

NATIONAL PRESIDENT'S REPORT

March 2013 – June 2013

Dear Sisters and Brothers:

Our second quarter of 2013 has been a very busy one for our union in this our 50th year.

Eight of our ten provincial division conventions were held during this reporting period. Brother Charles and I are privileged to attend these important gatherings, where this spring we have met hundreds of new and young delegates and seen many moving 50th anniversary tributes commemorating those who built our union.

We were all disappointed in the British Columbia election results, notwithstanding the tremendous efforts by CUPE British Columbia activists. I am pleased to report the election of former national president, Sister Judy Darcy (New Westminster) and the re-election of CUPE researcher, Sister Kathy Corrigan (Burnaby-Deer Lake).

A provincial election was averted in Ontario with the adoption of a provincial budget heavily influenced by the Ontario NDP.

Collective bargaining continued in all regions of our union with good, concession-free agreements being achieved. As detailed within this report, we are seeing more strike votes and some strike action in the current climate of austerity.

To support any member on a picket line, the NEB, at our June meeting, approved a resolution to increase strike pay that will be submitted to our fall national convention.

The federal scene has been dominated by scandal in the Canadian Senate with three Conservative and one Liberal Senators being investigated. The scandal has reached right into the office of the Prime Minister with the resignation of his Chief of Staff over the controversial payment of \$90,000 to Senator Mike Duffy.

The Senate's Finance Committee is currently considering Bill C-377. How ironic, the Canadian Senate, Canada's most unaccountable entity, considering the need for government oversight of the Canadian labour movement!

On May 30, in Toronto, Brother Charles and I attended the media conference held by CAW-CEP to announce the name of the new union that will emerge this fall from their merger; the new union will be known as UNIFOR ([facebook.com/UniforCanada](https://www.facebook.com/UniforCanada)).

The new union will be officially launched at the planned merger convention to be held on the Labour Day weekend.

As always, I offer my sincere thanks to all CUPE activists and staff for your ongoing efforts day in and day out.

1. Federal Scene/Canadian Labour Congress

- Bill C-279, a private members Bill introduced by New Democrat Randall Garrison, making it illegal to discriminate against transgender Canadians was approved by Parliament in March, by a vote of 149-137.
- In April, CUPE formed part of a delegation with the Council of Canadians and First Nations representatives to the United Nations, in Geneva, to draw international attention to the Harper government's efforts to privatize Canada's municipal water and wastewater systems.

The delegation also drew much needed international attention to the crisis-level conditions of drinking water in First Nations communities.

- Our national union sponsored a breakfast session at the 45th National Congress on Housing and Homelessness in Ottawa on April 30. I was privileged to bring greetings to this important gathering of social and co-op housing activists.
- The Temporary Foreign Workers (TFW) Program hit the news when the Royal Bank of Canada's contracting-out and hiring practices were exposed publically.

Our union, along with many others, including the outgoing Governor of the Bank of Canada, Mark Carney, have been critical of Harper government's expansion of TFWs while unemployment remains high in Canada. It is clearer now that the TFW Program isn't so much about scarcity of labour, as it is about forcing down wages and attracting cheap labour.

- CUPE activists in the Maritimes/Atlantic regions were successful in convincing the four Premiers in their regions to call for a moratorium on the destructive changes to EI system introduced in the 2012 federal omnibus budget bill.

Large demonstrations have been held in Quebec, and the CUPE Manitoba convention held a well-attended EI session during their spring convention. (Note: CUPE's statement on the Atlantic Premiers' EI decision can be found at <http://cupe.ca/ei/labour-representation-atlantic-ei>.)

CUPE Nova Scotia president, Brother Danny Cavanagh, has been appointed to a distinguished four-person panel which will study the effects of recent EI changes and report directly to the Atlantic/Maritime premiers.

- Bill C-60 – the Harper government has introduced legislation that would allow Treasury Board to intervene directly in negotiations at Crown Corporations, including CBC and Canada Post.

CUPE Quebec secretary general, Brother Denis Bolduc, appeared before the Parliamentary Committee considering the bill to voice CUPE's opposition.

- Bill C-525 – Conservative backbencher, Blaine Calkins, introduced a private-member's bill to end card check automatic certification at the federal level. In addition to compulsory votes, unions must achieve 50 per cent plus one of the entire bargaining unit, not the voting constituency. Similarly, a decertification application can only be turned back by a 50 per cent plus one vote of the entire unit, not just the voting constituency.

Bill C-525 is not yet law, but is the latest salvo in the Harper government's agenda to attack organized labour.

- In March, Brother Charles and myself and a number of our NEB members attended a special meeting of the CLC Canadian Council.

At the meeting, all CLC affiliates committed to the "Together Fairness Works" campaign that will focus on all affiliates re-connecting with their rank-and-file membership, as well as pooling our resources to enhance our labour image.

A strong, united labour movement, one well-connected to all 3.2 million CLC members is essential if we are to push back successfully against the Harper agenda, which very likely includes a plan to attack the Rand Formula union security provisions which have existed for almost 70 years.

On April 2, 2013, Brother Charles and I held a series of telephone town hall meetings with local presidents; a similar call was held with CUPE staff on May 21, 2013.

I encourage all locals to look for information in future CUPE National mailings and directly from your assigned CUPE national representative.

Re-connecting with our members is not a two or three month campaign. It is a change in culture, something we must do on an ongoing basis in order to strengthen our union and to deliver to our members the kind of leadership they want and deserve.

- Other important CLC initiatives continue, including our ongoing opposition to Bill C-377 now in the Canadian Senate, where I appeared on June 5 to present our union's views on C-377.

We are also continuing our lobby on all provinces to build support for retirement security for all through expansion of the Canada Pension Plan (CPP/QPP).

Lastly, CUPE will be front and center as Canada's Premiers gather in late July at Niagara-on-the-Lake. A new health care accord will be one of our key priorities at this annual gathering of the Council of the Federation.

2. CUPE at 50

This year marks the 50th anniversary year of the formation of our union.

The founding convention held September 24 to 26, 1963 at the Fort Garry Hotel in Winnipeg saw some 400 delegates approve the merger of the National Union of Public Employees (NUPE) and National Union of Public Service Employees (NUPSE).

We began that year with 57,000 members. By 1975, when we elected Sister Grace Hartman as North America's first female national union president, we had grown to 250,000 members, and surpassed the Steelworkers as Canada's largest union.

Today, with just over 625,000 members, ours is by far the largest union in Canada, almost twice the size of the next biggest CLC affiliate.

CUPE is about much more than just our numbers. The sisters and brothers who struggled in our early years gained union rights for tens of thousands of health care workers, mostly women.

Through organizing and world class research, we established bargaining rights and bargained respect for women and dozens of female-dominated classifications.

We have, throughout our history, fought against legislative assaults on our bargaining rights.

We have put equality issues on the front burner of our union, and nationally.

Brother Stan Little, CUPE's first national president, asked delegates at the conclusion of the first national convention, to do three things:

- Fight to establish collective bargaining rights;
- Organize;
- Fight contracting-out wherever it crops up.

Consider how relevant the above advice remains today.

CUPE leaders and staff have gone to jail defending our free collective bargaining rights.

Our union gave birth to the April 28 Day of Mourning for workers killed and injured on the job. The canary in the cage symbol of April 28 was conceived of by CUPE communications staff.

CUPE research is nationally and internationally renowned and a tribute to dozens of talented staff led by our founding Research Director, Brother Gil Levine.

Our past history has been celebrated at each provincial division convention this spring, as it will be during our October national convention.

Celebrating our past and recognizing the sisters and brothers whose shoulders we stand on will both build our solidarity and ready us to meet future challenges.

Many retired leaders and staff have shared their stories with me in recent months. All such stories are welcomed, along with any CUPE memorabilia (ie. CUPE pins) you'd like us to find a home for.

To all past leaders and staff reading this report, thank you for your many efforts; we who are active today owe you a debt of gratitude for a job well done!

3. Regional/Service Division Updates

Airline Division

In mid-March, Air Canada workers received welcome news that the federal government was extending pension solvency relief to the Air Canada pension plan, something Air Canada unions had been lobbying for over the past 12 months.

In late March, members at Sun Wing Airlines ratified our first agreement by a vote of 92%.

On May 1, 2013, we received an interim arbitration for our new flight attendants who will be employed by Air Canada Rouge, the airline's new vacation carrier.

Finally, in early May, we learned that the federal government was allowing non-union carrier WestJet to operate some aircraft with a 1:50 flight attendant ratio to passengers, versus the longstanding Canadian regulation of 1:40. On May 24, we learned that Air Canada is also seeking an exemption from Transport Canada to reduce the ratio to one flight attendant per 50 seats, applicable to flights within North America on their narrow-body aircrafts: the Embraer 190, A319, A320, and the A321. We have written the government demanding a meeting as the sole union representing flight attendants (<http://cupe.ca/airlines/ottawa-stop-dangerous-domino-effect>).

Hospital Employees' Union (HEU) (British Columbia Health Services Division)

As mentioned, our former national president and HEU secretary-business manager, Sister Judy Darcy, was elected as NDP MLA for New Westminster in the May 14 British Columbia election. Our sincere congratulations and best wishes to Sister Judy.

HEU members will need to be on guard for further health care restructuring; the British Columbia Nurses Union, whose raiding activities see them out of the house of labour, remain close to the British Columbia Liberal government.

British Columbia

The annual British Columbia convention was held in Victoria between April 10-13, 2013.

Delegates saluted retiring president Barry O'Neill. Brother Mark Hancock was acclaimed as CUPE British Columbia president and I offer Mark best wishes in this important new role. Brother Paul Faoro (CUPE Local 15) was elected as Secretary-Treasurer and I wish him, as well, all the very best in his new position.

The re-election of the British Columbia Liberals poses many challenges, but the unity of our British Columbia members will stand us in good stead. K-12 bargaining is one of our front and center priorities in the weeks and months ahead.

Alberta

About 200 delegates gathered in Fort McMurray for the annual CUPE Alberta convention. Members approved a broad convention policy paper title, "Building the Future", which focused on:

- Provincial revenue choices;
- Public services;
- Retirement security;
- Bargaining;
- Social and economic issues.

My sincere congratulations to CUPE Alberta president, Sister Marle Roberts, acclaimed to a new two-year term as president.

Saskatchewan

CUPE Saskatchewan delegates gathered in Regina for the annual division convention which had a strong focus on the negative effects of Bill 85 amendments to various labour statutes, introduced by the Wall government.

In late April, the Saskatchewan Court of Appeal, in a unanimous judgment, allowed the appeal of the Government of Saskatchewan ruling that the Wall government's Public Services Essential Services Act (PSESA) and the cross-appeal of the Saskatchewan Federation of Labour's Trade Union Amendment Act (TUAA) are both constitutional.

The Saskatchewan Federation of Labour affiliates have 60 days to launch an appeal to the Supreme Court of Canada, which seems inevitable.

Manitoba

About 200 CUPE Manitoba delegates met in Winnipeg for the annual division convention. A cheque for \$50,000 was presented to Cancer Care Manitoba earmarked to fund trips to camp for "Kids With Cancer"; since the mid-1990s, CUPE Manitoba has raised over \$125,000 for this community building priority.

Delegates heard from Manitoba Premier Greg Selinger and Professor Robert Chernomas, a University of Manitoba economist, who spoke on the Canadian and U.S. health care systems. A morning session on EI changes was well attended.

Congratulations to Sister Kelly Moist, acclaimed to a new two-year term as division president.

Ontario

About 1,000 CUPE Ontario delegates met in Toronto between May 29 and June 1, 2013.

Delegates debated an action plan which focused on defending free collective bargaining and re-connecting with rank-and-file CUPE members. Guest speakers included Michael Harrington of the Chicago Teachers Union and Ontario NDP leader, Andrea Horwath.

Hospital workers in Ontario continue their campaign to publicize the perils of austerity funding and P3s. Members of CUPE Local 1600, Toronto Zoo, achieved a new multi-year deal after a strong strike mandate was given by members.

Members of CUPE Local 2067, Windsor Public Library workers, received their long-awaited pay equity settlement which saw over 80% of members receive retroactive payments (to April 2005) ranging from a few hundred dollars to \$40,000.

Over 700 members of CUPE Local 966 employed in long term care facilities operated by the Peel region will share in an estimated \$20 million pay equity tribunal decision. This struggle started in 1992 and is almost over as the local awaits a tribunal decision on personal service workers. Retroactivity ranges again from a few hundred dollars to a high of \$70,000.

CUPE Local 4948 (Toronto Library workers) president, Sister Maureen O'Reilly, had a feature article in *The Feliciter*, a leading Canadian library magazine, on the 2012 city budget fight and the 11-day strike by CUPE Local 4948 members in defense of library services.

Quebec

Early May saw thousands of citizens in the streets in Montréal in opposition to Employment Insurance cutbacks by the Harper government; CUPE Quebec was well represented at this event.

The Charbonneau Commission investigating corruption in the Quebec construction industry is causing some municipalities to re-think how they conduct public works. The Borough of Villeray-St-Michel-Parc-Extension has this year decided on a pilot project to bring sidewalk repairs in-house in response to excessive private sector tender bids.

In terms of campaigns, CUPE Quebec's pension campaign, calling for CPP/QPP expansion, is continuing, as is the health care campaign profiling the important work of all health care support workers.

New Brunswick

A record size crowd of almost 300 delegates attended the annual CUPE New Brunswick convention held in Fredericton between April 9-13, 2013.

Delegates celebrated CUPE's 50th anniversary with a tribute to past CUPE New Brunswick presidents and regional directors (and indeed all past activists and staff).

CLC secretary-treasurer, Brother Hassan Yussuff, spoke to delegates about the CLC's "Together Fairness Works" campaign, and the need for our movement to continue to press for an expansion of the Canada Pension Plan.

Cutback to the Employment Insurance (EI) benefits have been an ongoing priority issue in New Brunswick, led by our union. I want to congratulate CUPE New Brunswick president, Brother Daniel Légère, for his leadership on this file and for his re-election, by acclamation, as division president.

Prince Edward Island

About 100 CUPE Prince Edward Island delegates met in convention at the Rodd Brudenell River Resort between May 9-10, 2013.

Delegates debated a range of resolutions on issues such as university funding, EI, and pension reform.

An emergency resolution in support of Prince Edward Island lobster fishers was adopted unanimously and the convention attended a rally in support of Island fishers held near Summerside, Prince Edward Island.

Congratulations to Sister Lori MacKay on her re-election by acclamation as division president for a new two-year term.

Nova Scotia

About 200 CUPE Nova Scotia delegates attended the annual division convention in Wolfville, Nova Scotia, between April 29 to May 1, 2013.

Delegates debated a wide range of resolutions including public school funding, health care restructuring, and pension reform. Guest speakers included Premier Darrell Dexter and Sister Margarita Lopez from Valle del Cauca, Colombia and the president of SINTRACUAVALLE, a water workers union in Colombia.

A special 50th anniversary commemorative video was shown at the convention dinner. My sincere congratulations to Brother Danny Cavanagh, re-elected by acclamation to a new two-year term as division president.

Newfoundland and Labrador

About 100 CUPE Newfoundland and Labrador delegates met in Grand Falls-Windsor for the annual division convention between May 6-9, 2013.

Delegates raised almost \$11,000 in support for the Cali Water Workers Union, whose president, Sister Margarita Lopez, was a keynote speaker at the convention.

Convention debate centered around provincial austerity and our current round of bargaining on behalf of over one-half of our provincial members including school board, hospital, housing, and library workers. Resolutions were also adopted on school board restructuring, CETA, and fair pensions for all Canadians.

4. Collective Bargaining/Strikes/Lockouts

Across the country, almost one-half of our 3,600 collective agreements are open for renewal, under varying degrees of austerity. Despite the tough bargaining environment, CUPE members continue to ratify agreements that provide modest wage increases and other improvements.

In Halifax, 830 school support staff, members of CUPE Local 5047, ratified a three year deal with the Halifax Regional School Board. The deal, ratified by 94%, provides three years of increases at 2%, 2.5%, and 3% in addition to other gains. The settlement came shortly after members had given their bargaining committee an overwhelming strike mandate.

CUPE Local 1252, New Brunswick Council of Hospital Unions, had a very difficult round of bargaining where the employer demanded significant concessions. The agreement was narrowly ratified when, during the voting process, the government announced the consolidation of laundry services, which will mean approximately 60 layoffs. This action by government saw many members vote against the tentative agreement. CUPE Local 1252 was able to push back all concessions demanded by the employer, securing bargaining rights for 3,000 casual members. Wages will not increase in the first two years, followed by two years of two percent increases.

Members of CUPE Local 1600, Toronto Zoo employees, reached an agreement avoiding a lockout orchestrated by zoo management and the City of Toronto. The deal is similar to the agreement reached by CUPE Locals 79, 416, 2998, and 4998 with the City of Toronto. The deal provides for modest wage increases and extends health care benefits to grant employees. CUPE Local 1600 struck the Toronto Zoo for seven weeks in 1996 to secure a minimum number of workers to be employed. This agreement preserves that deal and secures security for the term of the four year agreement.

Over 2,100 support staff at the Edmonton Public School Board, members of CUPE Local 3550, have secured a four year deal after 22 months at the bargaining table. The agreement provides for an overall compensation increase of 7.14% with money to the wage grid and a better benefit package with the employer's share of the premiums rising from 20% to 60%.

After three years at the bargaining table, CUPE Local 2669, members at Saskatoon Public Library, have finally reached an agreement. The agreement moves the CUPE Local 2669 members closer to other library wages across the province. The deal provides pages with a \$2.00 an hour increase. Other members will receive 2%, 2% plus \$0.60, and 3% in the third year. The agreement expired before it was ratified.

CUPE community social services workers in British Columbia have ratified a new collective agreement after months of rotating strike action. CUPE is one of nine unions forming the Community Social Services Bargaining Association (CSSBA). The agreement provides for wage increases of 1.5% plus 1% increase for Step 1 members and 1.5% in year two. Money is also available for labour market adjustments. Through their actions, members sent a strong message to government that proper funding of this sector is important to all British Columbians.

PROVINCE	LOCAL	EMPLOYER	# OF MEMBERS	STRIKE BEGAN	DURATION
British Columbia	4964	Quilchena Golf and Country Club	19	Feb. 4, 2013	96
Quebec	5051	Club Optimiste de Laflèche Quebec	7	April 4, 2013 locked out	18
British Columbia	389	North Shore Winter Club	16	May 3, 2013	ongoing

Members of CUPE Local 4964 in Richmond, British Columbia, were locked out by the Quilchena Golf and Country Club management on February 4 after only nine days of bargaining. Members held steadfast in their resolve to achieve a collective agreement that respected their work. They were able to resist employer concessions and achieve better job security than they had prior to the lockout.

The seven members of CUPE Local 5051 were locked out on April 22 after the employer refused to sign a collective agreement reached in December 2012. Hours of work and retroactive pay became an issue after the fact. Through the assistance of conciliation they subsequently reached a second agreement that the employer honoured.

CUPE Local 389 members working at the North Shore Winter Club were locked out by their employer on May 3 after no more than eight hours of face-to-face bargaining with the same management consulting firm used by the employer in the Quilchena lockout. The employer proposed a final offer loaded with concessions and three years of zero wage increases. The members rejected this final offer supervised vote and were locked out a week later.

5. Organizing Report

CUPE organizers, activists, and staff continue to be busy organizing new members across the country. For the period March 1, 2013 to May 31, 2013, 2,330 new members in 17 bargaining units joined CUPE. CUPE also has 15 applications for new certifications before labour boards at this time. If successful in these applications, CUPE membership would grow by up to an additional 7,800 members. We are also involved in five restructuring campaigns representing 1,876 members.

Our new members come from a variety of occupations and workplaces including long term care homes, municipalities, police operations, post secondary, library, and communications.

CUPE is currently involved in a number of projects that potentially represents 9,767 public sector employees – 51 new units – who are currently not organized. These campaigns are at various stages – in some cases we have made presentations, while in other cases, we are at the card signing stage. Each project takes on a character of its own. Certification can be done quickly or it can take up to two years. In some cases we need to abandon the campaign if the will of the potential members involved is not supportive of organizing. Often we come back to these groups when they are ready to move forward.

We are also, at times, facing threats of raids or decertification. This period is no exception. The biggest threat we are facing is CUPE members in HEU who continue to face raiding attempts by the British Columbia Nurses Union. As well, our long term care members in Alberta are under constant threat of raids by the Alberta Union of Public Employees. In both cases, BCNU and AUPE are outside the house of labour.

6. Global Justice/International Solidarity

Our union continues to be active on a wide range of international issues, a sample of which include:

- The tragic death of over 1,200 Bangladeshi garment workers in April is but the latest example of the unsafe conditions workers in that country experience.

I wrote Prime Minister Harper (<http://cupe.ca/paul-moist/bangladesh-tragedy-drives-home>) and we continue to work through our global union, Public Services International (PSI) and the CLC to force base level international standards on the Government of Bangladesh.

- Our union (Sister Kelti Cameron, CUPE's international solidarity officer; Brother Jose Juarez, CUPE Local 859 member, Saskatchewan; and Co-Dev Canada's Sister Barbara Wood, CUPE Local 1004) were part of Canada's latest "Front Lines Tour of Colombia".

The multi-union delegation continued our work with Colombian trade unionists and civil society representatives.

Canadian public sector unions have deep roots with our sisters and brothers in Colombia; a report on this tour will be available at <http://cupe.ca/global-justice>.

Related to this important partnership were two special guests from Colombia who were in Canada this spring.

Sister Berenice Celeyta, executive director of NOMADESC (the association for social research and action), was a special guest at the April CUPE British Columbia convention.

Sister Margarita Lopez, president of our sister union SINTRACUAVALLE (water workers of Cali), was a special guest of both the CUPE Nova Scotia and CUPE Newfoundland and Labrador conventions where she was warmly received by all CUPE delegates.

- As mentioned earlier in this report, CUPE communication officer, Brother Greg Taylor, was part of an important delegation to the United Nations in Geneva, Switzerland, lobbying for public water and informing the United Nations of the Harper record regarding water privatization and the shameful record in First Nations communities.

7. CUPE National Campaigns – Key Meetings

- **Federation of Canadian Municipalities (FCM) Convention**

Some 2,000 mayors and councillors met at the annual FCM convention held in Vancouver from May 31 to June 4, 2013.

Our CUPE booth was again a busy spot in the FCM trade show. We also sponsored a workshop on strengthening local partnerships featuring Cornell University Professor Mildred Warner and Vancouver City Council Andrea Reimer.

Of note was a resolution calling for increased federal funding for wastewater treatment upgrades, which was amended by adding that municipalities do not want to be forced to consider P3s.

- **Canadian Library Association (CLA) Annual Conference**

The CLA met in Winnipeg in late May and CUPE was present with our National Library Workers Committee members and key staff in attendance.

National committee co-chairs, Maureen O'Reilly and Dawn Lahey, appeared on a conference panel on the role of unions in the library sector.

CUPE again sponsored the conference keynote speech. Our union represents approximately 22,000 library workers across Canada.

- “Enough is Enough” (safe drinking water for all First Nations communities) (cupe.ca/enoughisenough)
- “Protect, Strengthen, Expand Medicare” (www.cupe.ca/health-care/public-solutions)
- “Let’s Rethink Child Care” (<http://rethinkchildcare.ca>)
- “A Solidarity of Abilities: Disability Rights in the Workplace” (cupe.ca/disability-rights/solidarity-abilities-disabilites-rights)

8. Personal/In Memoriam

In Memoriam

Our sincere condolences to the families and local unions of the following members who have passed away during this reporting period:

- Brother Carson Wilson (CUPE Local 1622, SPCA in British Columbia) passed away in May 2013. Brother Wilson was a long time CUPE member before retiring approximately nine years ago.
- Sister Judy Turcotte, president of CUPE Local 1465 (Algonquin Nursing Home, Ontario) passed away suddenly on April 17, 2013.
- Sister Tara Lynn Veri, age 38, succumbed to injuries sustained in a motor vehicle accident during the work day. Sister Veri was employed by CAS of Haldimand and Norfolk (CUPE Local 1766).
- Sister Lindsay Wilson (CUPE Local 2635, Community Living of Kingston) was a victim of a fatal domestic assault.
- Brother Mike Harbourne (CUPE Local 4848, New Brunswick Paramedics) died as a result of injuries sustained in a home fire on March 26, 2013.

I offer my sincere condolences to the families of Sister Carol Marolt, retiree, whose husband passed away on May 23, 2013; and Brother Ed Scott, retiree, who passed away on June 7, 2013.

On May 20, 2013, I was honoured to pay respects to Manitoba Aboriginal Leader Elijah Harper, who was laying in state in the Manitoba Legislature. Sister Kelly Moist, CUPE Manitoba president, attended with me as we paid respect to this most respected Aboriginal leader and former MLA and MP.

Our union notes the passing of Dr. Henry Morgenteller, a brave Canadian who devoted much of his life to give women control over their bodies and full reproductive rights.

Retirements

I offer sincere thanks, congratulations, and best wishes to the following CUPE staff who have announced plans to retire.

Brother Shalom Schachter – Ontario Regional Office – March 1, 2013
Sister Diane Lacroix – National Office – June 1, 2013
Sister Sylvie St-Jean – National Office – June 1, 2013
Brother Robert Wells – Atlantic Regional Office – June 1, 2013
Sister Mary Cromwell – Ontario Regional Office – July 1, 2013
Brother Brian Yuill – National Office – August 1, 2013
Brother Stephen Edwards – Manitoba Regional Office – January 1, 2014
Sister Gisèle Reed – North Bay Area Office – January 1, 2014

My sincere thanks and best wishes to Sister Ginette Paul (Quebec Regional Vice-President, member of CUPE Local 2000) who recently stepped down from our National Executive Board (NEB).

My sincere congratulations to the following CUPE members who are currently completing their studies as part of the class of the 2013 Labour College of Canada:

- Brother Keith Bousquet, CUPE Local 500, Winnipeg, Manitoba;
- Brother Patrick Colford, CUPE Local 865, Miramichi, New Brunswick;
- Sister Dianne Frittenburg, CUPE Local 1933, Bridgewater, Nova Scotia;
- Brother Wil Kelly, CUPE Local 503, Ottawa, Ontario;
- Sister Xolisiwe Connie Ndlovu, CUPE Local 4308, Toronto, Ontario;
- Sister Tracy Newman, CUPE Local 5200, Halton, Ontario;
- Sister Tammy Prescod, CUPE Local 1750, Hamilton, Ontario;

- Sister Helen Sawatsky, CUPE Local 4777, Big River, Saskatchewan;
- Sister Michelle Waite, CUPE Local 3479, Courtenay, British Columbia.

I offer special congratulations to Brother Patrick Colford, elected in late May as the president of the New Brunswick Federation of Labour.

I also offer my sincere congratulations to CUPE equality representative, Sister Conni Kilfoil, recently awarded the CLC's Carol McGregor Disability Rights Activism Award for her outstanding work on behalf of disabled workers.

9. Conclusion

In closing, I again want to thank all activists and staff for your tremendous efforts on behalf of the members we are privileged to represent.

In solidarity,

A handwritten signature in cursive script that reads "Paul Moist".

PAUL MOIST
National President

:jvp/ceu