

**52ND ANNUAL CONVENTION
MARCH 8 – 10, 2017**

REPORTS

TABLE OF CONTENTS

STANDING COMMITTEE REPORTS	- 3 -
ABORIGINAL COUNCIL COMMITTEE	- 4 -
COMMITTEE AGAINST RACISM AND DISCRIMINATION	- 5 -
CONTRACTING OUT AND PRIVATIZATION COMMITTEE.....	- 6 -
ENVIRONMENT COMMITTEE.....	- 7 -
GLOBAL JUSTICE COMMITTEE	- 8 -
OCCUPATIONAL HEALTH AND SAFETY COMMITTEE	- 9 -
WOMEN'S COMMITTEE.....	- 11 -
YOUNG WORKERS' COMMITTEE.....	- 12 -
STEERING COMMITTEE REPORTS	- 13 -
EDUCATION WORKERS' STEERING COMMITTEE	- 13 -
MUNICIPAL WORKERS' STEERING COMMITTEE	- 15 -
HEALTH CARE COUNCIL OF UNIONS	- 16 -
NATIONAL COMMITTEE AND WORKING GROUP REPORTS FROM SASKATCHEWAN REPRESENTATIVES	- 22 -
CONTRACTING OUT AND PRIVATIZATION COMMITTEE – CUPE NATIONAL.....	- 22 -
HEALTH AND SAFETY COMMITTEE – CUPE NATIONAL.....	- 24 -
LIBRARY WORKERS' COMMITTEE – CUPE NATIONAL.....	- 26 -
LITERACY WORKING GROUP – CUPE NATIONAL.....	- 29 -
ADVISORY COMMITTEE ON PENSIONS – CUPE NATIONAL	- 30 -
PERSONS WITH DISABILITIES COMMITTEE – CUPE NATIONAL	- 31 -
PINK TRIANGLE COMMITTEE – CUPE NATIONAL	- 32 -
POLITICAL ACTION COMMITTEE – CUPE NATIONAL	- 35 -
COMMITTEE ON RACISM, DISCRIMINATION, AND EQUITY (RAINBOW) – CUPE NATIONAL	- 39 -
WOMEN'S COMMITTEE – CUPE NATIONAL	- 40 -
YOUNG WORKERS' COMMITTEE – CUPE NATIONAL	- 42 -

STANDING COMMITTEE REPORTS

STANDING COMMITTEES OF CUPE SASKATCHEWAN

Standing Committees are governed by *The CUPE Saskatchewan Constitution and Bylaws*. Each Standing Committee works on a specific policy/program area and advises the Executive Board on actions to consider on behalf of CUPE members. Standing Committee Goals and Objectives are listed under Appendix C of *The Constitution*.

Each of CUPE Saskatchewan Division's eight (8) Standing Committees has three (3) members. In even years, two (2) members are elected at the Annual Convention. In odd years, one (1) member is appointed by the Executive Board. At any given time when a vacancy exists, appointments may be made by the Executive Board. For Aboriginal Council Committee composition, see Article 5, Section 9 of *The Constitution*.

ABORIGINAL COUNCIL COMMITTEE

REPORT TO THE ANNUAL CONVENTION 2017

Jillian Seeback (Local 5111)
Heather Acoose (Local 3967)
Brennan Merasty (Local 4607)
Executive Board Liaison: Jodi (Joe-Anne) Gosselin (Local 5999)
Staff Advisor: Tony Head

The Aboriginal Council Committee has had a successful year. Regular meetings and correspondence was maintained by the committee which generated a lot of great ideas for the committee to focus on. The Committee met in January of 2016, to plan for annual events and discuss objectives/priorities for the year.

The committee hosted a BBQ in the park for central Regina, to acknowledge and celebrate National Aboriginal Day. Volunteers joined us from the CUPE Saskatchewan Executive, the local, and our sister union, to make this day a great success.

CUPE Saskatchewan and the Aboriginal Council Committee also hosted the annual Canoe Trip from July 13 - 15, 2016, which coincides with the Back to Batoche celebrations of the Métis Nation in Saskatchewan. Participants got to navigate the waters of the South Saskatchewan River by canoe beginning at Clarkboro Ferry crossing (formerly Warman Ferry crossing) and arriving at the historic Métis community of Batoche – learning about Aboriginal culture, history, and traditions along the way. During the Batoche celebrations, CUPE national also manned an information table and joined in the celebrations.

The Aboriginal Council Committee hosted the annual conference in Moose Jaw this year. Our theme was Strengthening Our Position Moving Forward, which the committee chose to have presentations and discussions that related to our resolution regarding the TRC and its calls to action. Our speakers included Chief Cadmus Delorme, Kathy Hodgins Smith who spoke about the Daniels vs Canada Supreme Court Decision and Senator Ted Quawsance. Members of “Colonialism No More” which is a solidarity group camped outside of the (Indian & Northern Affairs Canada) INAC office shared their personal stories in their continued struggles with the recommended calls to action. Sister Cheryl Bob Redstar welcomed all to join her at the “Healing Moon Gathering,” which debuted this past summer in support of families and friends, for Missing and Murdered Indigenous Men, Women and Girls and the Red Tie campaign, by passing out red ribbon ties at the conference. Delegates also learned about the history and continued participation of Cupe for the advancement of human rights and equality for all its members.

The Aboriginal Council Committee has had its first meeting with its newly elected members for the beginning of 2017, and looks forward fulfilling the priorities and objectives it has set out for the upcoming year.

Submitted by:

JODI GOSSELIN
Executive Board Liaison
On behalf of the Aboriginal Council Committee

COMMITTEE AGAINST RACISM AND DISCRIMINATION

REPORT TO THE ANNUAL CONVENTION 2017

Deidra Roberts (Local 21)
Jan Goy (Local 4777)
Laurie Hughes (Local 5999) - Appointed
Executive Board Liaison: Donna Smith (Local 4828)
Staff Advisor: Gary Day

The Committee Against Racism and Discrimination participated in the “All Committees Meeting” help by CUPE Saskatchewan in early 2016. We met again in November of 2016, and in January of 2017.

Our conversations and interests ranged from advocacy for people victimized and enslaved by Human Trafficking, to workers oppressed and experiencing Domestic Violence. We also looked at representation of workers and others living with HIV/AIDS.

One of our committee members, Donna Smith, was appointed to the National Seniors’ Advisory Council of EGALE Canada, so that the voices and needs of LGBTQ seniors can be heard more clearly in Canada. One aspect of Donna and Egale’s work was brought to our attention – we learned that many LGBT Seniors go back into the closet when entering seniors’ homes. We learned, in fact, that seniors can be terribly abused in such homes if they are known to be LGBTQ.

We ask that CUPE members in Saskatchewan support the plight of people being oppressed in Canada and the world. Much of our work revolved around contributions to the 2017 Annual Convention of CUPE Saskatchewan and how CARD might be represented there.

Two letters were drafted by the committee for CUPE Saskatchewan to send to Premier Brad Wall. One letter was on HIV/AIDS advocacy and support, and the other dealt with gay/straight alliances in schools.

Our committee’s focus in the January Meeting was to write and finalize a number of resolutions to the provincial convention. In general, we also discussed diversity, positive space in workplaces and gay/straight alliances in schools. We discussed concern over how the new leadership in the United States, with its discriminatory and racist perspective will be impacting Canadians and Equity-Seeking groups worldwide. We feel that things are going to get worse before they get better, and the time is now to take a positive stand and be proactive.

Education is needed in schools and workplaces regarding bullying, harassment, and discrimination. We must send the message that these are wrong and will not be tolerated or promoted.

We, as a committee, and as unionists, will continue to support these issues through education, resolutions, and face-to-face conversations.

We would like to finally note the retirement of Sister Deidra Roberts, who has been a valued member of the CUPE team, and of this committee. Good luck in the future, Deidra!

Submitted by:

DONNA SMITH; LAURIE HUGHES; JAN GOY; DEIDRA ROBERTS; GARY DAY (Advisor)
Committee Against Racism and Discrimination (CARD)

CONTRACTING OUT AND PRIVATIZATION COMMITTEE

REPORT TO THE ANNUAL CONVENTION 2017

Helen Sawatsky (Local 4777)
Tony Dagenais (Local 21)
Clayton Wilson (Local 8443) – Appointed
Executive Board Liaison: Carla Smith (Local 974)
Staff Advisor: Tria Donaldson

The 2016-2017 year was a busy one for the committee. We elected a new member and re-elected an existing member. We also received a new Executive Liaison Member.

We started our committee with an All Committees Meeting in Regina on May 25, 2016, where we elected our Chair and Recording Secretary and made some strategic plans for the year ahead. Some of the issues we discussed at the All Committees Meeting were the adopted resolutions from the 2016 Annual Convention of CUPE Saskatchewan and action plans for 2016 - 2017. We also scheduled our next meeting.

We met on Oct 3, 2016, to discuss current issues and initiatives for the committee including P3 school staffing, the 2017 Annual Convention of CUPE Saskatchewan, and Social Impact Bonds. We also tentatively booked our next committee meeting for January 6, 2017.

Our January 6/2017 meeting consisted of developing resolutions for the 2017 Annual Convention of CUPE Saskatchewan. We submitted four resolutions for the CUPE Saskatchewan Executive for consideration.

Submitted by:

CLAYTON WILSON

Chair

Contracting Out and Privatization Committee

ENVIRONMENT COMMITTEE

REPORT TO THE ANNUAL CONVENTION 2017

Dee Wagner (Local 3967)

Scott Barrett (Local 8443) - Appointed

VACANCY

Executive Board Liaison: Gordon Campbell (Local 3967 / Health Care Council of Unions)

Staff Advisor: Alex Lenko

Report not filed.

GLOBAL JUSTICE COMMITTEE

REPORT TO THE ANNUAL CONVENTION 2017

Angelina Reis (Local 5111)
Sharm Dursun (Local 4980)
Brenda Freriks (Local 1949) - Appointed
Jan Stout (Local 3967) - Appointed
Executive Board Liaison: Omar Murray (Local 4754)
Staff Advisor: Cheryl Stadnichuk

This year our committee took a different vein of thinking with regards to our resolutions. We have supported COURAGE and NOMADESC in recent years, along with being supportive of the frontline workers helping out refugees but we also know of an issue closer to home.

We decided to focus on education for our members regarding the issue of human trafficking. Although always a touchy subject, we have heard it may have impacted members of our CUPE family directly therefore we wished to bring to light what is all entails and ways to up our education or involvement to help stop this activity.

We hope you enjoy our speaker and this convention.

Submitted by:

JAN STOUT
Chair
Global Justice Committee

OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

REPORT TO THE ANNUAL CONVENTION 2017

Perry Turton (Local 5111)
Joanne Alexiuk (Local 3967)
Crystal Peters (Local 4980) - Appointed
Executive Board Liaison: Kristin Trondson (Local 1975)
Staff Advisor: Janice Janzen

We would like to thank you for the opportunity to work on behalf of the members of CUPE Saskatchewan as your OH&S Committee. This year has been a learning curve for the group as 3 of the 4 of us are new. Our first meeting was held on May 25, 2016, as an All Committee's Meeting, and the second was held on December 12, 2016.

The May 25, 2016, meeting had us first collectively meet and get an understanding of the expectations of our committees and how we are to work collectively with the executive. In efforts to assist the executive in growth and improvement of our OH&S directions, we review issues and make recommendations and resolutions for the year ahead. We have established the positions of our committee for the next 2 years: Janice Janzen – Staff Advisor; Perry Turton- Chairperson; Crystal Peters- recording secretary; Joanne Alexiuk – Table member.

Our second meeting was held on December 12, 2016, in which we met with Nathan Markwart, Executive Assistant, to layout the year ahead and our ability to review issues to make resolutions and to be an advisory board to the executive. We also had the pleasure of Colin Byas attending our meeting and informing us of his National liaison as an OH&S representative and his willingness to assist us in any manner possible and to relay our concerns and issues at the National Level. We reviewed resolutions that were passed at the 2016 Annual Convention:

- E 5 – Occupational Health and Safety Campaign – This campaign has been worked on and put into action. We have recognized that this campaign has brought attention and focus to the needs of our membership across the province. We wish to recommend that these efforts be continued throughout the years ahead. Perhaps even making a campaign to recognize the top 3 locals for their individual efforts in enriching the Occupational Health and Safety in their areas. Visibility campaign has the greatest impact in awareness.
- E 18 – Mental Health Awareness – this is a program which we must continue to support and encourage development on. Our members are our first line of interaction with the public and as such we need to prepare them with the necessary abilities and assistance to deal with the increasing mental health strains in these positions.
- E 19 – Health and Safety Specialist – Continue to encourage the support and funding for a dedicated specialist for the region.
- E 20 – Health and Safety Committees – Continue to develop and enhance the growth of OH&S committees in each Local. We need to find a way to develop more communication from the Local level to the Provincial Level so we can support the needs in each Local.

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- E 21 – Enforcing Health and Safety Laws – We are concerned that with the government changes on tracking the Occupational Health committee meetings and minutes, things may fall through the cracks. We want to further encourage the executive to push forward on developing a tracking method to ensure no concerns get missed or lost.
- E 22 – Promote Year of Health and Safety – We believe that this initiative has been beneficial to increasing the visibility of Health and Safety throughout the year; we want to encourage and recommend keeping the pedal to the metal on visibility.
- E 23 – Post-traumatic Stress Disorder – there have been improvements here, but we see room for more attention and enhancement. Perhaps a greater emphasis on visibility of support options.
- R 7 – Safe Staffing in Health Care – there have been efforts to get a standard in place, but it appears that Government is more concerned with the dollar at the end of the line versus the safety of staff and patients. We need to continue to lobby the government to establish numbers that are focused on staff and patient safety.
- R 13 – Resolution of Workplace Violence – continue to work on removing the appearance of violence in the workplace being part of the job. Every patient and employee is entitled to a safe environment free of the worry or concern of violence. We need to emphasize that prevention is much more important than intervention/reaction.
- R 15 – Impact of Shift Work – We need to expand our understanding of shift work on the employee and the impact on patient safety and service. This is something we need to work hard on developing with CUPE National.
- R 16 – Workplace Bullying – we believe that this causes unnecessary stress in the workplace. We need to pressure Federal and provincial governments to treat this concern seriously and put protection measures in place.
- R 17 – Effect of Domestic Violence in the Workplace – Lobbying Federal and Provincial governments to place measures in place into labour law and write it into our collective agreement to ensure it is mandatory to address to protect our members.

There has been work completed on several of these resolutions and we see that there is room to continue to enhance the direction we have started. We believe that each of these resolutions should be continued forward on in the year ahead. We have scheduled our next meeting dates as follows: February 16, 2017; May 25, 2017; September 14, 2017; December 13, 2017; February 08, 2018.

If you should have any suggestions or concerns you would like us to address over the coming year, please feel free to contact me via email: pturton@sasktel.net or by contacting the CUPE Saskatchewan Office.

Submitted by:

PERRY TURTON

Chair

Occupational Health and Safety Committee

WOMEN'S COMMITTEE

REPORT TO THE ANNUAL CONVENTION 2017

Carmen Goebel (Local 3967)
Debbie Sheppard (Local 5999)
Breanne Ehman (Local 3967) - Appointed
Executive Board Liaison: Jackie Christianson (Local 3766)
Staff Advisor: Suzanne Posyniak

The Women's Committee hosted the Women's Caucus luncheon at the 2016 Annual Convention of CUPE Saskatchewan. Several women from the NDP caucus attended to introduce themselves and to share how they became politically active and the challenges they've faced in a male-dominated political environment.

Resolutions were submitted to CUPE Saskatchewan on behalf of the Women's Committee. These resolutions are Precarious Work, the Prairie School for Union Women, Missing and Murdered Indigenous Women and Girls, Intimate Partner Violence, Pay Equity, Public Child Care System, and Women's Shelters/Transition Houses.

The Committee met three times this year. The Women's Committee and CUPE Saskatchewan supported the work of the Provincial Association of Transition Houses and Services of Saskatchewan (PATHS) and encouraged locals to consider a monetary contribution to the important work of this organization.

We liaised with the Global Justice Committee about future collaboration and support of their guest speaker at the 2017 CUPE Saskatchewan Convention. We organized the Women's Caucus luncheon for 2017. Our guest speaker for this event is Jo-Ann Dusel, Provincial Coordinator of PATHS.

We will continue to advocate for women's rights and act as a resource promoting the equality work of the Strategic Directions document as adopted by members at the 2015 CUPE National Convention. We would like to thank our executive liaison, Jackie Christianson, and our National Representative, Suzanne Posyniak, for all of their support and guidance over the year.

In solidarity,

CARMEN GOEBEL; BREANNE EHMAN; DEBBI SHEPPARD
Women's Committee

YOUNG WORKERS' COMMITTEE

REPORT TO THE ANNUAL CONVENTION 2017

Carley Makuch (Local 21)
Shaelynn Shiels (Local 3967)
Amber Metz (Local 4799) - Appointed
Executive Board Liaison: Kent Peterson (Local 4828)
Staff Advisor: Aimee Nadon

On May 25, 2016 CUPE SK held an All Committee members meeting. In which the new Young Workers' Committee welcomed the two new members. Carley Makuch, and Shaelynn Shiels. Shaelynn was unable to attend this meeting so Carley, Amber and Aimee got the ball rolling. During this time the committee was able to set up the meeting dates for the rest of the year, and got the committees work plan set up.

During the month of September was busy for the committee. We held another meeting on the 9th of September. At that meeting we discussed the upcoming events such as SFL OH&S Workshop, SFL Convention, and CLC YWC. At this meeting we asked the executive table to send our committee to a few events related to the Young workers. However, the executive did counter back and was able to send one committee member to CLC YWC in Ottawa. Amber was awarded the privilege to attend. However, Shaelynn was going on behalf of her local Union, and Carely was able to attend due to the fact that Shaelynn's Union had sponsored her. So it turned out all of the Young Workers Committee was in attendance.

In November, we held a pub and learn workshop. This workshop took place at the Copper Kettle. Attendance was low at this event. The committee is looking at doing another one but maybe having to register for this event. The Committee will address this after the Annual Convention of CUPE Saskatchewan in March.

January's meeting was all about resolutions. The committee had met without the Executive Board Liaison, and Staff Advisor. They had other commitments. The committee had put forth a few new resolutions for the general membership to vote on at the Annual Convention.

This concludes the Committees report for the 2016-2017 year. At this time, we say good-bye to Amber as her term is up in April and thank her for her dedication to the young Workers. In May, hopefully we will welcome a new Young Worker member to the committee.

Submitted by:

CARLEY MAKUCH; SHAELYNN SHIELS; AMBER METZ; KENT PETERSON; AIMEE NADON (Advisor)
Young Workers' Committee

// END OF STANDING COMMITTEE REPORTS //

STEERING COMMITTEE REPORTS

EDUCATION WORKERS' STEERING COMMITTEE REPORT TO THE ANNUAL CONVENTION 2017

The EWSC met 11 times this year, 4 of those by conference call.

This will be a year of HUGE CHANGES in Education. As of this writing the Perrins report has just been introduced, but we have yet to received the "tablets from the mount" that tells us how our lives will change.

In retrospect we were warned; in our January of 2015 we discussed Mr. Wall telling the Sask School Board Assoc [SSBA] that school divisions won't be exempt from the "tough decisions" needed come budget time. But I digress... but I will discuss this more in depth at the end of this report.

We were able to be proactive on some issues. We knew that the Municipal Employees' Pension Plan [MEPP] were going to need a new CUPE rep on their board, so Janice Wolfmuller was sent for pension training and has since taken on the duties of a member of that board.

The EWSC looked at reviving coordinated Bargaining among our locals. We also looked at a possible cost share based on a "Hire Your Own Boss #2" ideal.

The EWSC is becoming concerned about medical procedures that are being asked of our members. There is still an ongoing discussion on what can and cannot be done and the level of training required.

With the start of a new school year there were some interesting developments in our sector. there were some significant layoffs announced for some school divisions;

- Prairie South [local 5512] intends to lay off 26 school assistants, 2 social workers and a records helpdesk technician.
- Sask Rivers SD [local 4195] during bargaining planned to reduce three - twelve paid working days from all 10-month support staff (350 members). but the local stayed strong and refused. After the collective agreements were ratified, the school division decided to lay off 350 support staff and hire them back at reduced hours.
- Regina Public Schools announced they are going to start charging parents for lunch time supervision, as supervision is not a core duty, Another "spin off" from the LEAN process has resulting in all support staff's collective agreements (teachers and CUPE local 3766) being violated as staff are now expected to work 15 minutes extra (without pay) for lunch room supervision.
- Prairie Spirit School Division planned to cut at least 60 full time permanent, and 44 temporary educational assistants from CUPE Local 4254.

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CUPE Sask drew up a letter of Irrevocable Election that we could present to our employers in an attempt to circumnavigate the supervisor exemption in the new Sask Employment Act [SEA]. Part of the process was to ask our employers to sign this letter, however "someone" has suggested that School Boards not sign them. however recently CUPE won a court challenge against the Saskatoon Public Library, when they tried to remove employees with supervisory duties.

We have had a couple of All Education President meetings this year. Traditionally we do one around May, which gives us an opportunity to hear what the locals are undertaking around the province. This year however, the presidents were ask to come together again to look, study and react to the Perrins report. we were informed of the options provided and work-shopped ideas.

We were contacted by a couple of teachers from the Maple Creek area. They were hosting a Sask Student Leadership conference and wanted to know if CUPE would be interested in helping out. We decided that would be a viable cause. I brought the issue to CUPE Sask, who also saw the merits of becoming a presence at that conference. We decided to use our BBQ equipment and host one of the meals provided to the students. It was a marvelous success. We fed over 800 people in 15 minutes. The amount of prep work by the CUPE Sask executive and members of Local 4754 was daunting but well worth it.

The EWSC conference is the highlight of our year and this year was no exception. Our conference was held in North Battleford this year. This was the first time we have been in that city and it seemed to be a success. We were fortunate to be addressed by our National President Mark Hancock. Other guest speaker included Ian Hamilton- mayor of North Battleford; STF VP- Brent Keen; SSBA Executive Director- Darren McKee and Carla Beck, the NDP Education Critic. We were also updated by our own in-house specialists; Aina Kagis, Cheryl Stadnichuk, Tria Donaldson, and Gord Campbell. We were pleased to have Tom Graham address the delegates on the year's events of CUPE Sask before running our elections.

Jackie Christianson was re-elected as the EWSC chair, Marie Moore was re-elected as the Recording Secretary and Debbie Dufault was re-elected as an executive member. Clay Wilson was elected as the other executive member completing our committee as, due to cost cutting factors, the EWSC had decided to cut one executive position. Unfortunately this year, Scott Barrett and Melvin Ngo left our committee.

A personal highlight for me was the "Ride For Respect" a motorcycle ride between Regina and Saskatoon on Labour Day. The weather didn't cooperate, but I am hopeful that this year will be much better, as we make plans for the second annual.

To call this year interesting may be a bit of an understatement, with the Perrins' report being the icing on the cake. I am sure there are rough waters ahead, but I hope we can persevere and see the sun shine on the other side.

In solidarity,

OMAR MURRAY

Education Member

CUPE Saskatchewan Executive Board

Executive Board Member, Education Workers' Steering Committee

MUNICIPAL WORKERS' STEERING COMMITTEE

REPORT TO THE ANNUAL CONVENTION 2017

The Municipal Workers' Steering Committee (MWSC) met on September 14-16, 2016, in Moose Jaw for their annual conference. The event was well attended and by all means a success. Presentations were given on relevant topics and reports were read by all attending locals. A business meeting was held on the morning of September 16th. Regular business was conducted and elections were held. Rick Sielski is the new Chairperson and Dylan Breland is our new Treasurer. Long-time member and former Secretary-Treasurer Alvin Huber was recognized for his contributions to the MWSC. The next general meeting will be held in Yorkton in September of 2017.

The MWSC will be in attendance at the SUMA convention February 5-8, 2017, in Saskatoon. We will be promoting CUPE and our municipal workers by sponsoring part of the event. This will include setting up displays, manning the sign-in tables and hosting a hospitality room on one of the nights.

The Western Canadian Municipal Workers Conference will be held on June 1-3, 2017, in Canmore Alberta. We plan on being there to share information and ideas.

The MWSC will continue to build, strengthen and promote our cause. There is a definite trend within our provincial government to limit the rights of unionized workers. Hard working public sector employees are being asked to accept job losses and lower wages as a remedy for our economic woes. This is just wrong. We must continue the fight and send a strong message to our provincial government that this will not be tolerated.

In solidarity,

RICK SIELSKI

Chair

Municipal Employees' Steering Committee

HEALTH CARE COUNCIL OF UNIONS

REPORT TO THE ANNUAL CONVENTION 2017

CUPE is the largest health care union in Saskatchewan, representing over 13,600 health care members in five Regional Health Authorities. These are the: CUPE Local 3967 in the Regina Qu'Appelle Health Region, CUPE Local 4777 in the Prince Albert/Parkland Health Region, CUPE Local 4980 in the Sunrise Health Region, CUPE Local 5111 in the Prairie North Health Region, and CUPE Local 5999 in the Sun Country Health Region.



The CUPE Health Care Council (CHCC) is comprised of elected Table Officers and Executive including representation by the Presidents of each of the five CUPE locals and is supported by CUPE staff. The CUPE Health Care Council of Unions represents a wide range of health care employees in over 400 classifications and in five major classification areas: clerical, technical, nursing, support and plant operations in hospitals, long-term care and home care.

As we look back through 2016 the CUPE Health Care Council, Health Care Locals and Staff Representatives had busy year and we were able to advance our members issues and protect their interests/rights in the workplace.

Provincial Health Care Bargaining

The Health Care Council bargains one provincial collective agreement covering all five locals with pension, benefits and most monetary items bargained at a common table with SGEU and SEIU-West.

The Council, Locals and Health Staff developed a pre-bargaining strategy and timeline of activity to carry us through the year in preparation for the next round of negotiations.

In May of 2016, the process of collecting members' submissions for bargaining and finalizing a proposal package commenced. In addition to the traditional way of submitting proposals members had an opportunity to participate in an online bargaining survey which was greatly received. During the summer months the Council and staff met a number of times to produce a proposal package that was presented to members in the month of September. Members' revisions were incorporated and the proposal package was endorsed by delegates at the November Bargaining Conference.

The Saskatchewan Employment Act, Bill 183, amended the "notice to bargain" period to between 60 and 120 days prior to the expiry of the collective agreement; which could have seen notice to bargain given as early as December 1, 2016.

A report on health care reorganization has delayed "notice to bargain" and since the report's release January 4, 2017 has complicated bargaining into the future. To comply with legislation, notice must be provided no later than January 31, 2017.

The current collective agreement for CUPE health care workers expires on March 31, 2017 but will remain in effect until a new agreement is negotiated.

To view a copy of the 2012 – 2017 Collective Agreement you can visit the Council's web site at www.cupesaskhcc.ca or obtain a copy of the agreement at a CUPE health care local union office.

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2016 Provincial Budget and Its Implications

After the tabling of the June 1, 2016 provincial budget, a conference call was held with the Ministry of Health (MOH) to conduct a brief overview of its content and implications. Most notably, the Provincial Government announced it will be appointing a Commissioner with the mandate to review the existing provincial health care structure with a view to reduce the overall number of Regional Health Authorities (RHAs).

\$20 million was allocated to surgical services to improve patient wait times which will most likely result in further challenges with contracting out (currently CTs and MRIs).

\$7.5 million is to be reallocated from administrative salaries to front-line staff in Long Term Care. This could be problematic given the RHAs can manipulate the allotment so long as they can show the initial reallocation of salaries. It also does nothing to address the recruitment/retention, workload and safety issues our members continue to report with increasing frequency.

Minimal increases to overall health revenue were provided. This does little to assist a system where RHA deficits still outweigh increases to funding. This will again place significant strain as under-resourced RHAs struggle to find further cuts to spending without affecting service and staffing levels.

Health Care Reorganization

In August, the government introduced a three-person advisory panel to study the structure of health regions. This panel was given a four-point mandate:

Recommend a structure with fewer regional health authorities to achieve administrative efficiencies as well as improvements to frontline service delivery;

- Consider opportunities to consolidate clinical or health system support services currently delivered by regional health authorities or other health care agencies that may be more effectively delivered on a province-wide basis and the mechanism(s) to best organize and deliver such services;
- Review current legislation and processes to ensure they adequately establish the roles of health systems boards, their composition, structure and reporting relationship to achieve appropriate accountability; and
- Identify processes to enhance management information to improve and observe on performance management of the health care system.

In September, CUPE was given an opportunity to meet with the panel and provided a written submission for panel members to review.

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After an inadequate consultation period (the month of September) the panel spent October, November and December reviewing submissions and writing the “Optimizing and Integrating Patient-Centred Care” report. On January 4, 2017 the report was released and the provincial government announced it was accepting all fourteen recommendations.

The first recommendation is to consolidate the current twelve health regions into one provincial health authority. The panel also recommended one appointed Board to govern the provincial health authority. Government plans are to have this structure in place for the fall of 2017.

In subsequent recommendations, the panel identifies services that should be consolidated within the provincial health authority. Diagnostic services (including lab and diagnostic imaging), emergency services and tertiary acute services were specifically identified.

Meetings with the MOH officials, after the announcement have provided very little information on government plans for realizing this substantial change and the concept of one provincial health authority brings many challenges for CUPE and the health care membership.

CUPE worked closely with the other four health care unions and presented the Panel with a joint “Health Care Restructuring Principles” document outlining six guiding points that we felt were required if plans went ahead with change. One of those points stressed that it would be important to respect the constitutional and union rights of health care workers and ensure the continuation of a stable and predictable labour relations environment by maintaining current union jurisdiction and representation. We remain committed to this principle and continue work with the other unions towards this goal.

CUPE/Ministry of Health/Regional Health Authorities Partnership Discussions

The Canadian Union of Public Employees (CUPE), the Ministry of Health, and the Prairie North, Prince Albert, Regina Qu'Appelle, Sun Country, and Sunrise regional health employers signed a Tri-Partite Partnership Agreement in October 2014 with the intent to create a framework to discuss issues, problem solve and collaboratively develop innovative solutions in areas of common interest towards transforming the health care system.

A Provincial Partnership Committee was formed and consists of approximately thirty representatives to ensure each party is represented. The Partnership meetings are intended to be held to discuss issues of importance to either party such as the transformation of the health care system in Saskatchewan and how employees are affected; workplace safety; recruitment and retention initiatives; and employee satisfaction.

The Provincial Partnership Committee heard updates from the respective CUPE Locals and regions where Regional Partnership Committees have been formalized to discuss regional issues of importance.

We also discussed issues of Licensed Practical Nurses, the recent introduction of Licensed Pharmacy Technicians in response to Bill 151 passed November, 2015 and a new government initiative “Saskatchewan Healthcare Safety Framework” where patient safety is to be combined with worker safety.

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Irrevocable Election

Through discussions initiated at the Provincial Partnership table; the CUPE Health Care Council, the five health care locals and staff successfully negotiated and executed signed agreements to meet the requirements of *The Saskatchewan Employment Act* regarding Irrevocable Elections.

3sHealth (Shared Service Saskatchewan Business Case Developments)

Shared Services Saskatchewan's (3sHealth) mandate and business case processes continue. At the request of 3sHealth, the CUPE Health Care Council participates in a multi-union, multi-employer working group. The mandate of this group is to review labour relations/human resource issues relating to 3sHealth's responsibility of developing business cases for various service lines in health care.

The working group provides advice and recommendations to 3sHealth that will assist in developing business cases prior to their completion.

Medical Transcription Services has been the focus of the working group discussions for close to two years. The recommendation for this service is that 3sHealth would be the "lead agency". A Letter of Understanding (LOU) was signed between regional health authorities and CUPE, SGEU (two units) and SEIU-West to set out a process for the movement of medical transcription work as a provincially pooled service line. The LOU respects existing provisions of each of the four union collective agreements while setting out a process for the distribution of pooled work to be done. 3sHealth manages the distribution of work on behalf of the employers. The LOU should result in a decrease of periodically contracting out the service to meet workload demands. The Council and health care locals continue engaging CUPE Medical Transcription Service members to hear and address their concerns.

The Enterprise Resource Project (ERP) and Supply Chain service are in full review. From what we have learned from Laundry/Linen and now Medical Transcription Services, any shift in these service lines to a newer 3sHealth model will present significant challenges and will likely affect the existing bargaining structures and staff.

Member Outreach and Member and Political Action Committees (MAC/PAC)

In 2016, CUPE recognized and supported members during National Medical Laboratory Week, Tommy Douglas Day, Combined Laboratory and X-Ray Day, Health Care Providers' Week, National Pharmacy Technologists' Day and National Medical Radiology Week. In conjunction with Nursing Week 2016, we celebrated Continuing Care Assistants Day on May 12 and Licensed Practical Nurses Day on May 13, 2016. In support of our membership newspaper ads were taken out in areas where we represent members and workplace posters were produced.

In February 2016, the Council launched a radio campaign on senior's care. The ad was in response to the research report, issues being raised by citizens throughout the province and called for a minimum standard of care for people accessing and working in the Continuing Care Sector.

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In September, the CHCC Benefits Committee organized a Benefit Officers training session for Council, local representatives and Staff Representatives. Two days were spent learning from our benefit providers, and trends in pension and benefits across the country.

From September 20 to 26, 2015 health care members in continuing care participated in a week-long survey; "Caring for a Week: CUPE Continuing Care Project". The survey gave members an opportunity to give us a snap shot of their work week; identifying such challenges as under-staffing in the workplace, safety in the workplace, violence in the workplace and added responsibilities to their positions. CUPE Research compiled and analyzed the complex information received from the surveys and prepared a report. Copies of the report were provided to our membership, to the health regions and Ministry officials at partnership meetings in 2016.

The CHCC Medical Diagnostic Technologists and Technicians Committee worked on a Staffing and Workload Survey that was presented online to the membership in November of this year. The preliminary results were shared with the committee in December for review. The plan for the coming year will see the survey results put into a more formal report by the National Communications and Research staff. The committee intends to share the report with members, employers and the public. The committee has also reached out to members collecting technicians and technologists' personal email addresses to improve the ability to communicate with these members.

In November, a Council strategy session was held to plan for any changes that may come out of potential restructuring in the province. All CUPE health care locals have launched a process of contacting all members, of verifying and gathering contact information and to compile the information into a database for the locals to communicate with their members.

Local outreach to our health care membership continues through regular meetings, barbeques, music festival and regular contact through their web sites and Face book.

Saskatchewan Health Care Employees Pension Plan (SHEPP)

Since 2010, SHEPP has been working to eliminate a funding deficit that was incurred as a result of the 2008 financial crisis. Prolonged low-interest rates and longer life expectancies have made this process very challenging. However, SHEPP continues to make progress on eliminating the deficit. As of December 31, 2015 the Plan's going-concern deficit was reduced by \$27 million to \$594 million, and the Plan's funded ratio improved to 91%.

CUPE continues to challenge the employer's proposed amendments to the Trust Agreement. The most significant proposal is re-naming the employer partner from SAHO to 3sHealth. A legal opinion from Koskie Minsky confirmed CUPE's belief that it is not clear whether 3sHealth is a true successor employer. Thank you to CUPE National for supporting and protecting health care workers' pension plan.

Health Benefit Plans

Extended Health and Dental Benefits is administered by 3sHealth with a multi-union and 3sHealth working group operating in an advisory capacity.

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Four health care benefit trusts were unilaterally executed by the employers and 3sHealth in January 2015. These trust agreements (Extended Health and Dental, Disability Income Plan, Core Dental and Group Life) cover in-scope employees in the five health care unions. An opinion, commissioned by CUPE, from Koskie Minskie LLP, showed there are numerous flaws and inaccuracies with the trust documents.

Since late 2015, CUPE, SGEU and SEIU-West have been advocating for joint-trusteeship of the plans. One of the motivating factors is the potential vulnerability of the surplus as this government digs itself into deep deficits. There is a substantial surplus in each of the benefit plans. Most notably on behalf of CUPE members only, the Extended Health and Dental plan surplus is \$32,943,455.73 as a June 30, 2016. In total, there is over \$400 million in union members' benefit plans.

In June of 2016 health care unions learned the Ministry of Health had "discovered" the surplus monies and initiated discussions for an employer contribution holiday for one year which would amount to approximately 40 million dollars. In September, the Ministry increased this to 100 million dollars.

After numerous union caucus meetings and joint meetings with government, SUN and HSAS responded individually to the Ministry. CUPE, SGEU and SEIU-WEST submitted a joint response agreeing to negotiate joint-trusteeship for all applicable benefits plans in exchange for a suspension of employer contributions to the extended health and dental plan.

In conjunction to these discussions, a statement of claim was prepared and has been filed by each of the health care unions challenging certain provisions of the unilateral trust agreements.

Annual Conference

The CUPE Health Care Council will hold its 20th Annual Conference in Regina at the Delta Hotel from May 16 – 18, 2017.

Recognition

The Council would like to thank CUPE Saskatchewan and CUPE National for their continued support of CUPE Health Care workers in the province of Saskatchewan.

In closing we would like to acknowledge the hard work and dedication of not only the CUPE Health Care membership, but that of the Health Council Executive members: Sisters Wanda Edwards, Donna Krawetz, Helen Sawatsky and Sandra Seitz,; and Brothers Brian Manegre, Jim Carr and Scott McDonald. Staff Advisors: Sisters Patty Brockman, Mira Lewis and Lori Sutherland; Brothers Gary Day, Guy Marsden, and Don Moran.

Respectively submitted,

GORDON CAMPBELL
President, CUPE Health Care Council of Unions
CUPE Saskatchewan Health Executive Board Member



PEARL BLOMMAERT
Vice-President, CUPE Health Care Council of Unions
CUPE Saskatchewan Health Executive Board Member

NATIONAL COMMITTEE AND WORKING GROUP REPORTS FROM SASKATCHEWAN REPRESENTATIVES

CONTRACTING OUT AND PRIVATIZATION COMMITTEE – CUPE NATIONAL REPORT TO THE ANNUAL CONVENTION 2017

Our committee's work plan:

- Look at and having discussions with equality to inform how marginalization and precarious work intercept with privatization and how the workers are adversely impacted.
- Develop a strategy to maintain an equality and diversity focus in our work plan.

Action of the committee is:

- Attempt to discover and various models and campaigns in our own regions.
- Review existing campaigns and initiatives for good practices, strategies and resources we can build upon.
- Evaluate models and make recommendations to NEB for discussion.
- Discuss and evaluate training, education and tools including communications tools that make useful for a rapid response team.

Committees work to date:

- A starting point to our committee work and interest is reversing privatization and contracting in. Presentation by Micheal Farrell (CUPE research).
- Back in House Booklet available for circulation and on the CUPE website.
- The committee will be doing a one day training on Contracting in and will be discussing how to break contracts or prevent contract flipping.
- Discussion around better contract language, and also identifying early warning signs and using regional networks or national staff as early as possible to help strategize against privatization and contracting out.
- Communication, support and coordination needs to be increased between locals, National Staff, and Regional elected bodies. This will help with fighting off privatization and contracting out.

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Recommendations to NEB:

- Committee would like contracting in resources developed and shared with regions
- Committee would like National to identify strategic contracting in targets and support campaigns
- Website privatization page and highlight resources
- Privatization research on real life stories and experiences
- Ensure that all staff reps be informed about the committee staff reps
- Have alternates from all regions to ensure there is representation at the meetings also make sure that if no member able to attend that staff be in attendance for the meeting.

In solidarity,

HELEN SAWATSKY
Saskatchewan Representative
National Contracting Out and Privatization Committee
(Local 4777)

HEALTH AND SAFETY COMMITTEE – CUPE NATIONAL

REPORT TO THE ANNUAL CONVENTION 2017

The National Health & Safety Committee has met twice in this term to date. The first meeting was held March 1 – 3rd, 2016, with the All National Committees Plenary. The second was held November 14 – 16th, 2016. There are two more meetings scheduled to be held in February and July of 2017.

The Committee meeting in March was the first opportunity to meet as many representatives are newly appointed to the committee for this term. We quickly got to work by determining actions needed to get the three passed national convention resolutions #144, #145, and #166 get acted upon at all levels. We set the following priorities for the term: promoting the 'Year of Health & Safety', a full review of CUPE's enough policy, and Day of Mourning with more recognition by governments at all levels.

2015 CUPE National Convention called for 2016 to be the 'Year of Health and Safety'. This task is still ongoing and has regions holding Health and Safety conferences.

To coincide with the Year of Health and Safety, CUPE National did launch the new Health and Safety Learning Series. Modelled after the successful Steward Learning Series, the new Health and Safety Learning Series will include a nine-hour introductory course and a selection of three-hour modules. The three-hour modules have been designed to be run at the convenience of the locals.

The Health & Safety Learning Series will be an ongoing education and support. There are currently 10 modules completed. The Health and Safety branch will continue to work with the Union Development Department to develop more. Modules currently in development include challenging oppression, mobilising members, infection control, air quality, and more. CUPE's 'Year of Health and Safety' includes over 150 workshops across the country, with 4500 participants taking part. Alongside these educational, locals have taken steps to recognize their health and safety activists through the presentation of appreciation awards. These will raise the overall profile of health and safety and give activists more visibility to do their work. (You can nominate someone for an award by visiting cupe.ca.)

We held eight provincial health and safety conferences across the country with close to 1200 members attending. These events helped highlight important issues in each division and provided opportunities for rank and file members to experience the new health and safety learning series. CUPE held its conference in the spring and saw over 85 members in attendance at the conference.

We also created profiles of members across our sectors, showcasing their efforts to overcome workplace hazards. These stories of Health and Safety activists can be seen in The Canary. We encourage members to take time to read and sign up for The Canary.

Many locals embraced the Year of Health and Safety. CUPE local 3967, consisting of health care workers in Regina, booked off around 120 members from their steward and health and safety networks to take the new nine-hour introductory session. Many other locals held Health & Safety education throughout the province. We encourage all Local Executive, Bargaining Committees, Stewards and members to join H&S activists in attending these education sessions.

The "Right to Know" & "Right to Participate" are two of the three key rights under Health & Safety. Education is one of the ways to change the current beliefs in the workplace. Saskatchewan has improved and reduced its statistics in workplace

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injuries. However, it still maintains it's ranking as one of the worse provinces for workplace injury. Saskatchewan is still the second worst in having the workers killed on the job. Many believe the lowering of our injury rates comes from suppressing the statistics and reporting of injuries. We need to stay aware and active in Health & Safety, and Workers Compensation. Please take the time to go to CUPE SK and CUPE.ca and visit the Health Safety areas. There are great resources and information for all members. The Health & Safety staff from National are incredible resources that are dedicated to Health and Safety.

Work safe!

In solidarity,

COLIN BYAS

Saskatchewan Representative
National Health & Safety Committee
(Local 3761)

LIBRARY WORKERS' COMMITTEE – CUPE NATIONAL

REPORT TO THE ANNUAL CONVENTION 2017

I am part of a 12 person committee. We have 2 Co-Chairpersons – 1 from BC and 1 from Ontario. Other committee members are from Alberta, Manitoba, Quebec, PEI, Nova Scotia, New Brunswick and Newfoundland/Labrador. We have a Staff Advisor and a NEB Liaison.

Our first meeting was on March 1 to 3, 2016. We had an agenda to follow for the two days of sessions. We reviewed guidelines for members' reports, discussed trends throughout the provinces that are the same, such as:

- Precarity
- Funding cuts at the provincial and municipal levels of government affecting public, school and university libraries
- Violence in the workplace: gang violence, bullying, drug possession and trafficking
- Working alone
- Public perception of what library workers do versus what library workers actually do
- Health and safety: workplace stress, repetitive strain injuries
- Lack of staff, reduced hours of work, lack of new materials (e.g. books)
- Fundraising for new books
- Privatization – P3's
- Layoffs and threatened library closures due to economic downturn (i.e. falling oil prices)
- Challenging bargaining climate including concessionary bargaining, re: pensions
- Government imposed wage freezes

Committees Priority Area of Work:

1. National Convention Resolution #217, re. National Library Workers' Survey on Precarious Work
 - Committee members will actively promote library workers' participation in the online survey.
2. NEB Recommendation, re. 2016 National Sector Conference
 - Recommend to the NEB that CUPE support the attendance of the entire National Library Workers' Committee at the 2016 National Sector Conference in Winnipeg.
3. Canadian Library Association (CLA)
 - The committee agreed that it will continue to build on our collaborative work with the CLA. The CLA has branded itself as the national voice of Canada's library community. CUPE is the national voice of Canada's library worker community. It makes sense that we collaborate on issues of common concern.
4. Anti-Privatization Work
 - P3s have begun to encroach on the library sector. We will closely monitor all forms of privatization attempts and recommend strategies that advocate for strong, public services.

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5. Collective Agreement Information System (CAIS), re: Report on CUPE's Library Bargaining Units. Speaker Guest: Brian Edgecombe, CAIS Analyst

Main discussion points:

- The challenge is trying to find the full range of composite locals where library workers may work, but we're working to change that.
- Better information will be available within a couple of years.
- 3 benchmark classifications were used to generate the most recent CAIS report: librarians, pages, library technicians and assistants.
- We have 95 stand-alone public libraries.
- We ran a report based on the 95 stand-alone units based on the three benchmark classifications.
- Many locals do not report specific classifications of workers.

6. Provincial Library Associations

- Obtain list of all library associations in Canada, provincial and federal (see CLA final proposal, page 42, appendix A). The report is available online:

7. Ottawa Public Library, P3 Update and Discussion Guest Speaker: Heather Farrow, Research Assistant

- A public-private partnership or P3 arrangement is one of several options the City of Ottawa and the Ottawa Public Library are considering for the development of the new Ottawa Public Library. In early 2015, CUPE Research submitted an FOI (Freedom of Information) request to the City of Ottawa to obtain records pertaining to the potential P3 (public-private partnership) development. Research developed a summary document of the FOI that has been condensed from nearly three thousand pages of text. In short, we found that senior city staff and elected leaders have advocated for a P3 development. The City has yet to approve funding for the project but the estimated cost is at least \$86 million. The new main branch of the Ottawa Public Library could be open to the public in 2020.

8. Support for other sectors

Next meeting was Sept 12 & 13, 2016. We reviewed province by province on what was happening in libraries. We were made aware of the attacks on libraries across the country. We listened to speakers and came up with action plans. All were encouraged to attend the upcoming CUPE National Sector session in Winnipeg on October 16 to 19, 2017.

Pierre Ducasse with the assistance of the committee, developed "We Are Open! Campaign" Materials for Twitter and Facebook and letter from national officers for Canadian Library Month (Oct. 2016). Each of shared our ideas. We created bookmarks and posters. I was pleased that one of my ideas were used. I sent out the information to the libraries of Saskatchewan. My apologies if your library did not receive a copy of the poster and bookmarks.

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Please let me know if you wish to share what is happening in your library sector. The more information the better.
E-mail address: ca_wilson19@hotmail.com.

In solidarity,

CAROLE-ANNE WILSON
Saskatchewan Representative
National Library Workers' Committee
(Local 8443 - Saskatoon Public School Board)

LITERACY WORKING GROUP – CUPE NATIONAL

REPORT TO THE ANNUAL CONVENTION 2017

Literacy and essential skills networks across the country were quietly collapsed under the previous Harper Government. With the promise of the Liberal Government for a rather substantial increase for additional funding to the Canada Job Grant, access continues to be vague in its transparency and accountability – federally, provincially and employer based.

The Literacy Working Group supported the submission by CUPE to the Forum of Labour Market Ministers on Labour Market Policies. The success of the Canada Job Grant can only be achieved through inclusive and equitable quality education and promotion of lifelong learning opportunities readily available for all people not only within our province but across Canada. Stay tuned!

As we continue to serve as literacy advocates and promote the value of literacy, and address literacy needs of CUPE members; I believe that my activism for literacy is legitimate and necessary to ensure that we continue in our right to learn. The Literacy Working Group had the opportunity to once again have a joint meeting with Learner's Champion Network in September 2016 confirming and complimenting the work we do.

On a sad note, the Literacy Working Group lost two trade union activists who were both a valued resource and champions to literacy issues – RIP Brother Mike McNeil from Nova Scotia and Sister Ruth Shymka from Alberta.

Respectfully submitted,

CINDY JESSOP

Saskatchewan Representative
National Literacy Working Group

ADVISORY COMMITTEE ON PENSIONS – CUPE NATIONAL

REPORT TO THE ANNUAL CONVENTION 2017

The NACP (National Advisory Committee on Pensions) mandate is to examine and recommend on an ongoing basis that pension plan assets are invested in the long term interests of it's CUPE Members and communities through education and activism to best represent the membership in safeguarding and improving their pension benefits.

The NACP is calling on the government to phase in a universal expansion of the Canada Pension Plan which includes every working Canadian. A major media campaign was launched on this, demonstrating how hard it is financially on retirees to have to live on a fixed income, as the majority of Canadians only have the CPP when they retire as 75% of Canadians are without a workplace pension.

The major issue of concern for CUPE Members at this present time is the Federal Government's introduction of Bill C-27. This bill proposes to change pension language from defined benefit in exchange for insecure target benefit and includes retroactive language so benefits already earned could become unsecured. This affects not only CPP, but also any Canadians who may have a workplace pension plan as well. We are calling on our CUPE Members to write/email their MP'S to enlighten them on the dangers of this legislation. More information can be found on our website cupe.ca under Pensions under related article Trudeau Government Attacking Pensions.

In solidarity,

DONNA TAYLOR

Saskatchewan Representative
National Advisory Committee on Pensions
(Local 3967)

PERSONS WITH DISABILITIES COMMITTEE – CUPE NATIONAL

REPORT TO THE ANNUAL CONVENTION 2017

I have the privilege to sit on the National Disability Committee for three years now. It is a great committee of CUPE union members that represent each province of Canada.

The last two years we have attempted to show information to each other and to the CUPE National board that there is more respect to be given to disabled members, especially helping to recognize and assist those with unseen disabilities.

I have spent 15 months trying to contact the right office in the Saskatchewan government to recognize the same. My main mission was to establish disability parking through the province in equal amounts and areas allowing for all disabled members and public to more easier parking cutting down on the hidden (unseen) disabilities being a barrier for them. My goal was to establish parking in all CUPE / government owned properties to have disability parking for members who would use these regularly and for those on return to works. Also, my request was to make disability parking available for visitors to the same facilities.

The committee's focus for the next two years is Mental Health awareness in all provinces. To make co-workers , members, managers , government and ourselves more aware of this would be very beneficial to all. Look for our new information to come from the CUPE National office in the future.

Your provincial representative and proud member of CUPE.

In solidarity,

LAURIE HUGHES

Saskatchewan Representative
National Persons with Disabilities Committee
(Local 5999)

PINK TRIANGLE COMMITTEE – CUPE NATIONAL

REPORT TO THE ANNUAL CONVENTION 2017

The CUPE National Pink Triangle Committee is dedicated to promoting and defending the rights and freedoms of lesbian, gay, bisexual, transgender, transsexual, and intersex (LGBTTI) persons within CUPE and the broader society. Committee members work for change in partnership with other equality committees, labour organizations, community groups, and activists throughout Canada.

Across the world, there is certainly progress on many issues important to the LGBTTI community. But events like the Orlando shooting tragedy remind us how much more needs to be done. And the more recent hatred being spewed from the USA is a reminder that there is still a long way to go.

We know that LGBTTI workers experience higher levels of violence and harassment in the workplace and are more likely to be refused employment, experience underemployment or be forced out of a job. We remain cognizant of the need to understand the experiences of the LGBTTI community by using an intersectional approach that looks at how LGBTTI workers are further marginalized by their citizenship status, racism, colonialism, ableism and other forms of oppression.

The NPTC was created in 1991 as the result of a resolution passed by delegates at that year's National Convention. The committee takes its name from the pink triangle badge worn by men targeted as homosexuals in the Nazi concentration camps of the Second World War. Once used as a weapon of cruelty and humiliation, the pink triangle has been reclaimed by the lesbian and gay community as a symbol of struggle, survival, and pride.

Since its formation, the committee has grown to include representation from every province and service division within CUPE. Seats for transgender and transsexual persons were added over a decade ago and we currently have two trans* representatives sitting on the committee.

The NPTC Committee met in March 2016 in conjunction with the CUPE National All Committees meeting and again in September 2016.

The workplan of the NPTC includes:

Trans* issues – Trans* individuals in many regions face high costs and difficulties in obtaining health services required for gender transition, as well as acute problems in accessing washrooms and changing facilities. The committee is calling on CUPE National to lobby all provincial, territorial and federal governments to fully fund the cost of sex reassignment surgeries, hormone treatments and other necessary procedures. We also recommend that CUPE National communicate with CUPE locals to encourage them to initiate discussions with employers about creating “safer spaces” by providing gender neutral washrooms and changing facilities. We encourage Saskatchewan CUPE locals to bargain for inclusion of gender identity and gender expression in their CBAs.

As of December 8, 2014 Bill 171 was passed in Saskatchewan, which included gender identity as a prohibited ground of discrimination in our provincial Human Rights Code.

The Federal government tabled legislation, last May, that will name gender identity and expression as prohibited grounds of discrimination in the Canadian Human Rights Act. Bill C-16 will also amend the Criminal Code to make it a hate crime to target people because of their gender identity or expression.

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We also know that this is only a small step towards eliminating the increasing levels of violence faced by those who fall along the sex and gender spectrum and whose lives challenge gender conformities.

Senior care and support services for elderly LGBTTI persons – our committee has been investigating the issues facing the LGBTTI community in aging - pension benefits, long-term care and home support services. Healthcare providers need to have the knowledge and sensitivity to deal with needs and concerns of our seniors.

For over a year I have been meeting (via conference calls) with the Egale Canada National LGBTTI Seniors Advisory Committee. This national strategy has been focusing on reducing isolation and enhancing quality of life of LGBTTI seniors. We have created a consultation workbook that was widely distributed across the country for members of the community as well as healthcare workers and allies with the hope that the results will help to strengthen the advocacy efforts of local agencies across the country. The results of the consultation should be available soon.

Education – homophobia and transphobia are still rampant in workplaces and communities across the country and around the world. The committee continues to advocate for more and improved training on LGBTTI issues for CUPE members, leaders and staff. The new CUPE Human Rights course has a large component on gender identity, gender expression, and sexual orientation, as well as a section on being an ally.

Anti-homophobic and anti-transphobic bullying awareness-raising – LGBTTI youth and adults continue to experience alarmingly high rates of harassment and bullying in schools, workplaces, and communities throughout Canada. The committee is an active promoter of the national anti-bullying Day of Pink as well as May 17th International Day Against Homophobia.

Pride Events – committee members lend their support and organizing experience to Pride celebrations that take place in Canada from June through August each year. In Regina this year a labour float was organized and available swag handed out. It is very important to have labour visibility at these events. Hopefully next year there will be CUPE swag available for distribution..

HIV and AIDS - the committee continues to monitor the situation of the HIV/AIDS pandemic and propose actions for prevention and support to people living with HIV/AIDS. We share the sense of urgency of other equality-seeking groups when we consider the dramatic impact of HIV/AIDs on women, LGBTTI people, Aboriginal peoples, workers in the global south, migrants, and sex workers. We have identified education of union members as a priority action for CUPE.

CUPE's national policy on HIV and AIDS – A Labour response to the epidemic is a very effective tool full of important information and resources. If requested there are also posters and leaflets available for distribution. You can order all of these on the CUPE National website.

Diversity Seats on the NEB – the NPTC continues to push for additional seats on the CUPE National Executive Board. Several brochures, handouts and resolutions have been developed to dispel myths and misconceptions about the additional seats. Recently a subcommittee of the NEB was formed to study this idea and come up with a recommendation.

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Please educate yourself and your members about issues, struggles and victories of the LGBTTI communities. Request union education courses and equality presentations in your locals and communities. Check out CUPE's Bargaining LGBTTI Rights: A checklist for collective agreement language, part of our Bargaining equality resource collection. Check out the CUPE presentation on transphobic harassment and discrimination in employment and health care. And support efforts to establish or improve public funding for LGBTTI services and programs including gender reassignment surgery and other health care services for LGBTTI people.

Please continue challenging hate, violence and discrimination, and working towards workplaces and communities that are safe and inclusive.

I would like to again thank the CUPE Saskatchewan Executive Board for its support of me as the Saskatchewan Representative on the National Pink Triangle Committee. CUPE's commitment to the betterment of LGBTTI issues and rights is ongoing and greatly appreciated.

Respectfully submitted,

DONNA SMITH
Saskatchewan Representative
National Pink Triangle Committee
(Local 4828)

POLITICAL ACTION COMMITTEE – CUPE NATIONAL

REPORT TO THE ANNUAL CONVENTION 2017

CUPE's National Political Action Committee (NPAC) met from October 25th to 26th at the Holiday Inn East in Ottawa for their 2nd meeting of 2016.

The Committee welcomed Brother Fred Shilson, alternate from Ontario, who was joining us this time in the absence of Brother Marc Xuereb, one of the NPAC co-chairs. Sister Barb Nederpel, the committee's other co-chair, shared the exciting news that she is the NDP candidate for Kamloops North for the upcoming BC provincial election.

The committee spent the morning of October 25th getting a through legislative update on the federal front. The committee discussed a number of files where there are strong concerns that the governing Liberals are falling short on their election promises. Among other topics, this included:

- Bill C-4, which repeals the Harper Conservatives' anti-union Bills C-377 and C-525, but which still has to get through the Senate;
- CPP expansion – all provinces have agreed to this but the increases agreed to are minimal. The committee is also concerned that there are already examples of employers trying to recover the small increases to their operating costs by going after other elements of remuneration at our bargaining tables;
- The Health accord negotiation – while there were expectations that the Liberal government would come to the table to genuinely negotiate with the provinces, they are only offering the 3% announced by the Harper government;
- Infrastructure – the committee had an animated discussion of federal P3 policy and of the new "infrastructure bank" to fund projects;
- Indigenous rights – NPAC members feel that while there are lots of promises and photo-ops, when it comes to funding there are deficiencies. Our concerns center on the back loading of funding, promised to 2019 and beyond and clean water on reserves.

The NPAC was also struck by the gap between talk and policy on precarious work – and particularly by the recent comments from Finance minister on how we need to get used to "job churn" – and on pay equity, where women in the federal sector are essentially being told to wait for another decade for pay equity to be implemented. Respectfully, our advice to the NEB is to continue CUPE's work to hold this government accountable, as we have done with other governments in the past.

The committee then received CUPE's electoral reform kits and had a wide-ranging discussion about where the country is at on the topic and all of CUPE's interventions into the debate over the last few months. NPAC members committed to continue talking about the necessity of proportional representation now to their members and in their wider communities. In the afternoon, CUPE's pensions researcher, Brother Mark Janson, joined the NPAC to talk about what the CPP expansion and to brief them about the Liberals' recently unveiled Target Benefit Pension Plans legislation. Members were shocked at the duplicity of the government because Justin Trudeau had publicly indicated that he did not think that TB legislation was fair when Harper had raised the issue. NPAC members are also extremely concerned about what this would

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mean for CUPE members if their pensions can be cut, without limits and without any protections against employers using all their power to “persuade” workers to sign onto such plans. There was strong recognition at the NPAC that CUPE should fight to kill this legislation as it is unfair and inevitably would lead to weak, two-tiered unions. There is a lot of interest among NPAC members to work with the National Advisory Committee on Pensions on this issue and to assist the NEB in whatever way they feel would be most helpful.

NPAC members then had an opportunity to provide regional reports and updates to each other. In many ways, this is one of the most interesting sessions we have since it allows for members to find common ground in our challenges to keep political action at the foreground of the work of our locals, regions and divisions. Here are some details:

ALBERTA

- Labour code review coming up and opportunity to participate with Alberta Federation of Labour (AFL), over 30 submissions.
- Overall political campaign strategy discussions going on with AFL – primary goal to re-elect NDP next time.
- Election finance reform – no unions, no corporations allowed to donate.
- CUPE Alberta supports Sunshine List legislation.
- Upcoming municipal elections 2017, will work through CLC Municipalities Matters campaigns.
- Weeklong workshops on privatization and political action.

SASKATCHEWAN

- Federally – three NDP MPs elected.
- Provincial election. NDP leader lost his seat; no change in number of MLAs; new NDP caucus is gender balanced.
- NDP convention just happened, new president.
- Government doing health care review, want to reduce number of health care regions – there will be lots of attempts at privatization.
- Wall government looking to privatize Crown Corporations like SaskTel by selling off minority shares – bizarre legislation to change the definition of privatization.
- Municipal elections – lots of candidates coming from Saskatchewan Party; results mixed but progressive Council and Mayor in Saskatoon and some active CUPE members elected across Saskatchewan.

ONTARIO

- Fight over selling off Hydro One, CUPE Ontario are suing the government over it.
- By-elections – Liberals lost one – two more coming – disarray in PC party but NDP is not strong in any of the ridings.
- Employment standards act also under review, activism happening around it.
- City of Toronto is trying to sell Hydro Toronto – big mobilization starting against it – key not to lose this because if right-wing on councils wins this fight, further expectation of privatization and sell offs.
- Parking is also under threat from Toronto city council.
- Ongoing strikes – including very long library worker strike in Essex County – over four months now.

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BRITISH COLUMBIA

- May 9, 2017 provincial election – working hard to change government – three CUPE Sisters running, one Brother from BCGEU running.

CUPE BC:

- Funding from National for a Provincial Election Coordinator – earliest ever start – Brother Nathan Allen started in September. Primary goal is to do training with members who will then be able to be booked off and work on campaigns – day long workshops and weeklong at CUPE BC fall school.

District Councils:

- Okanagan District Council had 1-day training;
- Vancouver Island District Council will contribute \$400 each to 15 constituencies;
- Metro Vancouver will spend \$30,000.00 – \$300 each to 34 constituencies and the balance to go to target ridings, member education and member book-off for campaigns.
- 16 years of BC Liberals – responsible for so much anti-union activity – privatization in health care especially long term care.
- 15 target constituencies identified.
- Kamloops-North Thompson where Sister Barb is running – bell weather riding – BC Federation now organizing on the ground for Fight for \$15 and that campaigner will move into the election campaign.

Recommendations from CUPE BC PAC:

- Survey members about their previous campaign volunteering as a way of thanking them and mobilizing for the future;
- Production of a leaflet that tells the history of the relationship between the NDP and CUPE/the labour movement.
- Discussion of Care Can't Wait campaign – HEU: <http://www.carecantwait.ca>.

AIRLINE DIVISION

- Crew complement reduction to 1:50 – serious concerns for job loss, health and safety.
- Cost share with National – education and action plan for campaign to reverse the legislation.
- Lobbying of TRAN committee members and Day of Action November 14th.

QUEBEC

- Provincial government is much like the BC government – have announced \$2.2 billion surplus, we want it to go back into public sector but they want to cut taxes.
- Parents mobilized information pickets on Education funding.
- Health care unions are busy dealing with union mergers and don't have time to organize against the government.

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- New leader of Parti Québécois – says no referendum if gets elected.
- Pipeline issue is very divisive – lots opposed to it.
- Fight for \$15 campaign is going strong.
- Municipalities – changing laws around bargaining, goal to take down power of municipal unions.
- Mobilization happening now in community coalitions around sexual harassment – opportunity for labour to participate.

PRINCE EDWARD ISLAND

- Trade Justice meeting in April on TPP.
- Election Reform vote coming up next week – a flyer has been circulated to all households on the island from Elections PEI.
- CUPE PEI has been very involved with the PR Coalition in PEI.
- One provincial by-election, won by a Liberal.

Submitted by:

CARLA SMITH

Saskatchewan Representative
National Political Action Committee
(Local 974)

COMMITTEE ON RACISM, DISCRIMINATION, AND EQUITY (RAINBOW) – CUPE NATIONAL

REPORT TO THE ANNUAL CONVENTION 2017

Mandate of Rainbow Committee

This committee is the national working committee on racism, discrimination, and employment equity, and works to combat racism and discrimination, and to promote employment equity. We review, evaluate, monitor and assist in developing CUPE policies and programs to ensure our commitment to the rights of all workers of colour in our communities, locally, nationally and internationally.

Issues of concern:

- Immigration, Refugees, Migrant Workers and Temporary Foreign Workers
- Employment Equity
- Racial Profiling
- Additional DVP Seats
- Casualization/Precarious Work

Submitted by:

JASMINE CALIX

Saskatchewan Representative
National Rainbow Committee

WOMEN'S COMMITTEE – CUPE NATIONAL

REPORT TO THE ANNUAL CONVENTION 2017

Our National Women's Committee (NWC) met in Ottawa on March 1-3, 2016, as well as October 24-26, 2016 in the Judy Darcy Boardroom at CUPE National Office.

In March, we spent time getting to know each other, our interests of activism and where we would like to focus our committee mandate.

After reviewing the resolutions and strategic directions adopted at 2015 National Convention, we chose to focus on these points:

- Anti-oppression action: (a) anti-oppression training and analysis (resolution 53, noting intersectionality and the national membership survey); and (b) equity in our structures, policies and procedures (strategic directions paragraph five).
- Violence against women: (a) workplace violence (resolution 145); and (b) member to member violence (ombudsperson training resolution 143 and the review in strategic directions paragraph 11.f).
- Pay equity (gender pay and care gap), living wages, and precarious work (covered by various resolutions and sections in strategic directions).
- Mental health-related to all of the above and a number of other resolutions and strategic directions.
- We had conversations about campaigns on a national level from other committees and felt it was of great importance to support their campaigns as well because often times there is overlap in the persons affected by oppression.

In October when we met again, we talked about provincial campaigns to organize/negotiate for members in female dominated and high precarity sectors, violence, domestic violence in the workplace, the importance of the Code of Conduct being adopted in our By-Laws at all the local levels, and anti-oppression training.

"Building Strong Locals" project focus group was held at this meeting and committee members shared strong practices that can be replicated elsewhere.

We also had a joint session with National Persons with Disabilities Committee and were treated to an up close and personal discussion with guest speaker Bonnie Brayton from DisAbled Women's Network (DAWN). Bonnie had just been on a panel at the CLC Rise Up Conference, so this was a truly amazing opportunity! We learnt about barriers women of disabilities face in our communities when seeking help or shelter from violent and domestic violence situations. We need to bring Bonnie to Saskatchewan to speak since we have the highest rates of domestic violence and death of women at the hands of their intimate partner.

Shellie Bird of the Child Care Working Group visited our Women's Committee and gave us an update of the child care campaign and how we can get involved at local and provincial levels.

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We had a discussion on pay equity and a CUPE strategy for provincial pay equity legislation.

Other Reps shared reports from their regions. I was unable to because I had no report from CUPE Saskatchewan's Women's Committee.

We will be meeting again in Ottawa February 14 - 16, 2017.

Submitted by:

MELODY STARK

Saskatchewan Representative
National Women's Committee
(Local 5512)

YOUNG WORKERS' COMMITTEE – CUPE NATIONAL

REPORT TO THE ANNUAL CONVENTION 2017

There is no shortage of issues adversely impacting young workers in Saskatchewan and across the country. CUPE's National Young Workers' Committee, co-chaired by myself and Felicia Forbes from Ontario, has made a number of those issues its priorities for the current term: pensions, two-tier agreements, precarious work, and low wages among them.

The committee is developing a detailed proposal that will be sent to the National Executive Board which will recommend resources be made available for our union to put together a kit for local bargaining committees on how to identify, and bargain out, two-tier and precarious language from contracts.

In addition to that work, the committee has been engaged with other organizations and movements.

Caro Louf, the Executive Director of Apathy is Boring (AiB), spoke to the committee about the successful youth engagement strategies used by AiB to increase youth turnout in the 2015 federal election, and discussed AiB's upcoming campaign around Canada 150. AiB wants to make sure that their Canada 150 campaign is not simply celebratory, and wants to include marginalized voices and under-heard voices such as those from the labour movement. The committee was interested in ensuring that the voices of young workers in the labour movement are heard in the AiB campaign.

Emily Norgang, Senior Researcher at the Canadian Labour Congress (CLC), has spoke to the committee regarding the CLC's research on precarious work, and specifically the CLC's recently released report – Diving Without a Parachute – regarding precarious working conditions faced by young people. The information was helpful to the committee as it works on its key proposal for this term – a tool kit recommendation on bargaining out precarity from collective agreements.

Emily Niles, National Campaign Coordinator for the Canadian Federation of Students (CFS), spoke to the committee regarding the CFS' campaign for free tuition. She provided valuable insight into the challenges facing students and young workers from education debt. The committee members discussed with her how the labour and student movements can work together.

The committee also addressed a further priority: the Fight for \$15. The committee decided to support active campaigns by other groups on the issue, and for members of the committee from regions without an active campaign to see how they can contribute to starting one.

There are other initiatives I could report on, but in the interest of brevity I will end with this one: the National Young Workers' Committee decided that it would support the campaign to have a seat for young workers on CUPE's National Executive Board, and looks forward to further conversations on that topic.

Solidarity forever,

KENT PETERSON

Co-Chair

Saskatchewan Representative

National Young Workers' Committee

(Local 4828)

