

NATIONAL SECTOR COUNCIL  
CONFERENCE

# *Program*



OCTOBER 3-6, 2022

***CUPE***

# *Table of contents*

**4**

Agenda

**5**

Equality Statement

**6**

Ombudsperson Program

**7**

Conference Information

**9**

Speakers



# Welcome

Welcome to Ottawa, on the traditional, unceded territory of the Algonquin Anishinaabeg people.

It's our fifth National Sector Council Conference, and our very first in-person event since the start of the COVID-19 pandemic. We're happy you're here, and we appreciate your commitment to making your sector – and all of CUPE – stronger.

Our theme this year is Fighting Austerity, Inflation, and Privatization. From the threat of health care privatization to the sky-high cost of living and wage caps that don't allow us to make ends meet, public sector workers are experiencing challenges on all fronts. This conference will help us share information on work in our sectors and strategize how to confront the serious issues we are facing – together.

Thank you for your activism in CUPE. We look forward to working together to build stronger communities and a stronger labour movement.

Enjoy the conference!

In solidarity,

**Mark Hancock**  
*National President*

**Candace Rennick**  
*National Secretary-Treasurer*



# Agenda



## MONDAY, OCTOBER 3, 2022

**6:30 p.m.**

### Opening Plenary

- Moderator: Richard Delisle, National Regional Vice-President, Quebec
- Moderator: Yolanda McClean, National Regional Vice-President, Ontario
- Thomas Louttit, Indigenous Elder

Blanket ceremony

- Debra Merrier, National Diversity Vice-President, Indigenous Workers
- Elaine Kicknosway, Traditional Drummer, Dancer, and Singer
- Mark Hancock, National President

Bystander training

- CUPE Education

**8:00 p.m.**

### Reception



## TUESDAY, OCTOBER 4, 2022

**9:00 a.m.**

### Opening Plenary

Keynote Speakers

- Candace Rennick, National Secretary-Treasurer

Safe Spaces, Stronger Unions

Members of the Safe Union Spaces Working Group will update delegates on CUPE's ongoing work. Our success in tackling austerity and privatization depends on the ability of all union members to thrive inside our movement, free of gender-based violence, harassment, discrimination, and other forms of oppression.

	<p>Presentation: "Fighting inflation without weakening workers"</p> <ul style="list-style-type: none"> <li>• Julia Posca, researcher, Institute for Socioeconomic Research and Information (IRIS)</li> </ul>
<b>10:30 a.m.</b>	<b>Break</b>
<b>10:45 a.m.</b>	<b>Sector Meetings</b>
<b>12:00 p.m.</b>	<b>Lunch Break</b>
<b>1:30 p.m.</b>	<b>Sector Meetings</b>



## **WEDNESDAY, OCTOBER 5, 2022**

<b>9:00 a.m.</b>	<p><b>Opening plenary</b></p> <p>Panel: "CUPE members resist the threat of privatization"</p> <ul style="list-style-type: none"> <li>• Patrick Hallé, CUPE 3247, Quebec</li> <li>• Sherry Hillier, National General Vice-President, the East</li> <li>• Thi Vu, Communications Officer, Hospital Employees' Union (HEU), British Columbia</li> <li>• Moderator: Aditya Rao, Senior Research Officer, CUPE National</li> </ul>
<b>10:30 a.m.</b>	<b>Break</b>
<b>10:45 a.m.</b>	<b>Sector Meetings</b>
<b>12:00 p.m.</b>	<b>Lunch Break</b>
<b>1:30 p.m.</b>	<b>Sector Meetings</b>



## **THURSDAY, OCTOBER 6, 2022**

<b>9:00 a.m.</b>	<b>Sector Meetings</b>
<b>10:00 a.m.</b>	<b>Break</b>
<b>10:15 a.m.</b>	<p><b>Closing Plenary</b></p> <p>Report Back</p> <ul style="list-style-type: none"> <li>• Moderator: Sylvia Sioufi, Managing Director, National Services Department</li> </ul> <p>Remarks</p> <ul style="list-style-type: none"> <li>• Mark Hancock, National President</li> </ul>

# *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 goals. 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, does 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 persons deserve dignity, equality and respect.

**Mark Hancock**  
*National President*

**Candace Rennick**  
*National Secretary-Treasurer*



# ***Ombudsperson Program***

Respectful debate makes our union stronger. Everyone attending CUPE's National Sector Council Conference needs to feel respected and included.

The Equality Statement and the Code of Conduct set the tone at our events and represent our commitment to a safe and respectful environment.

You can read the Code of Conduct online at [cupe.ca](http://cupe.ca).

If you feel you are experiencing harassment or inappropriate behaviour at this conference, you can call on a trained Ombudsperson to help you find a solution. Your complaint will be treated with confidentiality.

To speak to an Ombudsperson in English, text or call:

**613-809-7747** or **613-809-7745**

To speak to an Ombudsperson in French, text or call:

**613-809-7745**



# Conference Information

## **MASKS**

The 2022 National Sector Council Conference requires mandatory masking to prevent the spread of COVID-19. All participants, staff, and guests are required to wear masks throughout the event.

## **VACCINATION POLICY**

CUPE recognizes the worldwide impact of the COVID-19 pandemic and acknowledges our role in helping prevent the spread of this disease by supporting the vaccination effort. CUPE has a vaccine policy, which you can read at [cupe.ca](https://cupe.ca). This policy applies to CUPE organized events, including CUPE's National Sector Council Conference. All conference registrants are required to adhere to this policy.

## **BILINGUAL EVENT**

The National Sector Council Conference is a bilingual event. Simultaneous interpretation of French and English will be provided in the plenary sessions and sector meetings. Unilingual participants

are encouraged to use interpretation devices throughout the conference to ensure seamless communication. Devices can be obtained from the receiver distribution tables in the atrium on the second floor.

## **SIGN LANGUAGE INTERPRETATION**

Sign language interpretation for all conference events will be provided to those participants who have requested it.

## **MEALS**

Lunches are not provided during the conference. The Rideau Centre, connected to the convention centre on the second floor, has several restaurants as well as a food court. The ByWard Market, one of Canada's oldest and largest public markets featuring restaurants, cafés and more, is also walking distance from the convention centre.





# Conference Information

## SCENT-FREE EVENT

Please refrain from using scented products. To make the conference accessible to people with chemical sensitivities, we ask that all conference participants refrain from using perfume, cologne, after-shave, or scented hair products while you are attending this event.

## SMOKING

The smoking area at the convention centre is located on Daly Street, nine metres from the main entrance.

## WI-FI

Wireless internet is available for meeting participants.

To access:

- Select the **ENCORE AV WIFI** network.
- When prompted, enter the access code: **CUPE2022SCFP**

## BE A GREEN CONFERENCE PARTICIPANT

Here are some suggestions for reducing your carbon footprint while attending the meeting:

- Reduce waste and recycle as much material as possible.
- Eat local food, cut back your food waste, and avoid using disposable containers and cutlery.
- Drink tap water, not bottled water.
- Carry and use a travel mug for drinking coffee, tea, etc.
- Recycle your lanyards at the end of the meeting in the receptacles provided.



# Speakers



## RICHARD DELISLE

In 1986, Richard Delisle joined the Executive Committee of CUPE 1208 as the Director for the Verdun Catholic School Commission. He subsequently served as recording secretary from 1991 to 2017, and as treasurer since 2017, a position he still holds with the outside workers' union at the Centre de service scolaire Marguerite-Bourgeoys. In 1999, Richard was elected secretary-archivist of the Conseil provincial du soutien scolaire (CPSS). In 2020, he was elected President of the CPSS and Vice-President of the Education sector at the CUPE Quebec office. He twice served as a negotiator of the collective agreement on sectorial matters relating to school support and during the last negotiations at the central table for the public sector. Richard was elected the Regional Vice-President representing Quebec at the CUPE National Convention in November 2021.



## PATRICK HALLÉ

Originally from Sherbrooke, Quebec, Patrick Hallé first got involved with the union movement in 1993. He helped create a political action committee in the mid-1990s and chaired his union's grievance committee in Waterville from 1999 to 2002. Since 2006, he's worked in the social services sector, first with the Estrie youth centre and now with a rehabilitation centre serving those with intellectual disabilities and autism spectrum disorder (CISSSMO). Patrick cares deeply about workers and the future of public services and has been involved with his CUPE local since 2010. He's held various positions on the executive committee and is currently a grievance officer for CUPE 3247. He has also been involved in the Conseil provincial des affaires sociales (CPAS) organizing committee established to counter public-private partnerships and CUPE Quebec's ad hoc committee on contracting out and privatization.



## MARK HANCOCK

Mark Hancock was elected the sixth National President of CUPE in November 2015, following two terms as President and four terms as Secretary-Treasurer of CUPE BC. Mark became a CUPE member in 1984, and served 15 years as President of CUPE 498 representing Port Coquitlam Municipal Employees. Since his election as National President, his priorities have been influenced by his experience as local President and union activist. He believes it is very important to provide locals with the bargaining support they need to gain earnings for their members and respond to attacks from employers. At the national level, Mark has been an outspoken voice for building a fairer and more inclusive economy, as well as campaigning for the rights of the growing number of precarious workers in Canada.



## SHERRY HILLIER

Sherry Hillier is the President of CUPE Newfoundland Labrador and a General Vice-President. As a licensed practical nurse, Sherry has worked in long-term care for 24 years. She's been involved in her local since 1998 – as a shop steward, recording secretary, treasurer, and president. She is also the labour representative on the Newfoundland and Labrador NDP provincial executive. Sherry brings her experience and passion for health care issues to CUPE's National Health Care Issues Committee and to the Newfoundland and Labrador Health Care Coalition. She is also proud to serve as a liaison to CUPE's National Contracting Out and Privatization Committee.



## ELAINE KICKNOSWAY

Elaine Kicknosway is proud to be Swampy Cree through her biological mother and Chippewa from her biological father's side. She is a member of Peter Ballantyne Cree Nation in Northern Saskatchewan and is Wolf Clan. She is a Sixties Scoop Survivor and is the cofounder of the Sixties Scoop Network established in 2015. Elaine returned home to her bio family, community relations, and her bio mother in her late 20s. She has been a long-time community advocate in the areas of child welfare, MMIWG2S, healthy families, and Indigenous wellness. Elaine is an Indigenous trauma informed counsellor, an Ontario wedding officiant, a blanket exercise facilitator and trainer, an Indigenous full spectrum doula, Indigenous death doula, and a traditional dancer, singer, drummer, and carrier of ceremonial teachings.



## THOMAS LOUTTIT

Thomas Louttit was born in Coral Rapids, Ontario. He is second oldest of nine children. Thomas spent his early years in Moose Factory. When he was five years old, he was sent to the Fort Albany Indian Residential School, and at nine to the Fort George School in Quebec. Thomas describes himself as an Ohiskwabawis, "a helper to the people". He has facilitated Traditional Healing Circles for over 20 years and was a founding member of the Barrie Native Friendship Centre. Thomas has been the Elder for CUPE's National Indigenous Council for almost a decade. The Council has come to trust and depend on his wisdom in its work to promote and defend the rights of all Indigenous workers in our union and in our communities.



## YOLANDA MCCLEAN

Yolanda joined CUPE in 1989 as a school board library technician in Toronto. She quickly became an activist and leader of what is now CUPE 4400. After more than a decade serving on the CUPE Ontario Executive Board, most recently as the 2<sup>nd</sup> Vice-President, Yolanda made history in 2021 when she became CUPE Ontario's Secretary-Treasurer. She is the first education worker and first Black woman to hold either of the top two positions at CUPE Ontario. Yolanda has served on the National Executive Board, for a decade as the Diversity Vice-President for Racialized Workers, and now as a Regional Vice-President for Ontario. She is also an Executive Vice-President at the Ontario Federation of Labour and President of the Coalition of Black Trade Unionists for Canada.



## DEBRA MERRIER

Debra Merrier was elected CUPE's National Diversity Vice-President for Indigenous Workers in 2019. Debra is Cree, originally from Grouard, Alberta. She has been an active member of CUPE 728 in Surrey, British Columbia since 2004 and has been an Aboriginal youth care worker in the Aboriginal Department since 1996. She has held many roles in her local, including shop steward, second vice-president and secretary-treasurer, and has sat on various committees. Since 2015, she has also served as CUPE BC's Diversity Vice-President for Indigenous Workers. Debra is dedicated to empowering Indigenous Peoples in Canada and believes in the power of sharing our history and acknowledgment of our Peoples and Elders.



## JULIA POSCA

Julia Posca graduated with a master's degree in sociology from the University of Quebec in Montreal in 2011. Since then, she has been a researcher at Institute for Socioeconomic Research and Information (IRIS). Among other things, her work focuses on socioeconomic inequality, household debt, the changing nature of work, immigration policy, and the labour market. In 2018, she published two books with Lux Éditeur: *Le Manifeste des parvenus*, about the entrepreneurial ideology of Quebec elites, and *Détournement d'État. Bilan de quinze ans de gouvernement libéral*, co-written with Guillaume Hébert, about the Quebec Liberal Party and the rise of neoliberalism. She also has been a member of the *Liberté* magazine editorial board since 2018.



## ADITYA RAO

Aditya Rao, Senior Research Officer at the National Office, focused on municipalities, housing, and water. He has previously served as the CUPE Human Rights Representative in the Maritimes. Aditya is a member of the National Right to Housing Network and serves on the board of the Centretown Citizens Ottawa Corporation, a not-for-profit housing provider in the City of Ottawa. He first joined CUPE as a proud member of Local 2626 at the University of Ottawa.



## CANDACE RENNICK

Candace Rennick was elected CUPE's National Secretary-Treasurer in November 2021. Born and raised in Peterborough, Ontario, Candace has been a member of CUPE since she began working at a local long-term care facility when she was 16. Becoming a local union steward and bargaining committee member at 19, Candace was elected President of CUPE 2280 at 22, a position she held for seven years. She was elected Vice-President to the CUPE Ontario Executive Board in 2002, serving four terms. In 2010, Candace made history when she was elected Secretary-Treasurer of CUPE Ontario, becoming the first woman and the youngest person ever elected to the position. Candace was also Regional Vice-President on the National Executive Board, 2003 to 2021, and served on several national committees. As National Secretary-Treasurer, Candace has been co-chairing the Safe Union Spaces Working Group, and she has been prioritizing support for building power to address growing inequality.



## SYLVIA SIOUFI

Sylvia Sioufi has been the Managing Director of National Services Department at CUPE since July, 2022. Sylvia previously worked as the Director of Union Education Branch, an union education officer, a literacy program coordinator, and a researcher. Before joining CUPE staff, Sylvia worked in research and union education at the Hospital Employees' Union and was a member of CUPE 1281 as a young worker.



## THI VU

Thi Vu is a communications officer at the Hospital Employees' Union. She works on a range of communications projects within the union, from member communication and organizing tools to campaigns and media communications. Prior to HEU, Thi also worked as a Project Manager at the BC office of the Canadian Centre for Policy Alternatives.







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