

CUPE SASKATCHEWAN  
**CONVENTION** 2018  
March 7—9, 2018 | SASKATOON, SK

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# REPORTS

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CUPE SASKATCHEWAN OFFICE STAFF

# TABLE OF CONTENTS

<b>STANDING COMMITTEE REPORTS</b> .....	- 3 -
ABORIGINAL COUNCIL COMMITTEE.....	- 4 -
COMMITTEE AGAINST CONTRACTING OUT AND PRIVATIZATION COMMITTEE.....	- 5 -
COMMITTEE AGAINST RACISM AND DISCRIMINATION .....	- 6 -
ENVIRONMENT COMMITTEE.....	- 7 -
GLOBAL JUSTICE COMMITTEE.....	- 8 -
OCCUPATIONAL HEALTH AND SAFETY COMMITTEE.....	- 9 -
WOMEN'S COMMITTEE.....	- 11 -
YOUNG WORKERS' COMMITTEE.....	- 12 -
<b>STEERING COMMITTEE REPORTS</b> .....	- 13 -
EDUCATION WORKERS' STEERING COMMITTEE .....	- 13 -
MUNICIPAL EMPLOYEES' STEERING COMMITTEE.....	- 15 -
<b>NATIONAL COMMITTEE AND WORKING GROUP REPORTS FROM SASKATCHEWAN REPRESENTATIVES</b> .....	- 16 -
LIBRARY WORKERS' COMMITTEE - CUPE NATIONAL .....	- 16 -
ADVISORY COMMITTEE ON PENSIONS - CUPE NATIONAL.....	- 17 -
PERSONS WITH DISABILITIES COMMITTEE - CUPE NATIONAL.....	- 18 -
PINK TRIANGLE COMMITTEE - CUPE NATIONAL.....	- 19 -
POLITICAL ACTION COMMITTEE - CUPE NATIONAL.....	- 22 -
COMMITTEE ON RACISM, DISCRIMINATION, AND EQUITY (RAINBOW) - CUPE NATIONAL .....	- 27 -
WOMEN'S COMMITTEE - CUPE NATIONAL.....	- 28 -

# **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 the 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 the Aboriginal Council Committee composition, see Article 5, Section 9 of *The Constitution*.

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# ABORIGINAL COUNCIL COMMITTEE

REPORT TO THE ANNUAL CONVENTION 2018

CHERYL BOB-REDSTAR (Local 5430, Health Care Workers, Region 3)  
JILLIAN SEEBACK (Local 5430, Health Care Workers, Region 1)  
LOUISE WATSON (Local 5430, Health Care Workers, Region 3)  
Executive Board Liaison: JODI GOSSELIN (Local 5430, Health Care Workers, Region 4)  
Staff Advisor: TONY HEAD

Last year, 2017, was a very busy and successful year for the Aboriginal Council Committee.

Awareness was brought to the membership and communities throughout the province, with three major events hosted by the Council and other locals.

In June of 2017, the CUPE Saskatchewan Aboriginal Council joined the Local 5999 Aboriginal Council to host a celebration for National Aboriginal Day. This was the first event to be celebrated in the community of Estevan that highlighted the beautiful traditions of music, dance, food, and storytelling of the Aboriginal culture. The event was open to the community, schools, and health care facilities in southeast Saskatchewan. The city of Estevan, local businesses, and many volunteers made it a great success. The Aboriginal Council also brought awareness of Missing and Murdered Indigenous Women and Girls with the red dress campaign which was on display. Dresses were sent to Toronto for National Convention, where they were used as part of a rally to bring awareness to this issue, which is one of the Truth and Reconciliation Commission (TRC) calls to action.



*Picture: Banner created by participants of the 2017 Aboriginal Council Conference to honour the memory of missing and murdered women and girls.*

In July, the Aboriginal Council and CUPE Saskatchewan Executive welcomed members and non-members to participate in our annual Back to Batoche Canoe Trip. This year, our registration was full to capacity, and all enjoyed the canoeing, sweat lodge, and traditional feast. Two Aboriginal CUPE members attended the Back to Batoche celebration which follows the canoe trip, to share information about CUPE and give away items donated by the union.

The Aboriginal Council Committee Conference was held in the beautiful city of North Battleford. The conference took place on October 23 – 24, 2017, and the theme was "Celebrating our Successes". Presenters from Following Their Voices, the Office of the Treaty Commissioner, and Sacajawea High School were just a few of the speakers greatly received by the participants of the conference. A banner honouring missing and murdered Aboriginal women and girls was created by the members, which will be displayed at upcoming events. At the conference, Cheryl Bob-Redstar and Louise Watson were elected to serve on the Aboriginal Council, and we thanked outgoing Council members Heather Acoose (Local 3967) and Brennan Merasty (Local 4607) for the contributions.

The committee looks forward to another successful year in 2018.

Submitted by:

**JODI GOSSELIN**

Executive Board Liaison

On behalf of the Aboriginal Council Committee

# **COMMITTEE AGAINST CONTRACTING OUT AND PRIVATIZATION COMMITTEE**

REPORT TO THE ANNUAL CONVENTION 2018

HELEN SAWATSKY (Local 5430, Health Care Workers, Region 2)  
TONY DAGENAIS (Local 21, City of Regina)  
CLAYTON WILSON (Local 8443, Saskatoon Public School Board) – Appointed  
Executive Board Liaison: CARLA SMITH (Local 974, Saskatoon Community Clinic)  
Staff Advisor: DEBBIE MIHIAL

In 2017, our committee met two times. We met on August 14, 2017, and discussed Resolutions from the past convention, our work plan for the year, literature, and social media announcements from SFL and other affiliated Unions, and Resolutions for CUPE Sask Convention 2018.

On November 3, 2017, we adopted Resolutions from our August 14 meeting, we discussed the wording for our new Resolutions around healthcare and P3's. We discussed Social Impact Bonds, and Bill 40. We discussed CUPE National successor rights and Contracting CUPE work back in. We also talked about standing against for profit of public services and infrastructure and against the use of public money for private projects.

On January 11, 2018, our committee met to finalize our Resolutions for submission to the Executive Board for consideration to bring forward to the 2018 Annual Convention.

Submitted by:

**CLAYTON WILSON**

Chair

Committee Against Contracting Out and Privatization

# COMMITTEE AGAINST RACISM AND DISCRIMINATION

REPORT TO THE ANNUAL CONVENTION 2018

JAN GOY (Local 5430, Health Care Workers, Region 2)  
SHANNON O'TOOLE (Local 5430, Health Care Workers, Region 2)  
REBECCA REYNARD (Local 5430, Health Care Workers, Region 3) - Appointed  
Executive Board Liaison: DONNA SMITH (Local 4828, SFL)  
Staff Advisor: GARY DAY

It has been an interesting year for our committee. New faces with great views and opinions have made for thought provoking conversation over the past months. We have met as a group a few times in Regina to work on resolutions and to gather ideas for convention.

There have been many resolutions submitted this year that will challenge CUPE SK to share and voice our concerns to CUPE National. These include resolutions about Politics in Pride, Sanctuary Cities, Systemic Racism, and Inclusive Space for Migrant Workers. We have also put forth a resolution for a National Equality Representative for SK/AB as racism is on the rise and we are the only provinces without a National Equality Representative position.

Since the U.S. has acquired such a racist, negative leader, things appear to be going backward not forward. Racism and discrimination needs to be addressed! How do we fight this? Education, rallies, strong voices, and of course leadership within our Union.

We look forward to tackling the challenges we face in the year to come.

Submitted by:

Committee Against Racism and Discrimination (CARD)

# **ENVIRONMENT COMMITTEE**

REPORT TO THE ANNUAL CONVENTION 2018

JAN STOUT (Local 5430, Health Care Workers, Region 3)

DEE WAGNER (Local 5430, Health Care Workers, Region 3)

**VACANCY**

Executive Board Liaison: RICK SIELSKI (Local 47, City of Saskatoon)

Staff Advisor: ALEX LENKO

**REPORT NOT FILED.**

# GLOBAL JUSTICE COMMITTEE

REPORT TO THE ANNUAL CONVENTION 2018

SHARM DURSUN (Local 5430, Health Care Workers, Region 5)  
ANGELINA REIS (Local 5430, Health Care Workers, Region 1)  
DENISE MACDONALD (Local 3012, SCIC) - Appointed  
Executive Board Liaison: OMAR MURRAY (Local 4754, Chinook School Division)  
Staff Advisor: CHERYL STADNICHUK

## Meetings

The committee met on May 24, September 14 and December 11.

## Guest speaker

At our September 14 meeting, we had Dr. Andrew Stevens speak about his research on migrant workers in Saskatchewan and what unions can do to support them. He recommended collective agreement language to assist migrant workers to gain permanent residency and for unions to develop anti-racism and diversity training.

## International Human Rights Day – December 10

Our committee recommended that CUPE Saskatchewan post information on its website about International Human Rights Day (December 10). CUPE Saskatchewan posted information about the day and included information about Amnesty International Write for Rights events in Regina and Saskatoon on December 10.

## Convention 2018 Speaker

The committee recommended to CUPE Saskatchewan that they invite Dr. Julie Kaye from the University of Saskatchewan to speak at the 2018 convention about human trafficking. Dr. Kaye was scheduled to speak last year but was unable to attend.

## Resolutions

The committee did not have any resolutions forwarded by CUPE Saskatchewan from the 2017 convention. The committee worked on the following five resolutions to be considered by the executive for the 2018 convention:

- a. Collective Agreement language for leave to attend citizenship ceremony
- b. Preparing an information piece on “The Rights and Responsibilities for Migrant Workers”
- c. Supporting people affected by intimate partner violence
- d. 16 Days of Activism Against Gender Based Violence that takes place November 25 to December 10
- e. Support for CUPE National’s Global Justice Committee Fund

Submitted by:

Global Justice Committee

# OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

REPORT TO THE ANNUAL CONVENTION 2018

JOANNE ALEXIUK (Local 5430, Health Care Workers, Region 3)

PERRY TURTON (Local 5430, Health Care Workers, Region 1)

## **VACANCY**

Executive Board Liaison: JAMIE MELLOR (Local 5791, U of R)

Staff Advisor: JANICE JANZEN

This year has been one of changes and growth with the Health and Safety Committee. We have welcomed Jamie Mellor and Charlene Raynor to our committee. I'd like to thank Janice Jensen and Crystal Peters for all of their work earlier in the year and in the previous year. Without dedicated people, our committees could not be effective and complete the challenges we do each year.

This year has had a focus on Violence and treatment of employees. This has taken on some very new challenges that have stretched us on our experiences and knowledge of how to help our members. The violence is not only in the work environment but also as domestic violence and how it impacts the worker and how to assist them in getting help; treatment and care. We have been developing avenues to assist in prevention and aid in treatment.



With this concept in mind, we have developed an OH&S Conference for April of 2018. The Theme is **Stop the hurt before it happens**. To enhance the knowledge and abilities of our members we are offering the following courses:

1. **OH&S 101** - This workshop will introduce members to the basics of health and safety including the identification of hazards, the hierarchy of controls, the role of health and safety committees, the general duties of employers and workers, and the right to refuse.
2. **Health and Safety, Making Committees work** - This workshop explores the structure, role, and function of health and safety committees, their strengths and limitations, and how they can best work within the legislative framework, and within our union.
3. **Violence Prevention in the Workplace** - This module examines the risk factors that lead to violence in the workplace, and the employer's obligations to prevent workers from being exposed to and injured by violence while at work. We examine relevant health and safety law, and start to develop strategies to make our workplaces safer.
4. **Preventing Mental Injuries at Work** - New forms of work, job insecurity, work intensification, high demands, violence, and poor work-life balance are resulting in psychosocial and mental health problems in CUPE workplaces. This module focuses on the workplace as the cause of mental health issues, and not the individual. Discuss strategies and actions that actually help make workplaces psychologically healthier and safer.
5. **Identifying & Documenting Hazards** - In this module, you will learn techniques for identifying hazards, such as body maps, surveys, and inspections. You will also develop a methodology for dealing with the hazards you find.

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6. **Women and Work Hazards** - This module looks at the impact of the physical and social work environment on women's health, and ways to influence research, policy, and practice to reduce the health disparities related to gender.

We strongly believe that those who attend this conference will come out further educated to be active and effective in preventing the hurt before it happens. We encourage all who are considering attending to do it soon to ensure your placement into your preferred courses.

Submitted by:

**PERRY TURTON**

Chair

Occupational Health and Safety Committee

# WOMEN'S COMMITTEE

## REPORT TO THE ANNUAL CONVENTION 2018

CARMEN GOEBEL (Local 5430, Health Care Workers, Region 3)  
AMBER METZ (Local 4799, Horizon School Division) - Appointed  
DEBBIE SHEPPARD (Local 5430, Health Care Workers, Region 4)  
Executive Board Liaison: SANDRA SEITZ (Local 5430, Health Care Workers, Region 4)  
Staff Advisor: HELEN SAWATSKY

The Committee met at the All Committees Meeting in May, 2017 for the first time. Meeting dates were set for September 22, 2017, November 17, 2017 and January 17, 2018.

### September 22, 2017

Discussions held:

- a) Women's Shelters: Discussed clothing and toiletries required by the Women's Shelters:
  - clothing will only be accepted if it's used
  - toiletries are used regularly
- b) Domestic Violence: The informational handout from The Circle Project Association Inc. June 2016 "Economic Impact: The Cost of One Incident of Domestic Violence" was handed out to each committee member.
- c) Wish List: Each committee member was to contact a women's shelter to find out their needs and form a wish list and bring to the next meeting.

### November 17, 2017

Discussions held:

- a) Resolutions: The following resolutions were discussed and were submitted January 5, 2017 and confirmed January 8, 2017 by Nathan:
  - Intimate Partner Violence
  - Pay Equity
  - Public Childcare System
  - Missing and Murdered Indigenous Women and Girls
- b) A majority of plans were made for Convention for the Women's Luncheon to be held March 8<sup>th</sup>.

### January 17, 2018

1. Finalization of Plans for Convention:
  - Barb Byers will be the speaker at the luncheon
  - raffles will be held
  - the committee members have been asked to assist at convention in selling the red sparkle ball earrings (Carmen Goebel will oversee the sales with others assisting her).

Submitted by:

Women's Committee

# **YOUNG WORKERS' COMMITTEE**

REPORT TO THE ANNUAL CONVENTION 2018

DYLAN BRELAND (Local 456, City of Melville)

CARLEY MAKUCH (Local 21, City of Regina)

## **VACANCY**

Executive Board Liaison: KENT PETERSON (Local 4828, SFL)

Staff Advisor: N/A

**REPORT NOT FILED.**

// END OF STANDING COMMITTEE REPORTS //

# STEERING COMMITTEE REPORTS

The following Occupational Group Steering Committees submitted reports to the delegates of CUPE Saskatchewan's Annual Convention.

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## EDUCATION WORKERS' STEERING COMMITTEE REPORT TO THE ANNUAL CONVENTION 2018

The provincial government continues its onslaught towards the working people of Saskatchewan and Education support staff have been one of the designated targets. Since the last CUPE Sask convention in March 2017, The EWSC has been very busy trying to mitigate the impact of our provincial government, while attempting to shine a light on the "inadequacies" of some of their policies.



We had started out the new year with the Perrins report that gave a list of possible ways the provincial government could hamstring the entire education system, in order to save money. While the report had been issued before last year's convention the repercussions continue pile up.

The EWSC rolled out part 2 of the "Where's The Funding" campaign. This occurred mostly in response to the Perrins Report's idea of a further round of school board amalgamations. The idea was to reduce the 28 school divisions down to six; four; or even down to one division for the entire province, as had been done with health care. The Where's The Funding [WTF] campaign enlightened people in the communities about the concerns of the Perrins Report. The locals jumped on board. We started petitions, letter writing campaigns, Facebook and other social media campaigns, as well as just plain old talking to people individually and town Hall style meetings, later we even managed to get some radio spots to get the message out.

The campaigns were successful as the public overwhelmingly supported maintaining the current number of school divisions. They also wanted to ensure our school board trustees continued to acquire their office through an election process. The government decided to delay any announcements on school board amalgamations or appointing school board trustees. At the beginning of March the powers that be decided that public servants should be the ones to pay for the funding shortfalls by agreeing to roll back their wages by 3.5% to be followed by 3 years of Zero increases. To this end the provincial gov't asked all of the school divisions to discuss this cut back with their locals, by reopening their Collective agreements. This didn't seem to sit well with our members and I don't believe any of the locals took them up on their generous offer.

The Provincial Budget came out on March 22. It was very much an austerity budget, with Education taking one of the biggest hits, with Education having to deal with a \$54.2 million shortfall. Another hit from the provincial government came in the form of Bill 63. This bill allowed the school board trustees to be elected but seriously curtailed their ability to make any decisions, other than as directed by the Ministry.

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In May Bill 48 was approved. This bill made changes to the disbursement of the education taxes. It bumped up the amount that ratepayers contributed by \$67 million. However instead of offsetting the \$54 million shortfall we had been served, it all goes into the General Revenue fund.

As of this writing, there are over 2/3 of our 7,000 members who have open contracts or are in bargaining, nobody seems interested in concession bargaining however. The EWSC will continue to hold the torch for our members in the Education sector.

Another issue that is coming to light in the education sector deals with staff performing medical procedures. We are still trying to understand the scope of what is happening in the various divisions and even individual schools themselves. There seems to be discrepancies in what procedures can be done, by whom, and what training is required. The EWSC also has concerns about liability.

This year we said goodbye to Janice Wolfmuller and Clay Wilson, they will be missed as everyone brings new ideas to the table and we are all trying to create positive effects for the entire Education system in Saskatchewan.

We have 2 new members that have step up to fill those vacancies however, so I would like to welcome Amber Metz and Shannon Martin to the fold.

This seemed to be the year of Rallies. We participated in several of them not only the smaller more localised ones [like Drop Everything And Learn DEAL]; but also a couple of the larger ones on the steps of the Legislature as well. One would hope that the message is getting out to the politicians of the day... ordinary working people in our province expect to be treated with respect and not as an impairment to some corporation's bottom line.

Just to muddy the water a little bit more our Premier, Brad Wall has decided to step down, sending the Saskatchewan party into a leadership race tailspin. The good part of that may be that politicians have a tendency to grow ears come election time, one can only hope.

Just remember: ***"Our Schools Work Because We Do"***

In solidarity,

**OMAR MURRAY**

Education Member

CUPE Saskatchewan Executive Board

Executive Board Member, Education Workers' Steering Committee

# MUNICIPAL EMPLOYEES' STEERING COMMITTEE

REPORT TO THE ANNUAL CONVENTION 2018

The Saskatchewan Municipal Employees Steering Committee is the collective voice of 40 municipal locals from 14 cities, 16 towns and 2 villages. It ensures that the interests of members are represented through the principles of coordinated bargaining, efforts to reflect a positive public image, provisions for educational needs and general welfare. The S.M.E.S.C also defends the public domain against public-private partnerships (P3s) and defends public services against privatization and contracting out.



The past year has been a tough one for public sector workers and the municipal sector certainly was affected. The provincial government's austerity budget saw revenue sharing grants cut by 5.1 percent overall and municipalities lost \$38 million in grants in lieu of property taxes. This all comes at a time when most of the municipal locals are trying to bargain new collective agreements.

February 2017 saw the S.M.E.S.C. sponsoring a table and hosting a hospitality room at the 112<sup>th</sup> annual SUMA convention in Saskatoon. We promoted our fine union by handing out literature along with some swag to the participants. What a great opportunity to mingle and chat with councilors, MLA's as well as MP's. This was deemed a success and will be repeated this year in Regina at the 113<sup>th</sup> convention in February.

The Western Canadian Municipal Worker's Conference was held from May 31<sup>st</sup> to June 3<sup>rd</sup> in Canmore Alberta. This event gave us a chance to discuss as well as share information and experiences with our Sisters and Brothers from municipal sectors across all four western provinces. Wayne Benedict, a lawyer from Calgary, addressed the topics of medical marijuana while CUPE National Research gave a talk on contracting in.

Our new website is almost ready to be launched. Stay tuned!

In fall I had a chance to drive out to some of the municipal locals and bring greetings on behalf of the S.M.E.S.C. and CUPE Saskatchewan through connecting CUPE. I plan on continuing this in 2018.

Our annual conference set for September of 2017 was postponed in order for there to be more time for some locals to recover financially after such events as the Western Canadian Municipal Conference and the National Conference. It will be held on March 6<sup>th</sup> at the Radisson Hotel.

In solidarity,

**RICK SIELSKI**

Chair

Municipal Employees' Steering Committee

# **NATIONAL COMMITTEE AND WORKING GROUP REPORTS FROM SASKATCHEWAN REPRESENTATIVES**

The following reports from National Committees and Working Groups were submitted to delegates of CUPE Saskatchewan's Annual Convention.

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## **LIBRARY WORKERS' COMMITTEE – CUPE NATIONAL** REPORT TO THE ANNUAL CONVENTION 2018

I attended my first of two-year term CUPE National All Committees meeting in March 2016 held in Ottawa. Each committee had time to review their duties and listen to speakers as a group.

We had committee meetings and conference call meetings two to three times in the two years.

I was very pleased to be able to attend CUPE National Library Sector meeting held in Winnipeg October 17 to 20<sup>th</sup>. Being a member of the committee, we assisted in planning the sector meeting. We had representation from University, Public, Regional and School libraries across Canada. At our Local General meeting I presented a motion to donate \$500 to Essex Public Library in Ontario (south-east of Windsor) CUPE 2974 as they were struggling in getting a contract with their employer.

Part of my duties being on the National Library Committee is to write a report that reflects what is happening in libraries in Saskatchewan each time I go to the CUPE National Library Committee meeting. I reported on key victories, recent challenges/setbacks and emerging issues in the library worksites.

The committee had a conference call in June then met in Ottawa August 22 & 23. We discussed the cuts and issues that are affecting our members across Canada that work in Schools, Public and Regional and University libraries. There will also be a two-part survey sent to Library Workers through the Local's Presidents. First is to Public and Regional libraries, then after National Convention to University and School library locals. I appreciate all the Library Workers who were able to fill out the online survey.

My term is now up as of CUPE National Conference 2017.

Thank you to my local and CUPE Saskatchewan for allowing me to be on the CUPE National Library Committee meeting.

In solidarity,

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

# ADVISORY COMMITTEE ON PENSIONS – CUPE NATIONAL

REPORT TO THE ANNUAL CONVENTION 2018

The mandate of the CUPE National Advisory Committee on Pensions on an ongoing basis, is to examine and recommend that pension assets be invested long term for our CUPE Membership and its communities through education and activism to best represent the membership in safeguarding and improving their pension benefits.

One of our mandates was to call upon the Federal Government to increase Canada Pension Plan benefits. We were very pleased with the present Federal Government when they announced an increase to CPP benefits, shortly after they took office, to start in 2019 through to 2025.

However, only a few weeks later that same Federal Government reintroduced Bill C-27 that would change Pension language throughout the Country, not only with CPP benefits but also workplace benefits as well. It would change secure Defined Benefit (DB) language to insecure Target Benefit (TB) language. It also contains retroactive language so that former pensions would become insecure. Our efforts to stop this Bill have brought it to a pause for now, but this still looms and is of great concern not only for our CUPE Members but all Canadians.

We are calling on all CUPE Members to email/write their MP's enlightening them to this dangerous unacceptable Bill.

More information can be found on the [cupe.ca](http://cupe.ca) website, under pensions.

In solidarity,

**DONNA TAYLOR**

Saskatchewan Representative  
National Advisory Committee on Pensions  
(Local 5430, Health Care Workers, Region 3)



*If passed, Bill C-27 would allow federally-regulated employers like banks, transportation and telecom companies to retroactively walk away from the pension promises they have already made to workers and retirees.*

# **PERSONS WITH DISABILITIES COMMITTEE – CUPE NATIONAL**

REPORT TO THE ANNUAL CONVENTION 2018

This committee of eight dedicated members is such an honour to belong to. It has also been a great learning experience which encourage one to always attend with new ideas or how to enhance ideas that were discussed in the last meeting.

In the last two years, we spent a lot of time on hidden health issues that shouldn't cause work issues for members or the someone we know that can cause employment issues. This would be mental health issues. With that in mind, we submitted two bylaws to CUPE National that were received with enthusiasm which flabbergasted the whole full committee.

These next two years we plan to work on the same issues, which will help members with health issues that cause them issues at work and in their community.

As a last note as of recent, I received notice that I have been chosen to sit on this committee as Saskatchewan representative and will also be the co -chair of the committee a job that I plan on taking on with great respect and the help of the committee members and our National representatives.

Your provincial representative and proud member of CUPE.

In solidarity,

**LAURIE SHIELS**

Saskatchewan Representative  
National Persons with Disabilities Committee  
(Local 5430, Health Care Workers, Region 4)

# PINK TRIANGLE COMMITTEE – CUPE NATIONAL

REPORT TO THE ANNUAL CONVENTION 2018

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.

While there is progress on LGBTTI issues across the world, there is much more to be done. In some places marriage equality is being taken away and in the USA Trump is allowing attacks on our community to continue and divide their nation.

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 years 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.

The NPTC Committee met in February 2017 in Ottawa and again in August 2017 in Montreal in conjunction with Canada Pride.

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.

In June 2017 the Federal government passed Bill C-16 which amends the Canadian Human Rights Act to add gender identity and gender expression to the list of prohibited grounds of discrimination.

The enactment also amends the Criminal Code to extend the protection against hate propaganda as well as to include any evidence that an offence was motivated by bias, prejudice or hate based on gender identity or expression.

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In 2014, Saskatchewan included gender identity as a prohibited ground of discrimination in our provincial Human Rights Code.

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 two years 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. Through a widely distributed online consultation workbook we compiled information on experiences of LGBTTI seniors and the results were made public in June 2017. They are available at <https://egale.ca/?s=Seniors&submit=>

The committee also helped in the development of a resource booklet called Crossing The Rainbow Bridge – it is supporting end of life planning and care needs of LGBTTI older adults. It is currently only available in Ontario but funding is being pursued to distribute province by province.

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 17<sup>th</sup> 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. Several parades were held in our province this year and CUPE had a small presence at some of them. Unfortunately the CUPE lens cloths did not arrive in time for distribution at Saskatchewan events. A CUPE Pride flag was also sent to the SK office but not in time for the parade. 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.

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Diversity Seats on the NEB – the NPTC continued to push for additional seats on the CUPE National Executive Board. At the national convention the NEB submitted a resolution to have additional seats on the NEB. A well-coordinated campaign was developed around the theme “It’s Time” and several brochures, buttons and handouts were developed and distributed. People from across the country helped to promote and advocate for this resolution but unfortunately it did not get the required 2/3 majority for a constitutional amendment. I believe it was a sad moment in CUPE’s history.

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. Check out CUPE’s booklet on HIV/AIDS in the workplace. 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 for the past term 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, SFL)

# **POLITICAL ACTION COMMITTEE – CUPE NATIONAL**

REPORT TO THE ANNUAL CONVENTION 2018

The committee only met once since our last convention and before CUPE National convention. The meeting was held September 18 & 19<sup>th</sup> in Ottawa. Each province gave a report was what is happening in their province:

## **BC**

- 41 BC NDP MLAs elected!
- 3 Greens
- Slender coalition government formed
- BC Liberals in disarray, Christy Clarke is gone
- PR is a major campaign promise, to be a referendum as part of next municipal election in 2018
- Already seeing major policy shifts in BC, including banning corporate and union donations, and BC Human Rights commission
- Minimum wage panel

## **ALBERTA**

- October 16 municipal elections:
  - One-day workshops with Calgary and Edmonton labour council – Archana facilitated
  - Campaign to increase women on councils (provincial government "Ready for Her"), – Calgary campaign 'Ask her', 'Support her', 'Fund her' non-partisan – could be some positive change in Edmonton
- United Conservative Party \$300,000 + deficit from Wild Rose
- No renting out government housing on Airbnb
- Act to reduce school fees:
- Textbooks, workbooks, photocopying – trying to reduce transportation fees also – hard for school boards
- 53 schools opened, some new, some modernization projects
- Health minister meeting with frontline workers to hear from them
- Government gave zero mandate to K-12 bargaining – but there is concern that this was misrepresented to CUPE members, said there was no mandate & local autonomy is respected
- CUPE Alberta is raising this with govt

## **SASKATCHEWAN**

- New budget, huge cuts in funding in social service, increase fees for seniors' care, firing workers, 3.5% rollbacks for public services
- Cut funding for libraries, CUPE rallied and campaigned, got funding back
- STC transit shut down, northern Saskatchewan totally cut off, are selling off assets

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- Backed off on hear aid cuts – backed off on low income disability cut – back pedaling
- By-election NDP gained 2 seats, another 2 coming – Brad Wall stepped down – Saskatchewan Party convention in January, and NDP convention in March
- Combined all health regions – one union local for CUPE to keep numbers – Health council restructuring
- Saskatchewan Federation of Labour – government rejected recommendation for Labour Board
- May call early election after Saskatchewan party leadership – next spring instead of 2020

## **MANITOBA**

- Similar to Saskatchewan.
- Austerity budget, cuts and lots of resistance
- New NDP leader Wab Kinew, 1st indigenous leader of party across Canada, not part of past split in party – will be tough, issues from his past have been dogging him. Conservatives have a large majority, and are determined to undermine labour once and for all

## **NEWFOUNDLAND & LABRADOR**

- Finance minister changed, stepped down, new one made small changes, and met with union leaders to start new relationship, hopeful (Tom Osborne)
- Combined 4 health boards to 1, all purchasing centralized, major cuts to home care hours, want to centralized admin services (payroll, IT), worried to lose jobs, looking at P3s for long-term care and hospital in Corner Brook
- Lots of rallies with the Trojan Horse, other unions joining in
- Mail out special ballots for provincial election violates rights, inconsistent with the Constitution
- Wanted to close 50% of libraries, under review for another year, might be some consolidation instead
- Change coming because Liberals are losing support

## **PEI**

- \$27M deficit last year, \$9.2M surplus this year, increasing funding to some
- HST increased 1%
- Election for new PC leader
- Government rejected proportional representation vote
- Chaos in education sector

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## NEW BRUNSWICK

- NDP rebuilding, up to 500 members, new leader, 28 out of 40 have Riding District Association (there was 9 in January), might be snap election, because Liberals have high approval ratings
- Got a Minister of Labour back as independent minister
- In last month, unions invited to meet after nothing for 3 years, 5 working groups, labour on each
- Outreach to locals with Danny Legere regarding new NB NDP

## QUEBEC

- Federal:
  - Energy East project was popular, being reconsidered
  - Cannabis, going too quickly, some parties opposed, Quebec was in favour, but polls changed, concern about employer testing
- NDP leadership:
  - Fear for survival of NDP in Quebec, not an increase in membership, an MP said he might run independently, Mulcair said will step down, could lose seat
- Provincial:
  - Better situation, election 2018, Liberals still ahead in polls, second CAQ is also a right wing, PQ is 3rd & QS is 4th, labour strategy difficult QS & PQ don't agree, probably strategic voting
- Hot topics:
  - Commission on Systemic Racism, some parties say they believe that Quebec is on trial by calling racism in employment, evident
  - Federation also made announcements, big separation between rural and urban attitudes, need to follow closely, is a union challenge
  - Municipal, election next month, Montreal mayor will probably be re-elected (right wing)
  - \$4.5B surplus provincial looking at closely, hope will use for services
  - NDP Quebec looking for leader in January 2018, by election coming, no program, no electoral platform, is dividing the left, unions and CUPE have not declared support, sovereignty an issue
  - Montreal blue collar workers under administration, may have some issue at convention

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## ONTARIO

- Provincial election in June
- Liberals in power for 10 years, in turmoil, senior staff corruption charges, privatization of Hydro, and skyrocketing prices of Hydro
- People moving to Conservatives over 40%
- Liberals moving to left pre-election, \$15 min wage, pay equity, precarious work, free pharmacare for under 25 years' old
- NDP has won by elections but not a trend, Progressive Conservatives are very popular. We have a lot of big bargaining coming up, Progressive Conservatives in the past have been terrible for CUPE, must work very hard to ensure that they do not form government, public tired of Liberal corruption etc., but not ready to embrace NDP

## NOVA SCOTIA

- Very anti-union Liberal government, all public-sector wages, and benefits to be mandated (Bill 148)
- Most of CUPE covered by Bill 148
- Fighting back in coalition, one place in the country where all the unions are playing really well together, big rally planned for later this week

## OTHER ACTIVITIES RELATED TO THE COMMITTEE'S MEETING HELD ON SEPTEMBER 18 & 19<sup>TH</sup> IN OTTAWA.

- NPAC members then attended a rally at Minister Morneau's office to protest Bill C-27.
- We had James Pratt from the CLC come in to the meeting to do presentations on: Pharmacare – a plan for everyone
- Question about CLC and NAFTA
- Pushing on pay equity, may delay because of parliament timing but still go
- C-27 will probably die at prorogation at Christmas, but provinces are starting to think about target benefit plans – NS has tabled legislation
- Municipal elections tools need refreshing – Municipalities Matter – stay tuned for new version in 2018
- We also had Bobby Ramsay from National Office come in and do a presentation on:
  - Structure of funding and priorities were an issue under Harper – the P3 screen
  - Liberals' campaign promise to go away o Did remove P3 screen o Some optimism about new minister
  - Hoped would get rid of PPP Canada – have been no further funding rounds so far

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- Looking for a National Infrastructure bank – lend at government interest rates, stable funding
- Decentralized fight against privatization – private partnerships still supported while receiving public funds
- Economic Advisory Council advised expanded and more vigorous PPP Canada – attract larger amount of private money
- Economic critique is that at government borrowing rates, infrastructure funding is a good deal, private rate is much higher (2.5% vs 7% – 9%) doubles the cost over time, public pays
- Ownership and control by private, priorities driven by profit
- No requirement that projects are driven by community or by need – can be unsolicited, not how best to serve the public
- Transparency of the bank –problematic, privileged information in the act – access to information exemption
- Need a new game plan - have to work with municipal locals and allies
- New material, will be available at convention
- Bring it up at your local, education, awareness, strong non-partisan critique 2. Approach progressive city councillors and allied organizations with material 3. Have a much more vocal campaign against specific projects
- Bobby can come and do presentation to Prov. Exec and committees

The second day of our meeting Brother Mark Hancock came in to speak to members concerning:

- Resolutions, constitutional amendments, NDP leadership race, and general state of affairs at CUPE
- Resolution priorities of Young Workers Committee are 58, 293, Leadership development, precarious work, and 55 on equity inclusion for succession planning
- Had a discussion regarding adding Diversity seats to NEB: General support among committee (not unanimous)

Some members of the committee then went to attend Question Period on Parliament Hill before leaving.

I would like to thank CUPE Saskatchewan for allowing me to sit on the National Political Action committee. I have enjoyed my time on this committee, and have represented CUPE Sask to the best of my ability. At this time, I have not heard where my application has been accepted to sit on the committee again.

Submitted by:

**CARLA SMITH**  
Saskatchewan Representative  
National Political Action Committee  
(Local 974, Saskatoon Community Clinic)

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

REPORT TO THE ANNUAL CONVENTION 2018

## **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/Prearious Work

## **Activities throughout the year:**

- Participated in a Joint Equality Committees Meeting with the 4 other equality committees. Purpose of the meeting was to collaborate on resolutions for the 2017 CUPE National Convention
- Submitted resolutions for the 2017 CUPE National Convention
- Edited our Terms of Reference

Submitted by:

**JASMINE CALIX**

Saskatchewan Representative  
National Rainbow Committee

# WOMEN'S COMMITTEE – CUPE NATIONAL

REPORT TO THE ANNUAL CONVENTION 2018

The last two years, the CUPE National Women's Committee (NWC), has been working extremely hard with the other CUPE diversity groups to try to make change within our union for the betterment of all. Unbeknownst to me, some of these topics have been ongoing, not just for years, but for DECADES. I have to say, that after attending the most recent CUPE National Convention, I was extremely taken by what took place.

While we, the NWC put forward several resolutions, many of which were passed, it was unsettling, to say the least, to hear the opposition by fellow members to the addition of four voting equity seats to our National Executive Board (NEB).

Some people from these groups spoke in opposition, stating that they see no need for the addition of these seats because they, themselves have no issues. For that, I am happy to hear that they have no problems in their areas but I cannot fathom how they cannot wish other members within our union, the ability to share in this type of equality.

For example, I can fully understand the barriers that Youth face while attempting to get involved and have their voices heard because I am a member of only 5 years in CUPE. I face all sorts of backlash from long time members who feel they have rite of passage due to length of service within their sector. At times it feels like people who were never interested in being involved before, suddenly only want to be involved so I cannot.

The same thing with the male to female involvement. As a female, I see men that have never bothered to come out to union meetings or any other types of union activity, suddenly show up to elections to ensure a female running doesn't get elected. The result is a male takes a seat, with little to zero previous involvement over a female with years of training, education, and connections within the labour movement.

How can we change this? I keep hearing unions chant "An injury to one is an injury to all", and yet I do not see our union actually embracing this. At National Convention, we heard so many brave people share their personal stories of why these equity seeking seats are needed so much and, yet, we only got half the delegates to vote in favour when we needed two thirds to make a Constitutional change for the addition of these seats.

We have a diverse NWC, and we have become so strong over the last two years in the face of some extremely emotional setbacks. We mourned the loss of two of our committee members, and we had a huge upset at one of our meetings. When we went our separate ways and regrouped later, we learnt more about ourselves, as human beings than any of us would ever have imagined when joining this committee.

I am honoured to be asked back for another two years term and am still focused on working with the other diversity groups to get these voting seats added to the NEB, as well as continuing our work for living wages, affordable childcare, healthcare, pensions, education, affordable housing....etc.

I will add that attending National Convention would not have been a possibility without my local's support. It is my belief that everyone on a National Committee should be attending Convention to see their work through and to get a better understanding of the whole process that is involved in our committee work. Seeing it first hand was much, much different than what I had expected.

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"The sum total of our collective energies make us much stronger than if we are on our own."

Submitted by:

**MELODY STARK**  
Saskatchewan Representative  
National Women's Committee  
(Local 5512, Prairie South School Division)



