



# CONVENTION 2020

---

## REPORTS OF STANDING COMMITTEES

---





# TABLE OF CONTENTS

---

CUPE Saskatchewan Structure..... 1

    Aboriginal Council Committee..... 2

    Committee Against Contracting Out & Privatization..... 3

    Committee Against Racism & Discrimination (CARD)..... 3

    Environment Committee..... 4

    Global Justice Committee..... 4

    Occupational Health & Safety Committee..... 5

    Women’s Committee..... 6

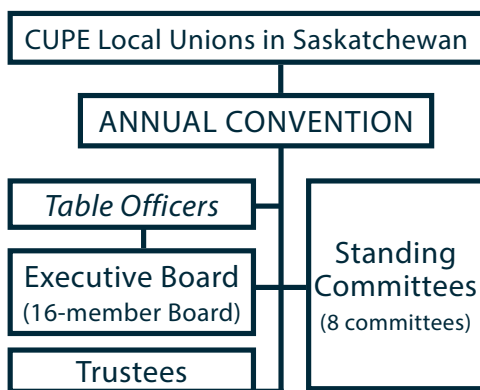
    Young Workers’ Committee..... 6

# CUPE SASKATCHEWAN STRUCTURE

## In Focus: Standing Committees

► **CUPE Saskatchewan Division unites CUPE Local Unions** to speak with one strong collective voice and works at the provincial level for legislative, policy and political change on issues affecting CUPE members and the public services they provide each and every day.

### Organizational Structure of CUPE Saskatchewan:



**Table Officers (4)** – President, Vice-President, Recording Secretary and Secretary-Treasurer.

**Executive Board (16)** – Table Officers (4), Aboriginal Member, Diversity Member, Young Worker Member and Sectoral Members including: Community-Based Organizations Member; Education Member; Health Care Members (2); Library Member; Local 600 Member; Municipal Member; University Member; Boards and Agencies Member.

### Trustees (3)

**Standing Committees** – Each committee has three (3) members.

**Staff** – CUPE Saskatchewan employs two staff members to support its governance and to carry out its office administration, operations and activities.



### Role of Standing Committees in the CUPE Saskatchewan Structure

Standing Committees are advisory bodies to the Executive Board of CUPE Saskatchewan and act as a resource on policies, issues and programs.

### Mandate

CUPE Saskatchewan's eight (8) Standing Committees have goals and objectives that are outlined in Appendix "C" of *The CUPE Saskatchewan Constitution and Bylaws*. Additional duties may be assigned to a committee by the Executive Board. Committees report to the Executive Board.

### Committee Membership

Each Standing Committee has three (3) members.

In even-numbered years, two (2) members are elected at the Annual Convention. In odd-numbered years, one (1) member is appointed by the Executive Board. At any given time when a vacancy exists, appointments may be made to fill a vacancy.

Membership terms are for two-years (or a specified shorter period of time in the case where the appointment fills a position left vacant).

A member of the Executive Board is designated to serve as a liaison to a committee.

The Aboriginal Council Committee composition is distinct from all other committees, with its membership elected in alternating terms from among delegates of the Aboriginal Conference held on an annual basis.

Committee members must be members in good standing of a Local Union affiliated to CUPE Saskatchewan. Members shall only be eligible to sit on one (1) Standing Committee at any given time. Members of the CUPE Saskatchewan Executive Board, including alternates, or trustees are not eligible for committee membership.



# ABORIGINAL COUNCIL COMMITTEE

---

2019 was a very busy and productive year for the Aboriginal Council Committee.

In April, Council Committee members attended the annual First Nations University of Canada Powwow, held in Regina, Saskatchewan, Treaty Four Territory. Our Committee distributed CUPE water bottles and snacks to the Elders, youth and attendees of the powwow, networking on the ground one-on-one with people to promote what CUPE Saskatchewan and the Aboriginal Council Committee does for Indigenous workers in the province. This was a wonderful partnership with the FNUC, and we as a Committee will continue to participate in this gathering, as well as seeking to continue the work at other powwows.

On June 21, the Aboriginal Council Committee partnered with the Committee Against Racism and Discrimination to celebrate National Indigenous Peoples Day in Victoria Park, Saskatoon, Treaty Six Territory. We participated in the Rock Your Roots Walk for Reconciliation, which was a huge multicultural parade and walk on the riverbank held by the Office of the Treaty Commissioner. The C.A.R.D. Committee and the Aboriginal Council Committee set up a tent in Victoria Park and distributed water bottles and treats to the public, giving away nearly 1000 water bottles in under 10 minutes. Members of CUPE Saskatchewan also attended events in both Estevan and in Prince Albert.

July 16, 17 and 18, 2019 marked the annual CUPE Back to Batoche Canoe Trip. This was a successful event, with participants expressing their pleasure with the event and desire to return. Participants were treated to a Medicine Walk near Fort Carlton, Métis fiddling and traditional Indigenous cuisine. The participants also learned about Métis history during their journey down the South Saskatchewan River.

During the Back to Batoche celebrations, the Council Committee set up a booth at the festival site, distributing information and giveaway items to the public. This was a wonderful opportunity to connect with former and current Métis CUPE members, who not only sought out information about the role the Council Committee and the Union play in their workplace, but also shared with the Council Committee wonderful personal anecdotes about their own personal experiences with both CUPE and Unions in general.

On November 7 and 8, 2019, the CUPE Aboriginal Council Committee held its annual Conference

in Regina, SK. The theme of this year's conference was "Restoring our Communities." Speakers included Wesley George, who presented on the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), as well as presentations on Racism and the ongoing issue of Missing and Murdered Indigenous Women.

Elections were held on November 8, 2019 for two new members to the Aboriginal Council to fill the two-year terms which will end in 2021. The Council Committee welcomes sisters Rhonda Akan (Local 3766-Employees of Regina Public Schools) and Chyanna Goodwin (Local 8443- Employees of Saskatoon Public Schools) to the Council. However, new members mean that the Council Committee says farewell to two members, and we thank sisters Cheryl Bob-Redstar and Louise Watson (both CUPE Local 5430) for their years of service to the Council Committee and to the Union.

The Aboriginal Council Committee is looking forward to another wonderful year of serving the Indigenous members of CUPE, and are looking ahead to our 2020 conference.

In solidarity,

John McDonald (Local 4195)  
Senator and Executive Liaison,  
CUPE Saskatchewan Aboriginal Council Committee

Jillian Seeback (Local 5430)

*Re-Elected at the 2018 Aboriginal Conference for two-year term.  
(Term ends 2020. Position up for election Ab. Conference 2020)*

Rhonda Akan (Local 3766)

*Elected Nov 2019 at Aboriginal Conference for two-year term.  
(Term ends 2021. Position up for election Ab. Conference 2021)*

Chyanna Goodwin (Local 8443)

*Elected Nov 2019 at Aboriginal Conference for two-year term.  
(Term ends 2021. Position up for election Ab. Conference 2021)*

Executive Board Liaison:

John McDonald (Local 4195)

# **COMMITTEE AGAINST CONTRACTING OUT & PRIVATIZATION**

---

No report filed.

Sandra Maximchuck (Local 5430)  
*Appointed October 4, 2018 to fill vacancy. (Term ends March 2020)*

Edward Sawatsky (Local 5430)  
*Appointed May 2019. (Term ends March 2021)*

Executive Board Liaison:  
Rick Sielski (Local 47)

## **COMMITTEE AGAINST RACISM & DISCRIMINATION (CARD)**

---

Our committee had another very successful year with the help of CUPE Saskatchewan.

We attended the Pride Parade in Moose Jaw, Regina, Saskatoon and new this year North Battleford. Our goals next year are to get our CUPE Saskatchewan and Pride flags to La Ronge and other northern locations.

This year with the Aboriginal Committee as well we participated in the Saskatoon Rock Your Roots again and along with walking, we set up a CUPE Saskatchewan booth and gave out CUPE Saskatchewan swag and candy for the kids.

Our committee also participated in January's Woman's March with our CUPE flags out. We were able to have members in the Regina March and the Saskatoon March.

Other goals are to have Black History Month in February and Asian History month in May. Our Committee brought forward several resolutions and with the support of CUPE Saskatchewan they have been acted on with letters to CUPE National and our Saskatchewan government. We also are very happy that CUPE Saskatchewan was able to bring in our requested guest speaker Sheryl Burns to this year's convention.

Resolutions always make for interesting conversations at the meetings and, of course, we have come up with a few more this year to engage and challenge CUPE Saskatchewan.

Lastly, we would like to thank Jan Goy for the years of service with our committee. Jan brought so much knowledge and understanding of equity issues to our meetings, and she will be very hard to replace. Thank you, Jan, and good luck as a staff representative.

Our committee would like to send a big Thank You to all the CUPE members and families that came out and helped our committee for all these events within Saskatchewan.

We look forward to next year and the challenges it will bring.

Important Dates to Remember:

February – Black History Month  
March 8 – International Women's Day  
April 28 – National Day of Mourning  
May – Asian History Month  
June 21 – National Aboriginal Day  
September 8 – International Literacy Day  
September 21 – World Peace day  
October – Women's History Month  
December 10 – Human Rights Day

In solidarity,

Laurie Hughes (Local 5430)  
*Appointed May 2019. (Term ends March 2020)*

Rebecca Noble (formerly Reynard) (Local 5430)  
*Re-Appointed May 2019. (Term ends March 2021)*

Executive Board Liaison:  
J.R. Simpson (Local 3730)

## ENVIRONMENT COMMITTEE

---

No report filed.

Sarah Johnston (Local 5430)

*Elected March 2018 for two-year term. (Term ends March 2020)*

Scott Barrett (Local 8443)

*By-Election held March 2019. (Original term ends March 2020)*

Joe Schmidthiesler (Local 1125)

*Appointed May 2019. (Term ends March 2021)*

Executive Board Liaison:  
Dylan Breland (Local 456)

## GLOBAL JUSTICE COMMITTEE

---

The Global Justice Committee (GJC) worked to further CUPE SK's constitutional objectives including the promotion of International Peace Day (September 21) and International Human Rights Day (December 10). By doing this we continue to develop links with other social justice organizations and movements in Saskatchewan.

The GJC learned about the many projects and movements that receive funding through the Global Justice Fund, including COURAGE (Confederation for Unity, Recognition, and Advancement of Government Employees), which was also supported by CUPE SK.

The GJC made a recommendation that CUPE SK provide financial support for the Maquila Solidarity Network, which is a labour and women's rights organization that supports the efforts of workers in global supply chains to win improved wages and working conditions and greater respect for their rights.

Following a recommendation to have GJC member Shannon O'Toole speak at the 2019 CUPE Saskatchewan Convention about the CUPE National Solidarity Delegation to the Philippines, her first-hand account of the courage and resilience of workers and human rights defenders was well received by delegates. Shannon illuminated the similarities between workers in Saskatchewan and in the Philippines, including mobilizing against austerity and privatization, confronting and resisting inequality and precarious work, and struggling for better working conditions and support of public services.

The GJC tabled at the 2019 CUPE SK Convention, where we distributed materials from CUPE National including the 2019 Global Justice Calendar and the 2018-19 International Solidarity Report.

GJC member Denise MacDonald was a delegate to the 2019 CUPE National Convention and participated in the Saskatchewan Caucus and the Women's Caucus. She provided support at the

CUPE village as well as the Global Justice Forum, where labour leaders from Colombia, Haiti and the Philippines spoke about the rise of right-wing political movements, resistance to and by trade unions and the need for international solidarity. She was inspired by the message of hope delivered by Brazilian unionist and 2STLGBQ+ activist Geici Maiara Brig, and her courage to struggle against the spread of populist totalitarian governments, intolerance, hate, misogyny, and the worst impacts of capitalism.

The GJC worked on the resolutions assigned to us, including the resolution to support the Lumad Save our Schools Project in the Philippines and presented a resolution to be considered by the CUPE SK Executive for the 2020 Convention. The GJC advocated for the Global Justice Fund which supports workers all over the world and continues to foster understanding and compassion for the rights of all workers, including migrant workers in Canada.

CUPE's commitment to international solidarity strengthens our collective struggle for human and labour rights, as well as economic, ecologic and social justice for all. Solidarity is the most powerful tool to build a better world - together, a better world is possible.

The GJC would like to thank Cheryl for her support and wisdom, and wish her all the best.

Solidarity Forever!

Jose Juarez (Local 859)

*Elected March 2018 for two-year term. (Term ends March 2020)*

Shannon O'Toole (Local 5430)

*Appointed October 2018 to fill vacancy. (Term ends March 2020)*

Denise MacDonald (Local 3012)

*Re-Appointed May 2019. (Term ends March 2021)*

Executive Board Liaison:  
Kristina Atherton (Local 3207)

# **OCCUPATIONAL HEALTH & SAFETY COMMITTEE**

---

I would like to thank all of you for your faith and trust in myself and the rest of our committee to represent the interests of all sectors at the OH&S Committee and thereby provide recommendations to our Executive Officers Table.

As chair of the committee, I would like to express concern for members of all sectors in the increase in violence in their work environment. I want to reassure you that this is something that we all take seriously. This issue has been noticed across the country. I have taken forward our concerns to the National OH&S Committee and we have been working on developing some programs to assist in prevention and education of members and representatives. This violence that is being experienced is not only in the workplace but also, sadly, an increase in domestic violence.

I am proud to say that we, Your CUPE SK OH&S Committee, have taken an active initiative in working at the aspect of prevention. This year, on April 20th and 21st, we will be hosting the first joint OH&S Conference which will have our Women's Committee involved with us.

The plan is to have a program rich in the prevention end of this and how, for us representatives, to respond to the members needs immediately. Our desire for this conference is that it will provide a means of working on the prevention and identification of domestic violence. Not to get into a lecture on this, however we all must recognize that it doesn't stop at home; it has and often does carry over to the work environment. We may be the only safe place for this person and we need to provide that safe place at all cost to help our member.

We would like to strongly advocate for all sectors to invest in this conference with your commitment to sending representatives to this conference. The training, knowledge and information that will be provided will be well invested in the start of a great initiative.

We continue to push forward on other areas of the violence prevention and awareness. You will see that we are still advocating in our resolutions to advocate for victims and also perpetrators to get assistance in dealing with their challenges. Please review the resolutions endorsed by your OH&S committee and let us hear your voice here. We want to speak for our members in all sectors with the best voice possible, which would be yours.

We would also like to extend an open hand to other areas of our committees as we go forward in

the years ahead. We recognize that Occupational Health and Safety is so tightly entwined in all areas of our work life. We would like to consider working with other areas that we could help to support and potentially involve in future OH&S Conferences.

Once again, on behalf of your OH&S Committee, we thank you for your trust and support in us as we represent you.

In solidarity,

Brother Perry Turton  
Chair, OH&S Committee

<p>Perry Turton (Local 5430) <i>Re-elected 2018 for two-year term. (Term ends March 2020)</i></p> <p>Tracy Thompson (Local 3963) <i>Elected 2018 for two-year term. (Term ends March 2020)</i></p> <p>Delayne Pumfrey (Local 4802) <i>Re-Appointed May 2019. (Term ends March 2021)</i></p> <p>Executive Board Liaison: Jamie Mellor (Local 5791)</p>
---



## WOMEN'S COMMITTEE

---

No report filed.

Sheri-Ann Vezina (Local 5430)  
*Elected March 2018 for two-year term. (Term ends March 2020)*

Shyla Mitchell (Local 5430)  
*By-Election held March 2019. (Original term ends March 2020)*

Melody Stark (Local 5512)  
*Re-Appointed May 2019. (Term ends March 2021)*

Executive Board Liaison:  
Sandra Seitz (Local 5430)

## YOUNG WORKERS' COMMITTEE

---

The main focus of the committee this year was fighting to raise the minimum wage in the province of Saskatchewan. We ran two successful events under the fight for fifteen banner. The Halloween event where we were successfully able to find volunteers to hand out branded wagon wheels throughout all of Regina. We also hosted an online awareness draw for Rider tickets. Followers of the CUPE Saskatchewan facebook page were asked to share a post about us having the lowest minimum wage in the country. Anyone who shared was entered to win.

Our committee helped draft letters and sent to the respective people for R.24 and R. 26.

The young workers of CUPE Sask do not believe in the current direction of the National Young Workers Committee, as it doesn't seem to make sense for the problems facing young CUPE members.

Deena, Raheel and Tria did a minimum wage photoshoot showing items and the costs. This is for the fight for fifteen showing what you could buy using just with the raise in wages.

The Young Workers believe that we should continue things like the Halloween drive and draws to keep higher awareness to multiple issues.

In solidarity,

Andrew Ngo (Local 3730)  
*Elected 2018 for two-year term. (Term ends March 2020)*

Raheel Masood (Local 5791)  
*Appointed February 2019 to fill vacancy. (Term ends March 2020)*

Deena Kapacila (Local 4828)  
*Appointed May 2019. (Term ends March 2021)*

Executive Board Liaison:  
Joel Huber (Local 456)



**CUPE Saskatchewan Division**  
3725 E Eastgate Drive, Regina, SK  
Tel. 306-757-1009  
[www.sk.cupe.ca/convention](http://www.sk.cupe.ca/convention)