

# Counterpoint



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*“Workers are on the front lines of the climate crisis. We should be on the front lines building solutions too.”*  
*Angella MacEwen, CUPE’s Economist, p. 5*

# CUPE Manitoba President focused on building a movement

When Abe Araya first got involved in his union eight years ago, he never thought he would someday be elected as the President of Manitoba’s largest union.

That day came on November 13, 2019, when delegates at the CUPE Manitoba Convention elected Araya to lead CUPE Manitoba into what will be another year of the provincial Progressive Conservative government’s attacks on working people.

“I have been a fighter all my life,” said Abe Araya. “I overcame barriers, went

head-to-head with management, and have taken the struggle to the streets”.

Araya previously served as President of CUPE 110, representing custodians, painters, utility workers and more, at the Winnipeg School Division. Araya came to Canada from Eritrea as a young child, and hopes to motivate and encourage refugee youth and other children.

“Our school division covers some of the lowest income, most marginalized communities in Canada,” said Araya. “I take inspira-

tion from the students’ struggles and hope they can be inspired by my work in the union, fighting for fairness for everyone”.

Araya has been actively involved in organizing CUPE members to volunteer in electing labour-friendly candidates at every level of government, but he is also known for bringing members out to both labour and community protests.

“Being involved in social justice work is a big responsibility, but it is incredibly rewarding,” said Araya. “Now is a critical time for



labour, youth, Indigenous, newcomer, environmental and other social justice movements to work together to fight against right-wing ideologies”.

Araya hopes to help unite labour and build stronger partnerships with the community. “With the Conservative government in Manitoba cutting

health care, education, and social services, the fight is no longer confined to union halls and bargaining rooms,” noted Araya.

“We need to lead and be led by our community allies in the fights ahead, and I know CUPE Manitoba will be carrying the fuchsia flag every step of the way”.

■ **David Jacks**



## Denis Bolduc, new General Secretary of the FTQ

After more than eight years with the executive of SCFP-Québec, including three as President, Denis Bolduc is beginning a new stage in his union career, having won the position of General Secretary of the Fédération des travailleurs et travailleuses du Québec (FTQ).

“I will be fierce in my determination to demand respect for the rights of workers in dealings with the CAQ government, which seems to forget rather easily that the members we represent make up the families in Quebec,” declared Denis Bolduc.

Denis Bolduc has been an activist for almost 30 years. His first years spent in trade unionism at the Journal de Québec plunged him into one of the harshest conflicts in the 2000s. The confrontations he had with a stubborn, voracious and unscrupulous employer enabled him to build up strong resilience, which made him the motivated union activist of integrity he is today.

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# Mobilizing to save lives

*Involved in CUPE 4835 since 2001, Vice-President Isabelle Painchaud is committed to the labour movement and the well-being of workers. She has taken up numerous causes, one of which has been the installation of defibrillators in the workplace.*

In December 2018, employees of the National Film Board (NFB) lost their colleague, Richard Lanoue, who died on the job from cardiac arrest. His death was probably avoidable since Isabelle and her colleagues had already been campaigning

to have a defibrillator installed in their premises.

“For years, we had been demanding that our employer acquire a defibrillator. We managed to get one, but it came too late to save a life. One of our colleagues died and perhaps could have been saved if this invaluable medical equipment had been at hand. Since that time, I have made it a personal commitment to ensure that this doesn’t happen to others,” explained Isabelle Painchaud. Two days after the tragedy, the NFB received its long-awaited defibrillators.

With the union team led by the Local President Luc Léger, Isabelle knocked

at every door she could and waged a fight to prompt employers across the country to purchase defibrillators. They also worked with former NDP MP from Sherbrooke, Pierre-Luc Dussault, to introduce a bill on this issue in the House of Commons.

“We are used to having smoke detectors and extinguishers everywhere. We’ll adjust very well to having defibrillators. They’re easy to use, and they cost little when you think that they can save lives. It’s a win-win situation for both employers and employees,” said Isabelle Painchaud.

Delegates from CUPE 3835 attended the CUPE-

Quebec convention, where they presented a motion requesting that defibrillators be installed in all workplaces, which was carried unanimously.

Her struggle for the well-being of her peers is nothing new. “When I was 9, I led my friends at school on a strike! It was raining outside at recess, and one of our classmates who wasn’t properly dressed was freezing. I asked the supervisor whether we could bring her inside the school, and she said no. As soon as I got back to class, I said to the others, ‘We’re going on strike!’ Our teacher explained that we had to find a spokesperson

and prepare signs. It was quite the baptism of fire,” recalled Isabelle Painchaud.

■ Lisa Djevahirdjian



**In spite of surprising results, the NFB is a patient on life support**

Since 1939, the National Film Board (NFB) has been creating award-winning work of world-wide renown. Its numerous artisans have made a significant contribution to promoting the Board and stand out by virtue of their commitment to social issues through their union.

In 2019, the federal agency celebrated its 80<sup>th</sup> anniversary, and can boast that it has been a finalist at the Oscars more often than any other film producer outside Hollywood.

Unfortunately, the atmosphere was not a festive one for employees, who took care of a large-scale move, in addition to always having to do more with less due to a lack of funds.

With a new budget soon to be tabled, the unions wrote a letter to Prime Minister Justin Trudeau, requesting that this institution, which continues to promote Canadian culture and know-how the world over, receive greater funding.

## NATIONAL PRESIDENT MARK HANCOCK

### Modernizing our union for the 21<sup>st</sup> century

Just a few months ago, over 2,000 CUPE members and activists gathered in Montreal to debate the future of our union and our movement. Many of the debates at CUPE’s 29<sup>th</sup> National Convention focused on modernizing our customary practices and our constitution.

While I know constitutional amendments aren’t what gets everyone up in the morning, I can say this: the amendments we adopted at our October convention in Montreal mark the largest and most significant changes to the constitution of our union since CUPE was founded in 1963.

Not only that, they go a long way towards making CUPE a progressive, 21<sup>st</sup> century union for Canada and the world to follow.

Many of the changes made at convention had to do with longstanding practices that were generally understood, but not written down. Clarifying these

“unwritten rules” brings transparency and accountability to our constitution and our union.

In particular, the process for electing our National Executive Board relied heavily on custom and tradition, rather than written rules. Delegates in Montreal voted to change that, by adopting amendments that lay out clear rules for how we elect our General Vice-Presidents, Diversity Vice-Presidents, and Regional Vice-Presidents, and establishing clear roles and responsibilities for these positions.

We also voted to bring in electronic voting at future conventions for elections and standing votes at the call of the Chair.

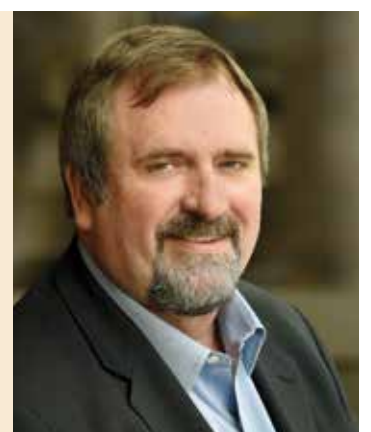
Our convention also approved changes to CUPE’s Trial Procedure, stemming from a comprehensive review that involved consultations with members and chartered bodies.

As many of us know, our old trial procedure wasn’t working as intended. It was frustrating for locals, and too often being used for political purposes, which was never its intent.

Now, complaints will be dealt with outside of the local union, taking internal politics out of dispute resolution. An independent investigator will be assigned to cases and, if approved to proceed, trial committees will be composed of members from the surrounding region. Where complaints are rooted in harassment or discrimination, the complainant will have the option to proceed through an alternative dispute resolution process.

These reforms not only make CUPE stronger from within – they also allow us to devote more of our attention and energy to bargaining forward for our members and being a strong, leading voice for all workers across Canada.

MARK HANCOCK ONLINE [twitter.com/MarkHancockCUPE](https://twitter.com/MarkHancockCUPE)



# TAKING ACTION ON CLIMATE CHANGE

## Urban farming innovation; a project that keeps on growing

Since 2013, Stefan Sommer of CUPE 4400 has been involved in an initiative that increases efforts towards sustainability and energy use at the Toronto District School Board (TDSB) and brings agriculture closer to students: the Urban Farming Innovation Project.

All year round, Stefan, assisted by students, gardens indoor on tall hydroponic garden towers in some TDSB schools. Each of these towers can grow up to 44 plants at a time. School cafeterias are provided with fresh products on site, and crops are produced in cycles to meet demand. From seedling to transplantation, from harvesting to production and consumption, the students fully enjoy the small-scale farming.

“This has changed the way they look at vegetables. The nutritional value of the vegetables we grow is far superior to food you find in grocery stores. The taste and quality are better. When I go

in schools now, I have kids begging for kale chips,” says Stefan Sommer.

The students gain key knowledge through the project. In addition to understanding firsthand the real impacts of eating local products, and acquiring hydroponic gardening skills, the learning experience is harmonized with the Ontario curriculum. “We tailor the experience we offer with the schools, whether it’s part of the academic program or a lunchtime activity. For example, in one school, the project was implemented as part of the Science class, where we focus on innovation and how to improve the project. In another school, it’s part of an Economy class, to study the value of the yields,” he explains.

### Special kids with special needs

Stefan is certainly proud of working to implement sustainable practices in his working environment, but his proudest achievement is by far the positive impact this has on kids. Most of



“I am most proud of our work to help these students achieve their academic goals and frankly, the experience of seeing a child in a wheelchair finally getting to do gardening work has validated everything we, as an organization, have ever had to go through in order to make this program a reality for the past few years,” outlined Sommer.

the students he works with have mild intellectual or physical disabilities or are kids with Autism Spectrum Disorder.

### A community to thank

With the help and support of teachers, the TDSB and CUPE 4400, the Urban farming innovation project is growing. In January 2020, six schools will be participating in the initiative. Other schools are also starting their own gardening projects.

In light of this success, Stefan is however staying humble. “This is a community effort. The school board was very cooperative and the President of CUPE 4400, John Weatherup, really believed in this project. Fred Hahn, president of CUPE Ontario, also provided funding for the project. I could not have achieved as much without them.”

■ Rosane Doré Lefebvre



Stefan Sommer with one of the hydroponic towers.

## COP25: A missed opportunity by world leaders

After a year of grassroots mobilization around the world, where hundreds of thousands took to the streets to demand action on climate change, expectations were high for countries to agree on common solutions at COP25.

Unfortunately, conclusions of the conference are truly disappointing. Nothing was done to help developing countries face the impacts of climate change, as stated in the Paris Agreement. Also, no agreement was made on appropriate international carbon trade mechanisms or the respect of human rights and indigenous rights, as expected.

Nonetheless, CUPE will keep fighting with NGOs, Unions and stakeholders to find adequate solutions and pressure the world leaders to act on climate change.

■ Leonor Cedillo



## Climate change is a health and safety issue

Consequences of climate change include more intense storms and flooding, more frequent forest fires and heat-waves, and increased risk of illnesses carried by mosquitos or ticks. These are concerns for everyone – but for many workers, these represent new or increased health and safety risks on the job.

Many CUPE members work in emergency and security services, health care, municipal services, communications, and social services. Over the past 30 years, these services have faced cutbacks, downsizing,

mergers, amalgamations, and privatization. On top of this ongoing austerity, the consequences of climate change have begun to change how we work in different ways, depending on where we live and what we do at work.

Workers restoring power or organizing evacuation and relief efforts after storms are an example of climate change, making our jobs more demanding and dangerous. Health care workers are seeing increased workloads because of heat-waves and respiratory illnesses

caused by air pollution from wildfires and longer pollen seasons. People who normally work outside are affected by heatwaves, air pollution, and the increased risk of insect-borne diseases.

There are several ways workers can address these new or increased risks. We can try to minimize them through our health and safety committees, identifying ways to adapt our workplaces. We can also form environment committees to support that adaptation and help reduce our carbon footprints. These

steps are important – but much more is needed.

There are simple, concrete actions governments can take that will help fight climate change and support improved health and safety for workers. Retrofitting public buildings will create jobs, lower energy use, and deliver healthier work environments. Municipalities will need to invest in infrastructure to address changing weather patterns, including restoring wetlands, building berms to protect against flooding, or upgrading water infrastructure.

Commuting to work needs to be affordable, safe, and less stressful.

In our cities, public transit should be regular, reliable, and cheap. In rural areas and in between cities, we need to expand public solutions like the Saskatchewan Transportation Company, rather than shutting them down as the current provincial government has done.

Workers are on the front lines of the climate crisis. We should be on the front lines building solutions too.

■ **Angella MacEwen**

### NATIONAL SECRETARY-TREASURER CHARLES FLEURY

## The fight for climate justice must continue

Last September, millions of citizens around the world took part in climate strikes to demand stronger and immediate actions to save our planet. The science is clear: the world governments' commitments to reduce greenhouse gas emissions made in Paris in 2015 are not sufficient to limit global warming and avoid a climate catastrophe in the not too-distant future.

It's with this urgency in mind, that unions from every continent went to COP25 in Madrid in December. I had the privilege to lead the CUPE delegation composed of Brother Derek Benson, co-chair of CUPE National Environment Committee and Vice-President of CUPE 941 in Alberta, and staff. Along with other union and civil society representatives, we pressured politicians to adopt more ambitious national targets by 2020 in order to meet the objective of net-zero emissions by 2050. We acknowledged that countries can use carbon markets to achieve their reduction targets, but emphasised that loopholes that allow credit double-dipping must be patched.

We also told governments that they must ensure a just transition to a greener economy. Workers must have the support and training they need to adapt and succeed. We also called on the countries to make sure that the creation

of good green jobs through more public services and infrastructure is central in their national plans to fight climate change. We also asked governments to deliver on their promises to finance low carbon development in developing countries to the tune of 100 billion dollars annually by 2020. We stressed that significant international financing is also needed to compensate for the loss and damage of developing countries that are particularly vulnerable to the negative effects of climate change.

Our determination was high, and the energy reached its peak during the Climate March when hundreds of thousands of participants took the street and shouted Action Now! In the conference room, political leaders hardly heard them. Not much progress was made at COP25, and a just transition specific to workers and human rights concerns were largely dismissed. The fight for our future is certainly not over, and CUPE will continue to do its part in our union, in Canada and around the world.

CUPE is committed to reducing our carbon footprint, and to supporting our locals who are bargaining climate language into collective agreements and putting in place green stewards in our workplaces. CUPE National dedicates important resources each year to fight the climate emergency and to support the fight for environmental justice.

At the federal level, we will work with the NDP to force the Trudeau government to present a real climate change plan. A plan including actions that truly support the green-house gas emissions reduction target, protects human rights of all Canadians and ensures a just transition for all workers, their families and communities as its cornerstone. A first positive step in that direction would be for Canada to sign on to the UN Climate Action for Jobs Initiative launched last September like many countries have already done.



CHARLES FLEURY ONLINE  [twitter.com/CUPENatSec](https://twitter.com/CUPENatSec)



Global Justice

# Courage and resilience in Colombia

**In October, I had the opportunity to visit Colombia on a CUPE delegation to meet with two incredible organizations that we partner with through CUPE's Global Justice Fund.**

We spent a lot of time with NOMADESC, a research and human rights organization lead by the fearless Berenice Celeita, who toured us through places the Canadian government tells us not to go.

We went to the port city of Buenaventura, the hub of the country's most important trade routes, where development by foreign-owned resource companies has forced thousands of Indigenous and Afro-Colombian peoples from their communities, into a city that doesn't have the housing, the services, or

the jobs to support them.

Two years ago, these people banded together and shut the city down for 22 days, demanding safety, security and essential services like water, sanitation, health care and education for the over-grown community.

I met with members of the civic strike committee, and heard about their continuing struggles, and I watched as one of the leaders of that strike, Victor Vidal, was elected as Mayor of Buenaventura.

A couple of days later, we were scheduled to meet with Indigenous leaders in the province of Cauca.

The evening before that meeting, news broke that five Indigenous leaders had been gunned down by members of a paramilitary group. One was a young woman, an elected governor of her community. The other four were territorial guards, who patrol their communities armed only with a ceremonial staff because, despite the violence that has been created by a stalled peace process, these

communities have chosen to maintain a peaceful existence in their territories, in keeping with their traditions.

The next day we travelled to Tacueyo, the community where the slaughter had happened less than 24 hours before, and we witnessed hundreds of members from the surrounding communities come together.

They came to grieve, but they also organized. More than 600 hundred people, in the midst of such a tragic loss, broke into discussion groups. They talked about the choices in front of them and how to move forward. What I witnessed that day was incredible courage, in the face of a tragedy I still can't quite comprehend.

I also spent a day with SINTRACUAVALLE – the union representing workers at Colombia's only public water provider, who have been bravely fighting water privatization in Colombia in the face of sometimes violent opposition.

We toured a water

treatment facility, which had fewer bells and whistles than most of ours do, but still provides safe and clean public drinking water to the communities it serves. And we attended a meeting the union hosted for community members who are fighting for public water services.

It was really something to listen to the workers

and men I met in Colombia, who organize and fight for human rights, and who stand against corruption and corporate aggression in the face of such adversity and violent opposition.

CUPE will be calling on the Canadian government to press the Colombian government to implement the peace agreement and

**Their courage reminds me that there are too many places in this world, still today, where it isn't always safe to speak out for the things you believe in, and where you risk your life just being a union activist.**

and residents speak so passionately about the importance of water. But it was chilling to know that the union's president, my friend Margarita Lopez, does not step outside her home without her security detail. In Colombia, she is under constant threat – for being a community organizer, and for being a trade unionist.

I found such deep inspiration in the remarkable courage of the women

ensure the fundamental human rights of the people of Colombia.

Here in Canada, we face challenges, in our workplaces, in our communities, and even within our union.

But we have to keep those challenges in perspective, and stand firm in our resolve to fight injustice wherever we encounter it, and to keep building a better world through international solidarity.

■ Mark Hancock

Mark Hancock with NOMADESC employees in Colombia.



# CUPE convenes panel on pension funds at international public services conference

In early December, progressive voices from across the world, including researchers, labour leaders and grassroots activists, came together in Amsterdam to talk about strategies to bring public services back in house.

The Future is Public conference continued the important work CUPE does with our Canadian and international allies to end privatization and demand strong, well-funded public services. The conference was attended by over

350 diverse voices from all around the world.

The conference highlighted the fact that we are living in a crucial moment that demands decisive action, and CUPE brought the Canadian perspective to the conference. This was an

important opportunity for CUPE to showcase the work we are doing on the privatization file, as well as a chance to learn about ways in which we can strengthen the work we do and build international networks of solidarity.

world. The discussion, facilitated by Daria Cibrario, from our partner organization Public Services International, focused on the fact that we must find ways to hold our workers' pensions funds accountable for their investment decisions, and ensure they are not contributing to a system of privatization.

## CUPE leads discussion on pensions

CUPE led the discussion around public sector pensions and the role they play in the privatization of public infrastructure around the

**To see the full recording of the panel, check out CUPE's Facebook page.**

■ Charles Brenchley



New research launched at the conference shows global momentum continues to build to end privatization. The research, brought together by the Transnational Institute, documents more than 1,400 examples of privatization being reversed, across all sectors, including more than 50 Canadian cases.

## In-house solid waste boosts safety for CUPE 3034 crew

**W**orkers in the town of Conception Bay South, NL, are welcoming a move to automated garbage pickup. The new trucks mean safer working conditions for the solid waste crew, members of CUPE 3034. Ending garbage privatization was the first step in improving safety for the workers.

“What a difference, working for the town. It’s all about safety,” says Corey Mitchell, a member of the solid waste crew. “Collecting garbage is dirty, dangerous work. Automation makes that job much safer,” says Mitchell, who worked for the contractor before the town brought solid waste services back in house in 2012, ending 30 years of unreliable and expensive service.

Bringing the work in house made it easier to tackle health and safety issues, but workers lifting tons of garbage a day still

faced hazards.

The local has kept injuries high on the agenda at labour-management and joint occupational health and safety committee meetings, says CUPE 3034 President Terri-Lynn Cooper. When the town bought one automated truck, the local worked to speed up a full switch to automation.

“Council decided they were going to do it over a long period - a couple of years, but we kept pushing,”

says Cooper. The town agreed, and pickup has been fully automated since the fall of 2019.

Cooper says it was a high priority because of workplace injuries “like back, arm, and knee injuries, as well as injuries from sharp things in the garbage, like needles. It was happening regularly.”

Mitchell says wasp nests and rodents were just some of the hazards he faced opening the wooden boxes where residents left

garbage for pickup. Several years ago, broken glass in a garbage bag left him with a gash in his leg that took eight stitches to close.

Now, residents wheel large plastic garbage bins to the curb. Mitchell doesn’t touch the bags inside. Instead, he operates an arm from inside the truck that grabs and empties the bin into the truck. “I remember days when I was throwing 14 tons. Now, that arm is throwing it for you,” he says.

■ Karin Jordan



CUPE 3034 President Terri-Lynn Cooper and Corey Mitchell.

## Bargaining against workplace violence in the library sector

**W**e think of libraries as safe, public spaces, and that's true most of the time. But research conducted by CUPE, along with recent media reports, have revealed health and

safety hazards in libraries for workers and patrons alike.

A CUPE study of library workers in BC found that workers have experienced and/or witnessed verbal and physical threats, unwanted

physical contact, sexual assault, indecent exposure, explicit online materials, drug use, drug trafficking, and theft. CUPE library workers deal with situations involving intoxicated patrons and, at times, are required to

ban people from the library. And occasionally, library workers must call first responders when things go terribly wrong; for example, when a patron overdoses on opioids.

In short, violence is a workplace hazard in the library sector, and government austerity policies have made things worse. Funding cuts to social services have resulted in increased numbers of Canadians turning to their local libraries for help in finding social supports.

As a result, library workers report increased interactions with vulnerable, high needs, and marginalized populations such as the homeless, people struggling with mental health issues, and people struggling with

addiction. Workers are sometimes required to perform duties more commonly associated with social work without necessarily having the training, resources, and time to do so. Sometimes situations escalate, and workers are subjected to physical or verbal violence and harassment.

Local unions can also work to increase members' awareness of the health and safety committee, and educate and empower workers to refuse unsafe work.

Consult CUPE's Workplace Violence and Harassment Prevention Kit and **visit [cupe.ca](http://cupe.ca) for more information.**

■ **Joseph Leonard-Boland**

**Dealing with workplace violence is complex and requires a range of responses, including education and training. Better collective agreement language can also help. Bargain language that:**

- Defines and prohibits all forms of discrimination, harassment, and violence.
- Requires the employer to provide training on workplace violence to all workers.
- Strengthens benefit packages and employee assistance programs, including support for victims of domestic violence.
- Increases staffing, lobbies for increased funding and promotes the safer design of library spaces.

## CUPE 2950 launches local history project at UBC



**A plaque was unveiled to commemorate AUCE's role in gaining maternity benefits.**

On November 13, after over a year of meticulous work, union leaders and activists gathered with archivists and librarians to celebrate the 45<sup>th</sup> anniversary of CUPE 2950's predecessor, the Association of University and College Employees Local 1 (AUCE), with the unveiling of a digitization project. The goal was simple: to capture AUCE's feminist historical contribution to working people.

It was a night for labour history, feminist activism and digital technology. AUCE Local 1, the first union to obtain fully funded

maternity leave through ground-breaking language achieved by their first contract in September 1974, paved the way for equality and fair treatment in the workplace for many other women.

The project to archive this important piece of labour history began when 43 boxes of AUCE materials needed a new home. CUPE 2950 reached out to UBC Library to confirm the value of the records and funded a co-op student to sort and catalogue the material.

The digitization project began in May 2018 and produced 21,000 pages in

almost 5,000 documents. The collection includes 4.5 linear metres of textual records, 793 photographs, 199 negatives, 37 slides, one audio cassette, and 23 pins. Each document is carefully described and categorized so that anyone can find information needed for a thesis or project related to workers' history.

CUPE 2950 President Karen Ranalletta described the work behind the scenes required for this collection as incredible.

"Workers' voices are often not reflected in academia. By investing in our local's history, the voices of our founding members will be preserved and honoured," said Karen. "Our union was organized in the library and now it will live on in the library," she added.

The digitized AUCE fonds in UBC library's Open Collections is accessible at: **[open.library.ubc.ca/collections/auce](http://open.library.ubc.ca/collections/auce)**

■ **Janet Szliske**

## Major court victory against Ford's conservatives, thanks in part to CUPE

**O**n November 19, the Ontario Superior Court of Justice struck down the Ford Government's so-called Student Choice Initiative (SCI), ruling that found, among other things, the government overstepped its authority and acted in bad faith when it moved to make student ancillary fees voluntary.

Ancillary fees are democratically approved by students to fund a wide range of campus activities and organizations. Many of these organizations employ CUPE members.

"This is a major victory for students, university workers and other members of the post-secondary education community, and a major defeat for the Ford Conservatives," said CUPE Ontario President Fred Hahn. "As a result of this victory, vital student services that had been cut because of the Ford Conservatives' attack, will be restored," he added.

The Canadian Federation of Students-Ontario and the York Federation of Students brought the matter before the courts with the assistance of several unions, including CUPE.

"From the moment the Ford Conservatives attacked student unions and campus organizations last year, it was clear that they were trying to silence the voice of university students and workers. Our union has been proud to support all student organizations opposing this agenda of cuts and attacks on student rights," said Janice Folk-Dawson, Chair of CUPE's Ontario University Workers' Coordinating Committee.

■ **Kevin Wilson**



### Janice Folk-Dawson

Janice Folk-Dawson, a long-time CUPE activist, Local Union President and CUPE Ontario Executive Board member, is now sporting a new title—Executive Vice-President of the Ontario Federation of Labour (OFL).

In addition to serving for nearly two decades as Chair of CUPE Ontario's University Workers Coordinating Committee, Folk-Dawson has also been the long-serving President of CUPE 1334, representing trades, maintenance and service workers at the University of Guelph.