

CUPE 50 Celebrates

Year in
review 2013



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Celebrating 50 years of progress



CUPE's 50th anniversary has been a powerful reminder of the progress we've made since 1963. Our accomplishments are impressive and inspiring.

Over the past five decades, together, we've helped make Canada a better place to live. Our values of fairness and equality run deep in the hearts of all Canadians, and they share our goal – a country where friends, families, neighbours and communities take care of each other.



But we faced some difficult struggles, with more ahead. In 2013, corporate-backed interests were working to turn back the clock on decades of working peoples' progress. Deep tax cuts for corporations and shrinking budgets are having a ripple effect. The gap between the extremely wealthy and workers is growing. Vital public services and social programs are being chipped away. And governments are trying to silence the voices of those who

speak for a better Canada, including the labour movement.

CUPE members know what's at stake, and we're ready to defend it. We're determined to stop our country moving in the wrong direction.

Free collective bargaining. Strong public services. Public health care. Fair and decent wages. Safe workplaces. Freedom from discrimination and harassment. Workplace pension plans. These are some of the breakthroughs unions have won that benefit all Canadians. They are a proud legacy for future generations.

It's up to us all to protect these hard-won gains, and go further. To expand the Canada Pension Plan. To win wage gains that close a record-high gap between the richest Canadians and the rest of us. To create new social programs that support workers caring for their children and their aging parents.

Looking at CUPE's history, it's clear that change isn't easy. But when we are united, CUPE members can make an incredible difference. That's why we've launched the *Fairness* initiative.

We're strengthening our union by reconnecting with our members. When we're connected, we're strong. When we're united, we can back each other up. And when we stand together, we can achieve fairness in our workplaces, communities, country, and around the world.

This year had important moments of hope. We connected with new and young workers at an energetic and positive strategy session. We focused CUPE resources on strengthening our bargaining power at a huge national conference. And we continued to build solidarity with our allies in communities across the country.

Looking back 50 years, we've come a long way. We're immensely proud of our past. The battles we've fought and the lessons we've learned have prepared us for what's next. CUPE is more than ready for the future.

Paul Moist
National President

Charles Fleury
National Secretary-Treasurer

United for a better Canada

We are dedicated to making our country a better place for our families, friends and neighbours.

Unions have a vital role to play in politics, and CUPE is committed to ensuring workers' concerns are heard by all governments. Through campaigns and advocacy, we are a strong voice for fairness across Canada and around the world.

In 2013, unions and our allies faced unprecedented attacks on our right to be active in democracy. The federal government continued to back private members' bills aimed at silencing unions, and stopping the protests of our members and allies against policies that hurt workers and communities. Some provincial governments, such as Alberta and Saskatchewan, have followed with laws aimed at stopping

our members from getting fair collective agreements or going on strike.

CUPE is fighting these moves to infringe on the rights of all workers at every turn. Through lobbying, legal challenges, protests and organizing we will

**unite
FOR
FAIRNESS**

uniteforfairness.ca



beat them back. Most importantly, we are bringing all CUPE members together, raising awareness and building our movement through our *Fairness* project.

Building our union's strength

The *Fairness* project is CUPE's national initiative to reach out and speak personally with each of our members, building our power from the grassroots up. The *Fairness* model will strengthen CUPE by involving rank-and-file members more deeply in everything we do.

Unions across the country are also renewing and revitalizing their membership. Called *Together Fairness Works*, the Canadian Labour Congress is providing resources for all affiliates to also connect with members about our shared values and the central role of unions in our society.

The level of engagement in CUPE's *Fairness* work has been overwhelming, with training sessions in every region, and more locals getting involved every day. CUPE Ontario piloted the project under the banner of *Stand up for*

fairness. Since launching in the province, over 600 locals have taken part in the local leadership training, and members are having meaningful conversations.

In the Maritimes, local leadership training sessions have been held in every region of New Brunswick. In PEI, members in every CUPE sector have been trained, and communicators are ready to spread the word. *Fairness* is also spreading in Alberta, with trained activists and a high level of member engagement.

Expanding public pensions

In 2013, CUPE remained a leader in calling for an expanded Canada Pension Plan and Quebec Pension Plan. Working with the CLC's *Retirement Security for Everyone* campaign, we called for the federal government and premiers to take action on much-needed pension reform. Flying in the face of a growing provincial and territorial consensus, evidence from pension experts, and overwhelming public support, the federal Conservative government is now the biggest obstacle to CPP expansion.

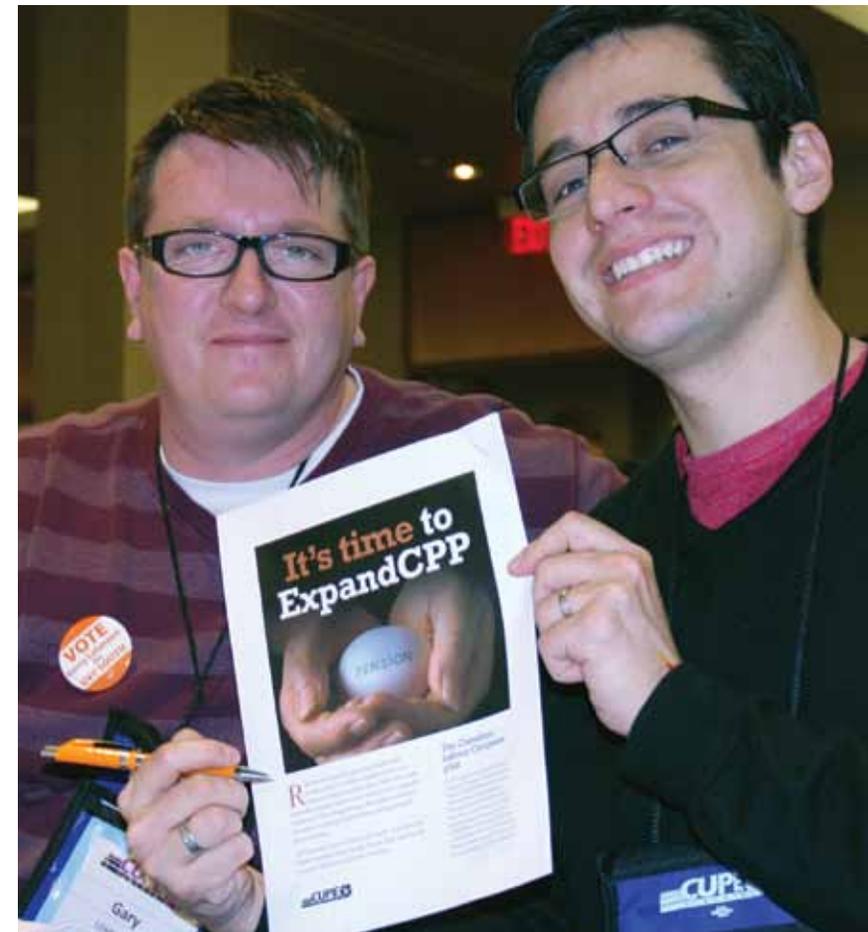
In March, CUPE Quebec stepped up its fight for retirement security with the launch of *cestnotre-retraite.com* (It's our retirement). The online and television ad campaign aims to build support for an expanded QPP.

Our union also defended workplace pensions under attack. In Quebec, CUPE challenged a provincial government report calling for sweeping pension plan changes. In contrast to the D'Amours report, CUPE Quebec pointed to examples of locals negotiating to ensure the financial health of their pension plans.

In December, CUPE filed a complaint with the New Brunswick Labour and Employment Board over changes to the province's largest public sector pension plan that will convert the defined benefit pension into a plan that shifts risk to current and future retirees. CUPE will challenge the changes in court, arguing they violate the *Charter of Rights and Freedoms*. CUPE locals that are part of the plan, representing up to 4,000 members, are urging the provincial government to negotiate, not legislate, pension changes.

In Alberta, the provincial government has announced legislation to unilaterally change the Local Authorities Pension Plan, affecting up to 27,000 CUPE members. CUPE is working in coalition with other public sector unions and the Alberta Federation of Labour to challenge the proposed changes, pushing for joint governance of the LAPP.

In Newfoundland and Labrador, seven municipal locals are fighting dramatic cuts to their pension plan. Board members at the TRIO plan made a unilateral decision to change the way pension benefits are calculated. The CUPE locals are lobbying municipal councils in the seven communities, and working with plan administrators to find alternatives.





Taking political action

CUPE's delegation was active at the 2013 New Democratic Party policy convention, held in April in Montreal. We worked with the labour caucus to pass resolutions that confirm the NDP will defend our rights to bargain without interference, and to strike. Convention delegates also affirmed the NDP's commitment to protect public services, and to oppose trade agreements that put corporate rights ahead of local democracy and public service delivery.

CUPE members volunteered for the NDP in several federal and provincial by-elections, and in provincial elections in British Columbia and Nova Scotia. In

Ontario, CUPE members were on the ground organizing for the historic London West provincial by-election win. Peggy Sattler became the first New Democrat to hold the London seat.

CUPE can be proud of our work for the NDP - we cannot ever let there be an election in Canada without a strong voice for workers.

In BC, the election of former CUPE national president Judy Darcy and re-election of former research representative Kathy Corrigan were bright moments. And CUPE BC's political activism continues, helping elect progressive candidates in a number of municipal by-elections resulting from the provincial election.

In Manitoba, our political advocacy and organizing were key to important legislation that came into effect in September. The law holds P3s more accountable by requiring detailed information and ensuring public consultations on projects. Winnipeg MLA Dave Gaudreau, a CUPE 500 member before being elected in 2011, led the initiative.

CUPE was also active in municipal elections this year. In Alberta, CUPE representatives won four races. Current and retired CUPE staff were re-elected in Acme and Red Deer, current and retired CUPE members were elected in Edmonton and Crowsnest Pass, and six CUPE-endorsed candidates were successful. In Quebec, a CUPE

local president is now mayor of Sept-Îles. And in Newfoundland and Labrador, CUPE members were elected as councillors in Port aux Basques, Rocky Harbour and Norris Point.

CUPE brought our message to more than 2,000 municipal officials in late May at the annual conference of the Federation of Canadian Municipalities in Vancouver. Many delegates stopped by our booth, and we held a forum on how infrastructure funding can best support local economic and community development.

Our work to strengthen relationships with our employers continued at the Canadian Library Association's yearly conference in May. CUPE's National Library Workers Committee co-chairs took part in a conference panel on the role of unions in the library sector and CUPE sponsored the conference keynote speech.



Workers’ rights are human rights

CUPE is part of a legal challenge to Ontario’s *Bill 115*. The now-repealed law was used by the provincial Liberal government to terminate collective bargaining,

impose contract terms and prohibit strikes in the education sector, affecting some 55,000 CUPE members. In this fight, and beyond, CUPE will continue to stand up to any government that disregards workers’ fundamental rights.

CUPE is also part of a significant case that the Supreme Court of Canada will hear in 2014, challenging the Saskatchewan government’s unjust essential services law. The law gives the government the power to unilaterally declare large sections

of the public service “essential”, denying these workers the right to strike. The court will decide if the right to strike is protected by the *Charter of Rights and Freedoms*.





Fighting EI cuts

Our members were out in force challenging the Harper Conservatives' cuts to Employment Insurance, with mounting protests in New Brunswick, Nova Scotia, Quebec, PEI and Newfoundland and Labrador. CUPE is a major force behind the campaign against the EI cuts in the Maritimes. On Valentine's Day, representatives of the PEI Coalition for Fair EI delivered a Valentine to Conservative cabinet minister Gail Shea, asking her to have a heart and scrap the EI changes.

In Quebec, thousands of people took part in demonstrations across the province in February. A broad coalition against the cuts to EI united unions, provincial municipal organizations, agricultural producers, rural groups, unemployed workers' groups, and other citizens against the federal Conservative cuts.

Protecting passengers in the air

CUPE is challenging the Conservative government's decision to grant exemptions to the current ratio of one flight attendant for every 40 passengers on board Canadian airlines. The change to one in 50 will mean fewer flight attendants to help in emergency situations.

The CUPE Airline campaign includes a petition that gathered over 13,000 signatures, lobbying, an advertising blitz and polling. In one week, 1,500 people sent their MPs letters through cupe.ca about the dangerous cuts. CUPE has also launched a legal challenge of Transport Canada's decision to grant an exemption to Sunwing, whose 1,000 flight attendants are CUPE members.



Building support for child care

CUPE is a major contributor to the popular *Let's rethink child care* campaign. Ten unions have joined with allies in the child care and student movements to make child care a pivotal issue in the next federal election. The campaign brings people together in kitchen table-style conversations about their experiences finding or affording child care. CUPE has hosted over 50 events, reaching thousands of CUPE members, and recording 15 videos of people telling their stories. This storytelling helps people realize child care is not an individual problem, and builds support for our call for government action.

In Nova Scotia, a CUPE-commissioned poll showed 87 per cent of Nova Scotians believe it's important for governments to help families meet their child care needs. The poll was released during International Women's Week, reinforcing that affordable child care is central to women's equality. The poll also found three-quarters of those surveyed agree child care workers are underpaid for their work and level of responsibility.

Door-to-door for medicare

In the fall, CUPE went door-to-door for health care in three federal ridings currently held by Conservative MPs. Working with the Council of Canadians and our Hospital Employees' Union members in British Columbia, we piloted this direct approach

the federal Conservatives' health care cuts. The campaign included training workshops, town hall meetings and almost daily canvasses. Activists distributed 30,000 door hangers and flyers, and had thousands of face-to-face conversations on the doorstep, gathering signatures on postcards to the MPs.

United to end discrimination

A proud moment in CUPE's equality work came at this year's national convention, where delegates voted to establish the Ed Blackman Worker of Colour Award. The award recognizes achievement and activism in ending racism, promoting diversity, and advancing

In another proud moment, CUPE 3017 member Susan Shiner was one of five women honoured this year by the Governor General's Awards in Commemoration of the Persons Case. Shiner is a long-time activist for women's rights in the union, the NDP and her community in Newfoundland and Labrador.



as part of our campaign for more federal health care funding and a new Health Accord with the provinces.

The campaign targeted MPs in the ridings of Egmont, PEI; Vancouver Island North, BC; and Kamloops, BC; drawing public attention to

In 2013, CUPE also held workshops in nearly every province on the Health Accord, and training sessions on how to lobby federal and provincial representatives. Together with the canvasses, CUPE's multi-year *Campaign to Protect, Strengthen and Expand Medicare* is building toward the next federal election.

equality and social justice for all racialized people. The late Ed Blackman, former president of CUPE 500 and former general vice-president on the National Executive Board, was a committed trade unionist and a founding member of the CUPE National Rainbow Committee.

Equality staff have developed demographic profiles of low-paid CUPE members, raising awareness about precarious employment and equity-seeking groups. The profiles are part of a larger project studying how precarious work affects women, particularly those who are further marginalized as racialized women, Indigenous women, women with disabilities, and LGBTTI women.

CUPE also continued the *A solidarity of abilities* campaign on disability rights in the workplace. The Union Development Department also piloted its new Duty to Accommodate workshop for members.

Solidarity with Indigenous peoples

CUPE's *Enough is Enough* campaign underscored the stark gap that exists between First Nations and other communities in Canada in accessing safe drinking water. In partnership with the Assembly of First Nations and the Safe Drinking

Water Foundation, the campaign supports the right of all Indigenous peoples to defend their water resources. The poster and petition were highlighted at division conventions.

City of Nanaimo workers are working with their neighbours in the Snuneymuxw First Nation on

water issues. Through an innovative mentoring program, workers from the First Nation are building their expertise in maintaining water systems by job shadowing CUPE 401 water workers.

On October 4, CUPE stood with the Native Women's Association of Canada at Sisters In Spirit vigils to remember missing and murdered Aboriginal women and girls, demanding justice and an end to violence. In Manitoba, CUPE and the Opaskwayak Health Authority organized a powerful vigil at the site of the 1974 murder of Helen Betty Osborne in The Pas. CUPE also supported Tears 4 Justice, a cross-country walk to raise awareness about violence against women and children.

CUPE members across the country are involved in Idle No More, the grassroots movement demanding respect for aboriginal and treaty rights. In January, the CUPE Manitoba Aboriginal Council was invited to speak at the largest Idle No More demonstration in Winnipeg. Solidarity with the movement continued at national convention, with a resolution supporting the Elsipogtog First Nation anti-fracking protests, and calling for a moratorium on fracking in traditional First Nation territories.

This July, CUPE members again joined the Métis Nation – Saskatchewan for Back to Batoche Days, an annual celebration of Métis culture and history. CUPE National was an event sponsor, and had a booth at the festival.



Out for equality

In November, CUPE celebrated a historic win for lesbian, gay, bisexual, transgender, transsexual and intersex people's rights in Canada. Audrey Gauthier was elected president of CUPE 4041, representing Air Transat flight attendants based in Montreal, becoming the first openly trans person elected president of a union local in Canada.

CUPE also continued its work to name and end transphobia. The Equality Branch developed a new digital poster presentation on the harassment and discrimination transgender and transsexual members face on the job and accessing health care. A delegation of members shared it at the Outgames human rights conference in Antwerp in August.

In Manitoba, CUPE supported *Bill 18*, new anti-bullying legislation that provides LGBTTI youth a safe place at their schools. CUPE members were at a rally in support of *Bill 18* on May 16, and spoke in support of the bill at committee hearings in September.



to rewrite the Income Tax Act to recognize same-sex spouses.



Solidarity beyond borders

Following the devastating typhoon that hit the Philippines in November, CUPE supported on-the-ground relief and rehabilitation efforts. CUPE donated \$25,000 to Oxfam Canada and \$5,000 to COURAGE, our partner union in the Philippines. CUPE BC also donated \$10,000 to COURAGE.

CUPE continues to be an active member of the 20-million member global trade union federation Public Services International. This year, we worked through PSI with public sector unions around the world on trade, pensions, fair taxation, and water justice. We also hosted a meeting of all Canadian PSI affiliates in February.

CUPE's Global Justice Fund currently supports nine projects in Colombia, Honduras, Nicaragua, Cuba, Burma and the Philippines. CUPE's Nova Scotia and Newfoundland and Labrador divisions fund a project that connects members with Colombian water workers fighting privatization. Margarita Lopez, president of the Colombian water workers' union SINTRACUAVALLE, spoke at the CUPE NS and CUPE NL division conventions (picture above).

In 2013, CUPE was also part of delegations to monitor, advocate and build solidarity on a range of important issues including mining in Mexico, worker-to-worker solidarity and labour rights in Colombia, murder and persecution of public sector workers in the Philippines, election monitoring in Honduras, and Canada's record on water issues at the United Nations.

CUPE members connected with global labour and social movements through guests to our national convention from South Africa, the Philippines, Honduras, the United Kingdom, the United States and PSI.

After convention, COURAGE President Ferdinand Gaité met with CUPE members and the migrant Filipino community in Montreal, Ottawa, Winnipeg and Vancouver. In late November, CUPE also co-sponsored a tour with labour activist Kalpona Akter of the Bangladesh Worker Solidarity Centre to build support for Bangladeshi garment workers in the aftermath of this year's tragic and preventable Rana Plaza building collapse.

In 2013, CUPE spoke out in solidarity with workers' struggles for free collective bargaining and democratic rights in Brazil, Korea, and Turkey, as well as calling for the release of Canadian activists Tarek Loubani and John Greyson from an Egyptian jail. CUPE also supported two Nigerian students at the University of Regina facing deportation for working off-campus without a permit.

Collective actions, collective gains



Together, we have made gains at the bargaining table that have changed the face of our society.



The climate for bargaining remains difficult, as governments and employers use the recession and slow recovery as an excuse for cuts and concessions. Precarious, part-time and insecure work is on the rise. But CUPE members are standing firm. We know that good jobs with decent wages, and strong public services, are essential to our economic recovery.

Forward thinking for better deals

Over 1,000 CUPE members gathered in Ottawa for our first-ever National Bargaining Conference in February. Under the theme *Forward Thinking, Better Deals*, members, staff, activists and leaders from across the country spent four days sharing strategies and learning from each other about the best ways to tackle tough new bargaining challenges.

It was at the bargaining conference that the seeds of *Unite for Fairness* took root. The vision that emerged – a union that is free to pursue our members’ collective goals – emphasized the importance of having conversations with each and every one of our members

about the role unions play at work and in the community.

At our national convention, delegates also took a historic step to strengthen our bargaining power through a new national sector council. This body will bring sector leaders together for strategic discussions on meeting challenges at the bargaining table and advancing workers’ rights.

Collective bargaining works

In 2013, CUPE locals settled 365 contracts at the bargaining table. Another 1,532 collective agreements are still being negotiated, and a further 589 will open in 2014. Some contracts broke new ground, while others held the line during tough negotiations.

CUPE’s bargaining highlights include:

After more than a year without a contract and four years without a raise, CUPE BC’s 27,000 education workers reached a two-year provincial framework agreement in September. The no-concessions deal includes a 3.5 per cent wage increase and up-front prescription drug coverage. A strike-averting campaign helped increase education workers’ profile, generating support for their role in keeping schools clean, safe, and inclusive.

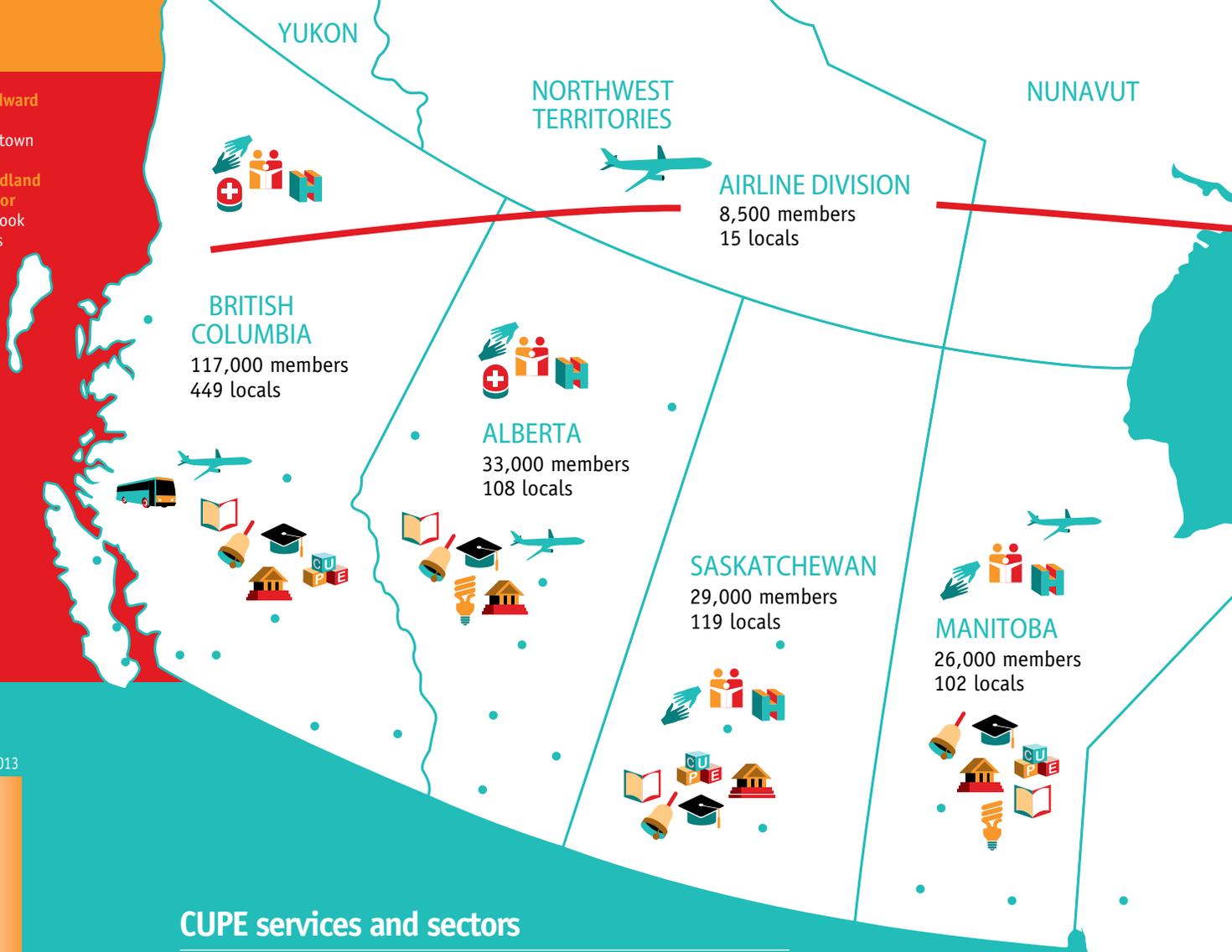
CUPE’s Ontario Council of Hospital Unions won breakthrough attendance management language in its new provincial contract. Stopping employer harassment of front line staff for legitimate illnesses was a key priority for nearly 25,000

hospital workers. Under the new contract, sick days used for a chronic medical condition or catastrophic event will not come from a worker’s allotted sick leave. OCHU/CUPE is the first union in Canada to bargain the provision. The four-year deal broke a pattern of public sector wage freezes, and locks in job security at a time when Ontario’s hospital sector will see rapid restructuring.

Flight attendants at Sunwing, members of CUPE 4055, overwhelmingly accepted a first collective agreement that includes a pension plan, sick leave improvements, and significant wage increases. The gains bring the workers in line with every major airline in the country.

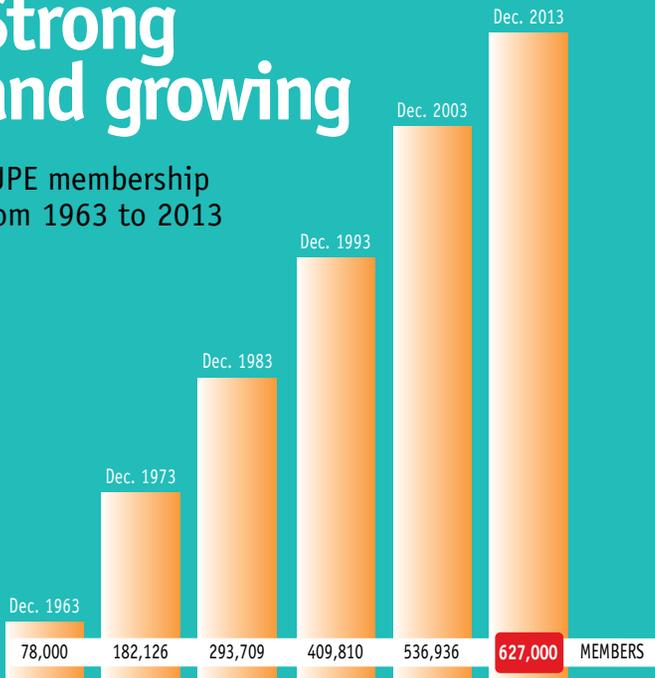
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- Newfoundland & Labrador**
Corner Brook
St. John's



Strong and growing

CUPE membership from 1963 to 2013



CUPE services and sectors

- Airlines
- Child care
- Communications
- Community health and social services
- Emergency services
- Highways
- Hospitals
- Housing
- Libraries
- Long-term care
- Municipalities
- Post-secondary education
- Public corporations and agencies
- Public transit
- School boards
- Utilities

CUPE

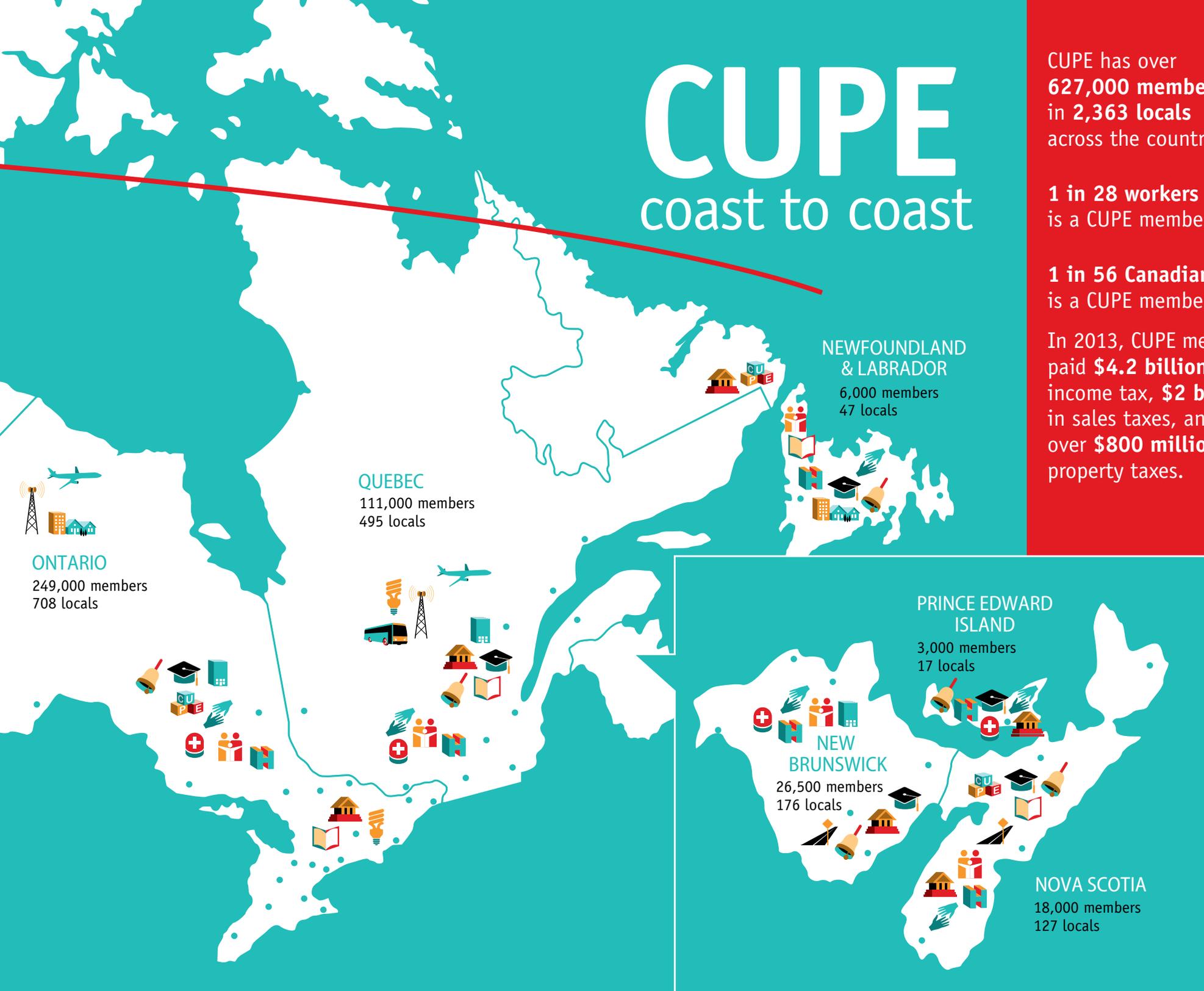
coast to coast

CUPE has over **627,000 members** in **2,363 locals** across the country

1 in 28 workers is a CUPE member

1 in 56 Canadians is a CUPE member

In 2013, CUPE members paid **\$4.2 billion** in income tax, **\$2 billion** in sales taxes, and over **\$800 million** in property taxes.





School board employees with the Annapolis Valley Regional School, members of CUPE 3876, signed a three-year deal with a 7.5 per cent wage increase and other improvements. The deal was part of the province's coordinated bargaining process for seven school board locals (picture below).

end-run around negotiations, asking the province to legislate changes to the pension plan. A massive rally during CUPE's national convention backed the local's call for the city to fairly bargain a new collective agreement. Their contract expired three years ago.

On the line for fairness

Saskatoon Public Library workers secured a contract that includes a \$2 per hour pay raise for library pages who had been earning barely above minimum wage. The 250 members of CUPE 2669 ran a three-year campaign with creative events including read-ins at city council meetings. The workers had strong public support throughout their campaign.

At our national convention delegates voted to increase strike pay to \$300 a week – the first raise since 1997 – and deepened our policy against concessions at the bargaining table. With a strike fund of \$70 million, CUPE has the financial resources members need to back their demands, up to and including a strike.



The members of CUPE 1500, CUPE 2000, CUPE 4250, CUPE 4785 and CUPE 9867 united in a common front to successfully negotiate a new collective agreement with Hydro-Québec. The members of the locals voted to accept the deal in November.

Quebec City's blue-collar workers are in bargaining with a hostile mayor calling for major wage and pension concessions. The 1,100 members of CUPE 1638 were the target of the mayor's vicious attacks as part of his re-election bid. The mayor also tried to do an

In 2013, CUPE funded 26 strike-averting campaigns for a total of \$1.86 million. In all, 32 locals took strike votes and eight CUPE locals were on strike or locked out, walking the picket line for fairness and justice.



The workers who maintain grounds and courses at the Quilchena Golf and Country Club in Richmond, BC, were locked out on February 4. After being out for 99 days, the 19 CUPE 4964 members reached a deal with improved contract language on bargaining unit work.

CUPE 389 members at the North Shore Winter Club in North Vancouver, BC, were locked out on May 3. The 16 members rejected management's final offer of no wage increase and cuts to sick time, vacation time, and work hours. The lockout ended after more than seven months, with a no-concessions deal that includes a

five-per-cent pay raise. Members ratified the agreement on Christmas Eve.

On April 4, the seven members of CUPE 5051 working at Club Optimiste de Lafleche were locked out despite having an agreement in principle for a first collective agreement. The club provides services to the *Société de l'assurance automobile du Québec*. Members then went on strike on April 15 to back their demands, and returned to work April 22 with a first collective agreement that settled their issues around work scheduling and hours



hospital workers on illegal strike. CUPE leaders and staff go to jail.

In September, members of CUPE 1393 went on strike for more than a month to defend quality education and pay equity. The 270 skilled trades, technical and professional staff at the University of Windsor successfully pushed back employer demands to gut their joint job evaluation system

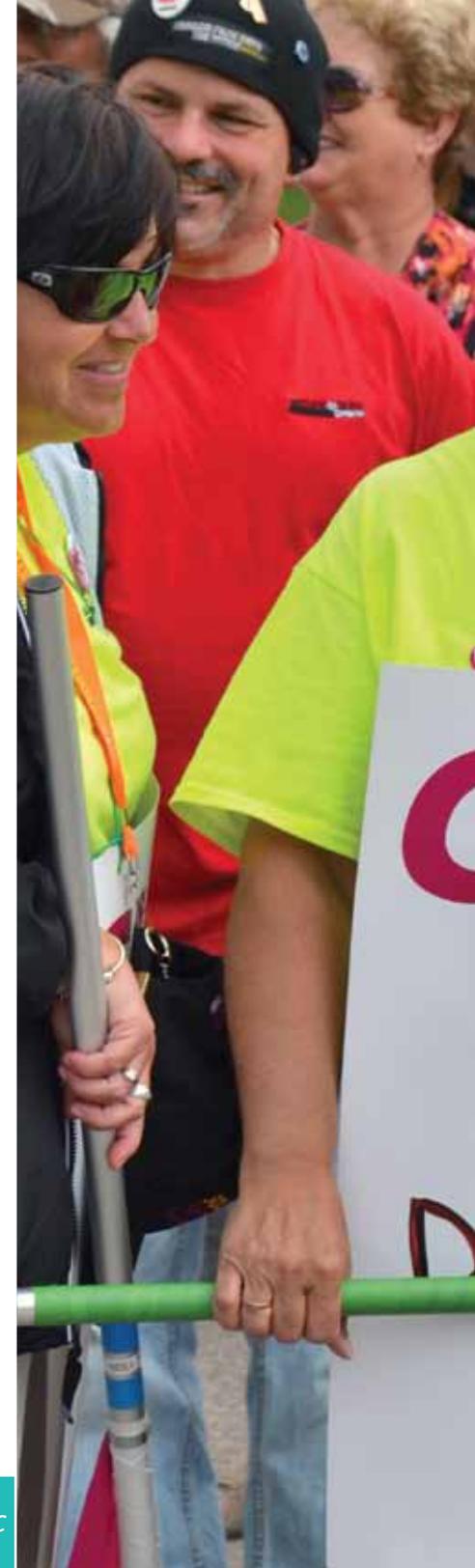
and force unilateral changes to their seniority rights. CUPE 1393's relentlessly positive campaign focused on building bridges between students, faculty and the broader community.

The six members of CUPE 4893, municipal workers in Kensington, PEI, were locked out for a week starting December 4. The local's contract expired in April 2013, and the two sides weren't able to reach a deal in conciliation. The settlement resolves all the local's outstanding issues, including wages.

On December 16, municipal workers in Prince George, BC, staged a one-day walkout for decent wages and respect. The more than 500 CUPE 399 and CUPE 1048 members had been without a collective agreement for nearly a year. The two locals are also fighting to protect public services from privatization and cuts. The local reached a tentative deal in early January.

As of publication, two locals are on the picket lines. Municipal workers in Bonfield, Ontario have been on strike since August 1. The 16 members of CUPE 4616-2 said 'no' when the employer threatened to impose a contract that allowed contracting out of public services and many other concessions.

A tiny but mighty CUPE unit at Ryerson University has been locked out since September 30.





This year, more than 5,800 women and men chose CUPE. A warm welcome to all of CUPE's new members, including:

- Transit workers in Fort McMurray, AB
- Long-term care workers in Cape Breton, NS
- Technicians and craftspeople working at Radio-Canada in Quebec
- Child care workers at the Edmonton Garrison Military Family Resource Society – the first unionized military day care in Canada
- Airport workers in Kapuskasing, ON
- Postdoctoral fellows at the University of Toronto
- Support staff in Saskatchewan's Prairie Spirit School Division
- Library workers in New Westminster, BC
- Substitute support staff in PEI's Western and Eastern school boards
- Garbage and recycling collectors in Winnipeg, MB

CUPE 1281's two members working for the Continuing Education Students Association of Ryerson were locked out when CESAR walked away from bargaining, pulling its entire offer. At the time, less than \$2,000 separated the two parties.

Organizing for fairness

At our founding, CUPE had 78,000 members. Organizing was a top priority coming out of the first national convention in 1963, and over the past five decades our union has grown into the country's largest.



sector workers. 50 1999: Specialist staff at Hydro-Québec join CUPE in first organizing

As attacks on the labour movement and public services continue, CUPE will keep organizing to ensure fairness and respect for all workers, improving wages and working conditions for all Canadians.

All in for our future

The voices and priorities of young workers were a major focus for CUPE during our Year of the New and Young Worker in 2013. Across the country and throughout our union, young workers gave CUPE their advice and shared their experience of the social, economic and political realities they face. The conversations also helped young workers connect with and learn about their union.

At a three-day strategy session, over 50 young CUPE members identified top priorities for action: build mentoring into CUPE's day-to-day work; expand how we engage and orient new members; connect with young people before they enter the workforce; and continue to work to reflect the full diversity of CUPE's membership at all levels of the union. The National Executive Board has passed a motion to act on many of the key issues raised at the strategy session.



Regional activities included a CUPE Quebec survey that found young Quebecers have a high opinion of unions and their role defending workers' rights. Youth understand how unions have improved workers' lives, and are clear what remains to be done on discrimination, retirement security, work-life balance and employer intimidation.

In Manitoba, CUPE worked with the division's human rights and young workers' committees to help fund the Manitoba Association for Rights and Liberties' *Under 18 Handbook*. The legal guide outlines young people's employment and human rights.





CUPE's spotlight on young workers goes hand-in-hand with our *Fairness* work to involve and engage members in everything CUPE does.

Fighting for justice

Highlights of our legal advocacy this year include the struggle for casual workers' rights. In Nova Scotia, CUPE 2094 arbitrated a case involving a casual worker who was dismissed from Seaview Manor, a continuing care facility. The employer argued the dismissal could not be grieved under the collective agreement because the

worker was casual. The arbitrator sided with CUPE, agreeing it was grievable. The employer is now fighting the ruling in court. The case will be heard in 2014.

Following the successful *Charter of Rights and Freedoms* challenge in New Brunswick in 2009, new legislation allowed casual workers to finally become part of our bargaining units. CUPE has been negotiating terms and conditions of employment for these casual workers. We are also fighting to include casuals in our bargaining units in several cases in Nova Scotia, where labour board policy still excludes them.

Early in 2013, support workers at Simon Fraser University in BC won a key victory in their almost three-year struggle for a new collective agreement. The BC Labour Relations Board ruled the university was bargaining in bad faith by refusing to discuss wage proposals unless CUPE 3338 agreed to change the multi-stakeholder pension plan. In June, the local reached a four-year, no concessions deal with two-per-cent wage increases in each of the final two years.

Ending wage discrimination

Montreal's inside municipal workers celebrated the end of a 12-year campaign against wage discrimination in August, when the city announced it would not appeal a ruling of the province's pay equity commission. The commission's ruling agreed with CUPE 429 that all workers were entitled to adjustments under provincial pay equity laws.

CUPE members are also among the thousands of Quebec health and education workers who will be getting a pay raise and retroactive



wages, following the settlement of pay equity complaints filed in 2009.

Less than a year after joining CUPE, casual workers with the City of Gatineau, Quebec are sharing in a recent pay equity adjustment, with hundreds of members getting pay raises of between five and 31 per cent.

CUPE also achieved significant pay equity settlements at the Kingston Public Library, the Winchester Hospital and in Peel Region, with 5,000 CUPE members sharing nearly \$10 million in new pay equity adjustments.

Advocating for health and safety

All workers have the right to a healthy and safe workplace, and in 2013 CUPE worked to defend and expand these rights through member education, training, research, and advocacy.

Montreal bus drivers became moving billboards as part of their campaign against on-the-job violence. The members of CUPE 1983 swapped their uniforms for t-shirts with the slogan *Notre sécurité, votre sécurité* (Our safety is your safety). Transit ads helped drive home their demand, and the

drivers won a major victory in mid-December when the transit authority agreed to install surveillance cameras on all its night buses by 2015.

Ontario hospital workers won an important asbestos fight in February, when the Pembroke Regional Hospital pled guilty to charges of violating the *Occupational Health and Safety Act*. CUPE 1502 maintenance workers

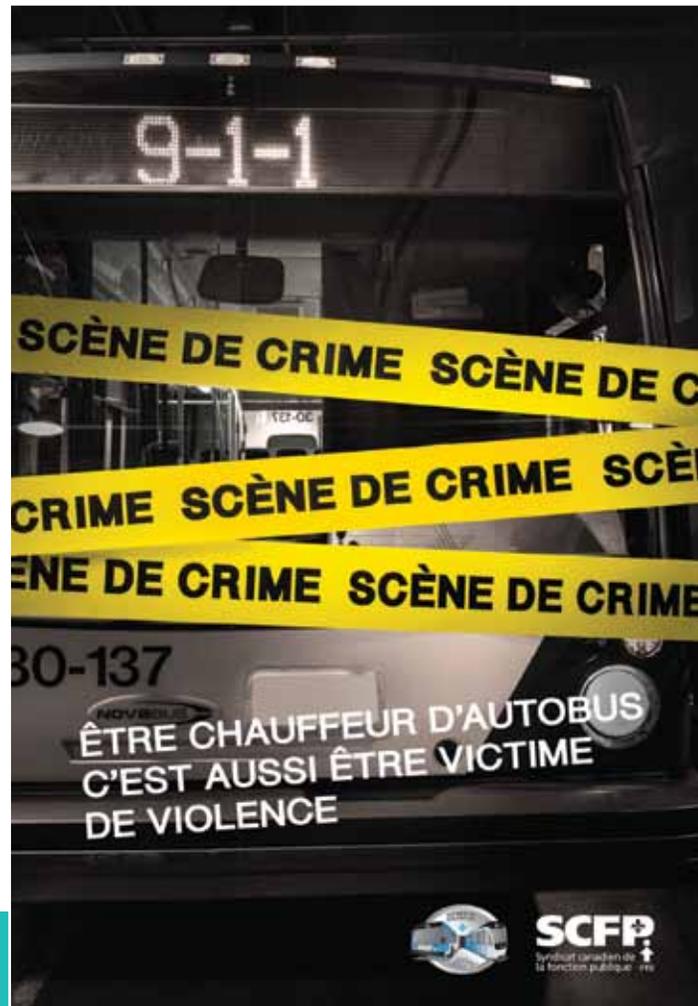
were told to work on asbestos-containing materials, with no protective equipment. The local filed a complaint, and persisted until charges were laid.

In Nova Scotia, CUPE is helping members find effective ways to take on workplace violence. CUPE also analyzed the health and safety implications of Saskatchewan's anti-labour *Bill 85*, and participated in reviews of workers' compensation

systems in Newfoundland and Labrador and Ontario, as well as of Manitoba's *Workplace Health and Safety Act*.

CUPE 4705 and the City of Sudbury, with support from the Occupational Health Clinics for Ontario Workers, worked to develop an important new online resource for paramedics aiming to prevent work-related back injuries.

CUPE is also studying the hazards of working alone, starting with an online survey of members. By the end of 2013, the survey had more than 4,000 responses. CUPE's National Health and Safety Committee will use the information to identify ways to protect CUPE members from the added risks of working alone.



Solidarity in action

CUPE is Canada's community union. Our members care about the communities where they live and work.



We advocate for and negotiate workplace changes that benefit everyone. Our wages and the taxes we pay sustain local economies. And our members are active in their communities, caring for each other and taking action to help when it's needed.

United to keep it strong and public

In 2013, CUPE funded 57 campaigns jointly with locals or divisions, for a total of \$3.2 million in cost-shared campaign work. We also invested \$2.5 million in local, provincial and national anti-privatization work. Together, we spoke out and stood up for many services. Here are some highlights:

In Victoria, CUPE 50 supported a community group to protect the publicly-operated Crystal Pool from a plan that opened the door to privatization. CUPE 50 was also successful in lobbying Victoria City Council to continue providing backyard garbage pickup—an important service for residents living with mobility challenges.

In Winnipeg, CUPE 500's anti-privatization campaign scored a significant victory in the spring. Thanks to months of community work, and a strong public awareness campaign, the city's municipal workers stopped the sale and lease of Winnipeg's publicly owned and operated golf courses.

For the first time, school bus service will be provided by eight CUPE 1560 members in the metro area of St. John's, Newfoundland and Labrador. In August, the school district approached the local with a one-year pilot project to contract in bus transportation. All busing in the region used to be contracted out to independent operators.

Quebec City's dispute over garbage privatization ended in June, with an arbitrator ruling in favour of the city's outside municipal workers. The arbitrator ordered the city to pay CUPE 1638 more than \$1.5 million in compensation. The city's waste management services were privatized in 2010, violating the collective agreement. The blue-collar workers are also



fighting the privatization of horticultural and janitorial work.

CUPE Alberta worked with the residents of three Edmonton housing co-ops and the provincial NDP to win a partial reversal of home care privatization. The co-ops had been managing home care for disabled residents until the provincial government decided to contract out care to for-profit operators. A targeted public campaign forced the government to scrap its plans for the three co-ops.

Workers from the Hamilton Children's Aid Society, members of CUPE 3042 and 3899, successfully campaigned to preserve services

for at-risk children and youth. The members stopped shutdown days scheduled at the agency due to provincial underfunding. The workers will continue to raise awareness about underfunding and cuts, and push the Liberal government for adequate funding.

Rallying the community for services

In Winnipeg, CUPE 2719 and CUPE 3729 long-term care workers took action for better staffing levels in long-term care facilities in October. Members held information pickets, rallied with unions from across the province at the legislature, and met with the



provincial health minister. CUPE members also showed solidarity on the picket line with striking United Food and Commercial Workers long-term care workers in September.

CUPE Saskatchewan held community barbecues in the summer to highlight the high cost of hospital laundry privatization for communities, patients and residents. Residents, allies from the community and other unions in Moose Jaw, Prince Albert, Weyburn, and Yorkton enjoyed barbecues and heard from laundry workers about the services they provide.

On November 20, National Child Day, CUPE social services workers met in Toronto to fight cutbacks in programs and services for children. Members shared their experiences and strengthened their campaign for increased program funding. They took their message to the Ontario legislature, where they handed out blue National Child Day ribbons, and lobbied MPPs. MPP Cindy Forster received unanimous consent for her motion for MPPs to wear blue ribbons.

CUPE 1252, the New Brunswick Council of Hospital Unions, launched a major campaign against government budget cuts.

The cuts have already hit laundry services, with four hospitals closing their laundries and trucking dirty linens to other facilities. With dirty laundry piling up, CUPE is highlighting the problems and organizing town hall meetings to resist further cuts.

Montreal's outside municipal workers connected the dots between contracting out and corruption in their *Nettoyons Montréal* (Let's clean up Montreal) campaign. CUPE 301 members used the municipal election campaign to highlight the value of internal know-how, as well as the added transparency, efficiency and lower costs of bringing work back in house.

Health and social services workers in Quebec launched the next phase of a major campaign to shine a spotlight on the sector's unsung heroes. CUPE's *Conseil provincial des affaires sociales* has coined the phrase "care-facilitator" to describe the thousands of workers who are vital to the health and well-being of people who rely on the public health and social services network. The CPAS ran a major awareness-raising TV ad campaign in February.

A coalition of frontline school board workers used the opening of the fall legislative session to speak out about Alberta's ongoing education cuts. CUPE and Unifor



members warned the cuts are undermining the ability of schools to provide safe, productive learning environments for Alberta's K-12 students. NDP education critic Deron Bilous joined CUPE at the Kids not Cuts event.

Water is a human right

CUPE BC worked with environmental organizations to provide input into the province's new *Water Sustainability Act*. CUPE BC is calling for rules that ensure public control and accountability, protect the environment, explicitly prohibit the creation or growth of water markets, and recognize the crucial role of First Nations in the development of legislation and policy.

CUPE 402-01 continues to support the White Rock Accountable Water Committee in its efforts to return the community's drinking water system to public hands. Earlier this year, the community convinced city council to buy back the water utility, which has been owned by EPCOR since 2005.

CUPE 1978 continues a long battle to keep new Victoria-area sewage treatment public. The local is calling on the Capital Regional District to revisit the decision to use P3 financing, and sign a 25-year P3 contract, for the biosolids energy centre.

Regina's outside municipal workers, members of CUPE 21, helped found and support Regina Water Watch. The citizens'

coalition forced a referendum on a proposed P3 wastewater treatment plant. Although the vote was a bitter disappointment, Regina Water Watch continues to thrive, and is keeping a close eye on city hall. Workers and community groups are also continuing the fight in Saint John, New Brunswick, where the city has announced a P3 for its drinking water plant.

Working for a fair economy

CUPE BC's *Ten Percent Shift* campaign continued to gather steam, with presentations on the community economic benefits of supporting local businesses delivered in communities and regions throughout BC. The shift is also taking root on the East

coast, with campaigns underway in Nova Scotia and New Brunswick.

CUPE Ontario is part of the anti-poverty campaign *Raise the Rates*. Through rallies, community outreach and other public events, CUPE and its allies are calling on the Liberal government to raise social assistance rates by 55 per cent, raise the minimum wage to \$14 an hour, and restore an important program that helps people on social assistance find and keep housing.

Taking care of each other

CUPE members' commitment to their communities shone through in many moments of generosity and solidarity.

In the wake of massive spring floods in Alberta, CUPE donated \$136,850 to support relief efforts and help flood victims. CUPE National donated \$25,000 to the Alberta Red Cross. CUPE locals contributed over \$65,000 to flood relief organizations, and almost \$7,000 in grocery store gift cards for displaced CUPE members. In addition, the union raised over \$40,000 from individual members, CUPE Alberta, and CUPE BC to be divided among CUPE members in 22 flood-affected communities.

When the catastrophic rail disaster struck Lac-Mégantic in July, CUPE Quebec extended the support and solidarity of its members, including 30,000 inside and outside municipal workers experienced in relief and rebuilding





efforts. CUPE Quebec donated \$10,000 to a special assistance fund, and secretary-general Denis Bolduc travelled to the devastated community to meet with Mayor Colette Roy-Laroche. CUPE National contributed \$25,000 to the rebuilding effort.

CUPE members at an Edmonton seniors' home were deeply upset when the residents' new karaoke machine was stolen just before Christmas 2012. The equipment had been paid for through fundraising, and there were

no plans to replace it. CUPE 41 presented a new karaoke machine to the Edmonton General Hospital in April.

In August, CUPE 500 answered the call from Winnipeg's largest food bank for supplies to help homeless people, providing 200 reusable water bottles to help people beat the heat.

In December, CUPE 255 donated \$10,000 to food banks in Bruce, Grey, Huron and Wellington counties in Ontario. The money

will go to 17 different agencies. CUPE 255 represents over 180 municipal workers in the region.

CUPE members on PEI raised just over \$10,000 in two years for an Easter Seals campaign supporting children with special needs in PEI. The campaign involves Island schools, where CUPE education support workers work with special-needs children. The donation began with CUPE 805's \$1,000 donation and grew into a division-wide cause, with CUPE National matching the funds that were raised.

Municipal workers from 15 communities met in Quebec City in June for the 22nd annual inter-city and inter-union softball tournament. The event was hosted by CUPE 1638, Quebec City's blue-collar workers. The tournament raised \$12,000 for Opération Enfant Soleil, an organization that funds specialized care for sick children.

Strengthening members' voices

With the largest research capacity of any union in Canada, CUPE ensures members and allies understand the implications of new legislation, and can promote positive alternatives. In 2013 researchers produced fact sheets on many topics including Employment Insurance, union dues and the Rand formula, right-to-work laws, Bills C-377, C-4 and C-525, the WTO Ruling on the *Green Energy Act*, expanding the CPP, and social impact bonds.

At every level of government, researchers were a voice for CUPE members through briefs and submissions on many issues including waste diversion, electricity, private plasma clinics, P3s, airline safety, budgets, minimum wage, precarious work, Ontario's long-term energy plan, health care restructuring, social financing, private health insurance in Quebec and more.

CUPE researchers and members also contributed to international trade union discussions at an International Labour Organization forum on the future of civil aviation, a PSI meeting of global energy unions in September, and the international conference of Trade Unions for Energy Democracy in October.

Roadmaps for change

In 2013, CUPE adopted its first national environmental policy. *Working Harmoniously on the Earth* helps set a clear course of action for CUPE. The policy outlines how working people can help cut greenhouse gases that cause climate change and steps we can take to adapt to a warming climate. It also tackles issues like water, energy, waste, environmental toxins, green jobs, and greening CUPE workplaces. The policy's internal lens urges CUPE to cut operational greenhouse gases.





We also launched the new *CUPE HIV & AIDS Policy – A Workplace Response to the Pandemic*. The policy takes positions to ensure the full protection of all human rights and labour rights for both HIV-positive workers, and those working or living with people who are HIV positive.

Another key contribution was CUPE's new publication on Canadian post-secondary education issues, including public financing, privatization, student debt, and many others. *Post-Secondary Education: Our Choices, Our Future* outlines CUPE's role and achievements in the sector, and our position on major issues.

Connecting for fairness online

CUPE's social media team took advantage of the increased attention surrounding our 50th anniversary convention to dramatically expand our audience. The results are impressive:

- We increased the number of people who "like" our Facebook page from 6,000 to 10,000.
- About 8,000 people visited cupe50.ca in October with more than 63,000 page views.
- There were over 6,000 convention-related tweets, reaching hundreds of thousands of users.
- During convention, we reached up to 85,000 people on Facebook each day.
- For the first time in our history, CUPE livestreamed highlights of our national convention online.

As part of building our online presence, CUPE also worked with 115 locals, divisions and councils to launch or re-launch their websites.

Learning together

Knowledge is power, and CUPE continues to build worker strength through our education program. This year more than 14,000 members from 1,055 locals took part in CUPE education programs, learning the tools and skills to be strong advocates in their workplaces, union and community. The department also trained 50 new member facilitators. There are now 390 members helping facilitate national education programs across Canada.

Introduction to stewarding was one of our most popular workshops – a sign more members are getting involved in the union and more members care about fairness. New courses are also in development. In BC, CUPE piloted workshops on helping members facing workplace stress with mental health issues, and how to more meaningfully connect with our members.

Our Union Development Department helped develop and launch the *Unite for Fairness* project, producing training materials and facilitating "train the trainer" sessions in all regions. Our staff are working with the CLC on training, tools and materials for the *Together Fairness Works* initiative.

Fifty years of progress

Throughout 2013 we celebrated and drew inspiration from our 50th anniversary. Gathering and safeguarding CUPE's history was a major focus. Key documents have been digitized and indexed on a searchable database, and will become part of the Library and Archives Canada national collection. CUPE is also gathering local union pins to display at the national office, preserving another important part of the CUPE story.

We celebrated from coast to coast, producing a special leaflet for each provincial division convention. CUPE's National Executive Board marked the birth of our union with a special gathering at the national office on September 25.

Our national convention was a high point of 2013. Past and present were woven together with a series of videos chronicling our rich and proud history, now available on cupe50.ca. A 50th anniversary booth in the CUPE Village was also a major draw for delegates wanting to share their local's history and order a beautiful series of commemorative posters.

CUPE at 50
Proud of our past,
ready for the future



holds first national conference on literacy and launches Literacy Project. **50**

United into the future

There's no shortage of challenges facing our union. But we have the energy and determination for what's ahead. Our plan coming out of the 50th anniversary national convention is ambitious, and optimistic.

Our *Fairness* project will connect members with each other, and increase our union's strength. That work begins with hundreds of thousands of conversations. We are ready to stand up to attacks on the labour movement and other progressive voices.

For the first time in our 50-year history, members will gather at a national sector council from October 6 to 9 in Toronto to boost our bargaining power. We need to stand up for jobs and public services and be clear in our demands: it's time for a raise. We are ready to meet these challenges at the bargaining table.

Our economic literacy project will give members the tools they need to push back against attacks on our wages, pensions, benefits and working conditions. We are speaking up for an economy that works for Canadian workers, families, and communities – not banks and corporations.

As we mobilize to elect an NDP government in the next federal election, we will keep campaigning for the services and programs we cherish and depend on. We won't stop until we've won an expanded Canada Pension Plan and Quebec Pension Plan, a better employment insurance system, and a national child care program. We will keep up the pressure to strengthen our public health care system.

At the end of our founding convention, CUPE's first national president Stan Little identified the union's top priorities: fight for collective bargaining rights, organize, and stop contracting out. That roadmap built our union into the strong, progressive movement we are today.

We've accomplished so much. And we know there's more to do. Heading into our next half-century, we will build our union into an even more diverse, representative, engaged and connected force for fairness and good.

Together, we will build a better Canada.





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