCAN DENNIS DONNELLY FRANK LEE MICHAEL LUPO ANDREW LEDGER GARY PARKER ANDY HEALEY GLENN JONES
1048	PRINCE GEORGE	0801-0448 0801-0449 0801-0450	RAVNEET DHILLON KELLY BOUDREAU MARIE DYDZUK
1050	QUESNEL	0801-0460 0801-0461	JOANN TAYLOR DAVE ROLLO
1091	DELTA	0801-0082 0801-0083 0801-0084 0801-0085	PATTI PRICE IAN READE EILEEN PENNEY JONATHAN MCCUNE
1260	LANGLEY	0801-0075	SHARLA MAUGER
1285	TRAIL	0801-0128	KRISTINE TAGGART
1570	SMITHERS	0801-0513	DARREN FUERST
1622	VANCOUVER	0801-0510 ALT/SUPP	SUSAN PEREIRA KEVIN MCGEEAN
1698	ABBOTSFORD	0801-0493 0801-0494 0801-0495	CURTIS ACTON DENNIS NEWMANN BALVIR BAHIA
1767	DELTA	0801-0170 0801-0171 0801-0172 0801-0173	KEVIN MCPHAIL DAVID ROBERTSON HARPINDER SANDHU MANDEEP MAHANGER
1816	VANCOUVER	0801-0383 0801-0384	ROGER PEARCE BETH MILLER
1851	LANGLEY	0801-0099	POL BABAO
1858	NANAIMO	0801-0387 0801-0388	DEBORAH HOPPER QUINN RAMSAY

1936	NEW WESTMINSTER	0801-0286 0801-0287 0801-0288 0801-0289 0801-0290	SHERYL BURNS DEEA BAILEY LEE ANN LALLI CINDY CHISHOLM TANJA GILJEVIC
1978	VICTORIA	0801-0291 0801-0292 0801-0293 0801-0294 0801-0295	BRUCE LESPERENCE MAURICIO NAVARRETE HUGH JOHN MACPHEE IAN ELLIOTT JODY WATSON
2010	WHISTLER	0801-0511 ALT/SUPP	CHRIS GLAVIN PETER DAVIDSON
2052	TERRACE	0801-0275 0801-0276	MONICA BRADY KENNETH FRIESEN
2081	VICTORIA	0801-0296 0801-0297 0801-0298 0801-0299	KEITH TODD DAWN SVENDSEN ERYNNE GRANT PETTY WONG
2087	TRAIL	0801-0278	JEAN POOLE
2269	GARIBALDI HIGHLANDS	0801-0396 0801-0397	DAN ARNOLD WENDY SHARD
2278	VANCOUVER	0801-0256 0801-0257 0801-0258 0801-0259	LAURA BULK NELSON GORRIN YIXIN (SAMMY) ZHENG STEFAN BOURRIER
2396	NEW WESTMINSTER	0801-0502	STEVEN BEAGLEY
2950	VANCOUVER	0801-0403 0801-0404 0801-0405 0801-0406 0801-0407	KAREN RANALLETTA SUSANNE LESTER HARRY YOUNG SLOBHAN RYAN MARIA HO
3338	BURNABY	0801-0475 0801-0476 0801-0477 0801-0478	JEANETTE ORDONEZ DAVE CHOKROUN ERIK SAGMOEN FIONA BRADY-LENFESTY
3479	COURTENAY	0801-0411 0801-0412 ALT/SUPP	MICHELLE WAITE HEATHER SCARISBRICK ZACK CHANG
3500	KAMLOOPS	0801-0482 0801-0483 0801-0484 0801-0485	NICOLE EDMONSON JEANNE MARR CARLO SIA LARRY BANCROFT

3523	KELOWNA	0801-0049 0801-0050 0801-0051 0801-0052	DAVID TETHER KIERAN FAHY MARGARET VARGA JULIE MELIA
3570	PARKSVILLE	0801-0414 0801-0415 0801-0451	TROY FORSTER BRIAN THORPE JEFF CORMIER
3742	PRINCE GEORGE	0801-0115 0801-0116 0801-0117 0801-0118	NICOLE RANDELL LINDA ANDERSON DIANE MCDONALD KAREN WONG
3799	PRINCE GEORGE	0801-0079 0801-0080 0801-0081	CAROLINE SEWELL DALE LALUK DEB SCHWEDER
4078	VANCOUVER	1721-0016 1721-0017	JULIE ROBERTS TANYA PATERSON
4088	RICHMOND	1721-0025 1721-0026 1721-0027	ALLEN WOO DAVID CHAN KEVIN WONG
4177	VANDERHOOF	0801-0424 0801-0425 0801-0426	FLORENCE ROBERTSON ELIZABETH (LIZ) WAGNER LORI PETTIGREW
4227	RICHMOND	0801-0055 0801-0056	MICHELINE HANSON FRANCINE BRISSON
4627	VANCOUVER	0801-0119 0801-0120 0801-0121 ALT/SUPP	CHRIS JOYCE DEANNE BATES KILLIAN MCGIBNEY DARKO BUBICA
4653	FORT ST. JOHN	0801-0088	MAUREEN HUMMEL
4816	COQUITLAM	0801-0122 0801-0123	ROSEMIN JAFFER CONNIE PENMAN
4879	KAMLOOPS	0801-0174 0801-0175 0801-0176 0801-0177	LOIS RUGG DEBBIE WASYLYSHYN LYN FEREC KARL FULTZ
4951	PRINCE GEORGE	0801-0217 0801-0218 0801-0219	LILY BACHAND WILLIAM (RUSTY) WATSON MARNEE BOMAN
4991	PRINCE GEORGE	0801-0220 ALT/SUPP	SHAYNE JAMESON MICHELLE VOELKNER

4992	DAWSON CREEK	0801-0509	CODY PANTER
5101	DUNCAN	0801-0457 0801-0458 0801-0459	SHERRENE ROSS TARA BROOKS NANCY FEE
5150	REVELSTOKE	0801-0061	CLARA MALTBY
5523	VERNON	0801-0489 0801-0490 0801-0491	KATHY MORGAN GRAY BOISVERT ANNEKE O'BRIEN
6001	VANCOUVER	0043-0010 0043-0011	BETTY VALENZUELA ERNIE TANGUAY
6002	CHILLIWACK	0043-0008	JIM CALVIN
6003	NORTH VANCOUVER	0043-0035	NAHID GUL
6004	COWICHAN	0043-0041	TERESA MCCOY
6011	NEW WESTMINSTER	0043-0046 0043-0050	CHARLOTTE LOCHHEAD FRANCES ROCHE
6012	VERNON	0043-0052	BALJIT SANDHU
6014	KAMLOOPS	0043-0003 0043-0004 0043-0009	DONISA BERNADO BARBARA NEDERPEL TALITHA DEKKER
6015	KELOWNA	0043-0005 0043-0027	KEN ROBINSON CARMEN BELANGER
6016	VANCOUVER	0043-0006 0043-0037	KELLY KNOX DEXTER BASBAS
6019	VICTORIA	0043-0042	STEPHANIE JOHNSON
6020	PRINCE GEORGE	0043-0015 0043-0016 0043-0030 0043-0033 0043-0034	LISA CREMA MIKE CARTWRIGHT TAMMY MEISE NATALIE FLETCHER HEATHER BARSCHEL
6023	OLIVER	0043-0021	RHONDA BRUCE
6025	KIMBERLEY	0043-0055	JACKIE KIDD
6027	TRAIL	0043-0058	SHAYNE BRANDT
6028	WHITE ROCK	0043-0007	JOANNE WALKER
6029	QUESNEL	0043-0032	CHRIS BATTING

6035	MAPLE RIDGE	0043-0048	JONATHAN DONALDSON
6070	VICTORIA	0043-0028	CARMEN JONES
6080	BURNS LAKE	0043-0031	DALLAS MATSON
6094	POWELL RIVER	0043-0039	NICOLA MCKAY
6095	MAPLE RIDGE	0043-0012 0043-0024	MARIA RODRIGUEZ JOANNE FOOTE
6099	SURREY	0043-0038	JASVINDER SINGH
6116	MONTROSE	0043-0014	SHELLEY BRIDGE
6164	PORT COQUITLAM	0043-0036	DOROTHY NELSON
6238	SURREY	0043-0018	LOUELLA VINCENT
6246	VICTORIA	0043-0022	BILL MCMULLAN
6384	SURREY	0043-0045	SHAYRA CRUZ
6393	BURNABY	0043-0002	VICTOR ELKINS
6398	FERNIE	0043-0029	VALERIE SAILER
6424	POWELL RIVER	0043-0020	JOHN FRASER
6437	SICAMOUS	0043-0013	JODY BERG
6449	VICTORIA	0043-0044	KYRA SEKHON
6454	VICTORIA	0043-0040	MYRNA CUBANGBANG
6500	CRANBROOK	0043-0054	TERRY BEVAN
6536	MAPLE RIDGE	0043-0017	DAWN LOGAN
6542	VICTORIA	0043-0043	SUSAN HORNER
6549	SURREY	0043-0047	JUDY GICHO
6552	KAMPLOOPS	0043-0053	JENNEL SAMPLE
7000	BURNABY	0801-0249 0801-0250 0801-0251 0801-0252	TERRY MERCER DEAN SIME BILL MAGRI ANNALIESE HUNT

**DELEGATES REGISTERED AS AT OCTOBER 7, 2017  
PERSONNES DÉLÉGUÉES INSCRITES AU 7 OCTOBRE 2017**

**Number of delegates  
Nombre de personnes déléguées**

2	National Officers / Dirigeants nationaux	2
5	General Vice-Presidents / Vice-présidences générales	5
18	District Councils / Conseils régionaux	18
12	Councils of unions / Conseils de syndicats	12
10	Provincial Divisions / Divisions provinciales	10
2	Service Divisions / Divisions de service	2
2	Airline Division Components / Composantes de la Division du transport aérien	2
2	Service Contracts / Contrats de service	2
757	Local Unions / Sections locales	2,106

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TOTAL OF DELEGATES / TOTAL DES PERSONNES DÉLÉGUÉES	2,159
TOTAL OF ALTERNATES / TOTAL DES PERSONNES DÉLÉGUÉES SUPPLÉANTES	193

## 28<sup>th</sup> NATIONAL CONVENTION COMMITTEE MEMBERS

### CONSTITUTION COMMITTEE

Carrie Lynn Poole-Cotnam	Local 503	Ontario	Co-chair
Rory Gill	Local 709	Alberta	Co-chair
Scott Barrett	Local 8443	Saskatchewan	Member
Phil Dembicki	Local 500	Manitoba	Member
Theresa Gilliam	Local 4935	Newfoundland and Labrador	Member
Iris Lloyd	Local 380	New Brunswick	Member
Katie Morriscey	Local 1870	Prince Edward Island	Member
Patricia Perry	Local 4459	Nova Scotia	Member
Lois Rugg	Local 4879	British Columbia	Member
Gabriel St-Amand	Local 2815	Quebec	Member
Paul Faoro	NEB	British Columbia	NEB Liaison

### CREDENTIALS COMMITTEE

Sherry Hillier	Local 879	Newfoundland and Labrador	Co-chair
Joe Rarama	Local 1550	Manitoba	Co-chair
Dawn Bellerose	Local 1880	Ontario	Member
Jim Calvin	HEU	British Columbia	Member
Leonard Gallant	Local 1779	Prince Edward Island	Member
Scott Hepfner	Local 417	Alberta	Member
Richel Nixon	Local 7	Saskatchewan	Member
Tanya Paterson	Local 4078	British Columbia	Member
Minerva Porelle	Local 3392	New Brunswick	Member
Joëlle Ravary	Local 1500	Quebec	Member
Kim Wentzell	Local 4095	Airline	Member
Greg Williams	Local 5248	Nova Scotia	Member
Henri Giroux	NEB	Northern Ontario	NEB Liaison

### RESOLUTIONS COMMITTEE

Royse Henderson	Local 5059	Quebec	Co-chair
Keith Leblanc	Local 1078	New Brunswick	Co-chair
Tiffany Balducci	Local 1281	Ontario	Member
Lola Barrett	Local 41	Alberta	Member
Heather Croft	Local 3936	Nova Scotia	Member
Barb Gribben	Local 737	Manitoba	Member
Ryan Groundwater	Local 728	British Columbia	Member
Dawn Lahey	Local 2329	Newfoundland and Labrador	Member
Jamie Mellor	Local 5791	Saskatchewan	Member
Barb Nederpel	HEU	British Columbia	Member
Martyn Smith	Local 4047	Airline	Member
Karen Tsitinas	Local 1770	Prince Edward Island	Member
Nan McFadgen	NEB	Nova Scotia	NEB Liaison

### SPECIAL NEB COMMITTEE ON STRATEGIC DIRECTIONS

Denis Bolduc	NEB	Quebec	Member
Victor Elkins	NEB	British Columbia	Member
Judy Henley	NEB	Saskatchewan	Member
Daniel Légère	NEB	New Brunswick	Member
Candace Rennick	NEB	Ontario	Member
Daria Ivanochko	CUPE	National Office	Staff person

## **PRESIDENTS EMERITUS**

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**PAUL MOIST**

Immediate Past President

**JUDY DARCY**

1991-2003

**JEFF ROSE**

1982-1991

## **FORMER NATIONAL SECRETARY-TREASURER**

---

**CLAUDE GÉNÉREUX**

2001-2011

**JEAN-CLAUDE LANIER**

1985-1989

## **GUESTS**

---

**NANCY BÉDARD**

4e Vice-présidente, Fédération interprofessionnelle de la santé du Québec (FIQ)

**SHERI BENSON**

NDP Member of Parliament

**JOSH BIZJAK**

Director of Development, Broadbent Institute

**LARRY BROWN**

National President, NUPGE

**DANNY CAVANAGH**

President, Nova Scotia Federation of Labour

**LOUISE CHABOT**

President, Centrale des syndicats du Québec (CSQ)

**MARIE CLARKE WALKER**

Secretary-Treasurer, Canadian Labour Congress

**PATRICK COLFORD**

President, New Brunswick Federation of Labour

**CHO SUNG-DEOK**

Vice-President, Korean Public Service and  
Transport Workers' Union (KPTU)

**AARON EKMAN**

Secretary-Treasurer, BC Federation of Labour

**FERDINAND GAITE**

National President, Confederation of Unity and  
Advancement of Government Employees (COURAGE)

**FRANCE GÉLINAS**

NDP Member of Provincial Parliament

**ZITA HOLBOURNE**

Vice-President, Public and Commercial Service Union (PCS), and  
Co-Founder, Black Activists Rising Against the Cuts (BARAC)

**SYLVAIN LADOUCEUR**

Fonds de solidarité – FTQ

**MARK LANGEVIN**

Sub-Regional Secretary for North America, PSI

**JOSE LA LUZ**

Puerto Rico labour and social activist

**LINDA LAPOINTE**

Vice-president, FIQ

**ENI LESTARI**

Chairperson, International Migrant Alliance (IMA)

**WOL-SAN LIEM**

Director of International Affairs in the Korean Peninsula Affairs  
Korean Union of Public Services and Transportation (KCTU)

**AVIGAIL PEREZ LLANES**

Secretary General, National Union of Public Sector Workers (SNTAP)

**FRED LOFT**

Past CUPE National Executive Board Member

**MARGARET MCKEE**

President, UNISON

**PAUL MILLER**

NDP Member of Provincial Parliament

**BRIAN O'KEEFE**

Past CUPE General Vice-President

**MARJOLAINE PERREAULT**

Communications Director, Central des syndicats du Québec (CSQ)

**RICHARD PERRON**

President, Syndicat de professionnelles et professionnels du  
gouvernement du Québec (SPGQ)

**SANDRA RAMOS**

Maria Elena Cuadra, Nicaragua (MEC)

**TRACEY RAMSEY**  
NDP Member of Parliament

**KEVIN REBECK**  
President, Manitoba Federation of Labour

**LARRY ROUSSEAU**  
Executive Vice-President, Canadian Labour Congress

**PETER SCHULER**  
Aboriginal Elder

**LINDA SILAS**  
President, Canadian Federation of Nurses Union (CFNU)

**ADRIENNE SILNICKI**  
National Coordinator, Canadian Health Coalition

**RICK SMITH**  
Executive Director, Broadbent Institute

**PETER TABUNS**  
NDP Member of Provincial Parliament

**JEAN THIFAUT**  
Directeur, Service des relations avec les travailleurs  
Fond de solidarité – FTQ

**MARCEL TREMBLAY**  
Fond de solidarité – FTQ

**KARLA WEBBER-GALLAGHER**  
Provincial Secretary, Ontario NDP

#### **SPEAKERS**

---

**DALILA AWADA**  
Sociologist and author

**STEPHEN LEWIS**  
Former UN Ambassador, politician, public speaker

**NESRINE MALIK**  
Author and commentator

**THE HONOURABLE JAGMEET SINGH**  
Leader, New Democratic Party

**ARMINE YALNIZYAN**  
Economist, columnist, media commentator and  
President of the Canadian Association of Business Economists