

**FIRST-EVER VIRTUAL
CONVENTION
2021** 

**REPORTS OF
STANDING COMMITTEES**



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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:

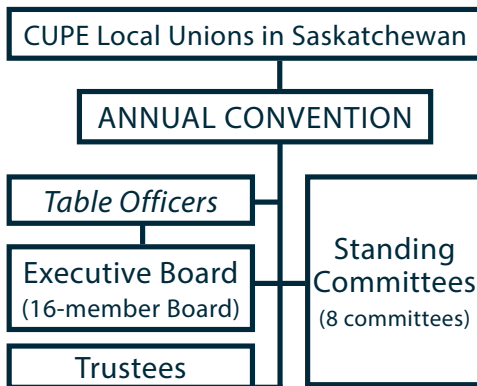


Table Officers (4) – President, Vice-President, Recording Secretary and Secretary-Treasurer.

Executive Board (16) – Table Officers (4), Indigenous 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 Indigenous Council composition is distinct from all other committees, with its membership elected in alternating terms from among delegates of the Indigenous 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.



COMMITTEE AGAINST CONTRACTING OUT & PRIVATIZATION

No report filed.

COMMITTEE AGAINST RACISM & DISCRIMINATION (CARD)

The CARD committee has had a very busy and active year with so many issues with discrimination against so many different people over the year. The committee attempted to break down barriers within the labour movement and promoting behaviour that works toward eliminating racism and discrimination within our society.

During these critical time as racism and hate crimes are escalating throughout Canada. There are currently more complaints of racism and hate crimes than at any other times.

On behalf of the members, this last year we have continued to make gains for diversity and inclusiveness in our union and communities. Our fight on the issues of racial justice and equality in our union and society is far from over. We will continue to mobilize ourselves, our members and work together with our allies on all fronts.

We were able to have our meetings all virtual and was able to talk and discuss and write several letter in regards to issues going around North America.

Here is a short lists of some of our activities members of the committee have attended.

2021 CARD Committee Activities:

- Pride Video Online
- Pride Vehicle Parade (Regina) Rebecca
- Murdered and Missing Indigenous Rally (Regina) with the Aboriginal Committee
- Challenge Racism Course
- International day of Person with Disabilities (Article Written for)
- Asians Rally (Saskatoon)
- Black Lives Matter Rally (Saskatoon and Regina)
- Women's March Rally Virtual Jan 16, 2021
- Women's March Rally Virtual Saskatoon Jan 25, 2021

- International Day for the Elimination of Racial Discrimination (March 21)
- African Canadian Black History Month
- Moosehide Campaign Day Conference (Feb 11, 2021)
- Worked with the National Rainbow Committee in preparing the New CUPE National Anti Racism Strategy Session in December.

Cancelled Events:

- Rocks Your Roots
- Pride Parades (Saskatchewan)

We hope that 2021 will bring us the ability to bring in your request for the year, and we will keep working for you the members.

We would like to say a big “Thank you” to our CUPE Rep Gary Day for all his support during this crazy year.

We want to say “See You Soon” to Rebecca Noble who will be leaving our committee this year she has been our committee chair for the last three years. You will be very much missed after the last few years. Your knowledge and hard work and work ethic has been a big part of our committee success.

The CARD Committee would like to say “Thank You” to CUPE Saskatchewan for all the support.

In solidarity,

COMMITTEE AGAINST
RACISM AND DISCRIMINATION

ENVIRONMENT COMMITTEE

No report filed.

GLOBAL JUSTICE COMMITTEE

During 2020-21, the CUPE SK Global Justice Committee (GJC) educated and informed CUPE SK members that our lives and livelihoods are embedded in a global economic system that puts profit before people.

The GJC continued to develop links with other social justice organizations and movements in Saskatchewan and further CUPE SK's constitutional objectives including the promotion of International Human Rights Day (December 10). To honour this important day, CUPE SK promoted opportunities for members to take action, including participating in Amnesty International's Write for Rights annual Writathon.

In order to increase knowledge among CUPE members, GJC members Shannon O'Toole and Andrew Guilmette researched and wrote an article to be distributed through CUPE SK's communications channels on the history of human rights.

CUPE SK also distributed a petition for releasing Cihan Erdal, a CUPE 4600 member, academic and activist who has been detained and imprisoned in Turkey alongside other academics, students, activists, and politicians.

CUPE SK distributed the petition by the International Coalition for Human Rights in the Philippines (ICHRP) - Canada Chapter and Mining-Watch Canada to continue to demand that the Government of Canada hold resource extraction corporations accountable for human rights violations in countries such as the Philippines.

The GJC made several recommendations to share information and educate CUPE members at the 2020 CUPE SK Convention. This included the video presentation produced by the Migrants Rights Network "Unite Against Racism", as well as inviting guest speaker Rebecca Noble to speak about worker-to-worker solidarity and her experience with the CUPE Delegation to Cuba.

Additionally, the GJC set up an information table at the 2020 Convention, where the members of the GJC interacted with many member delegates to discuss CUPE's international solidarity work, including distributing CUPE National's 2020 Calendar and International Solidarity Report.

At Convention, the GJC promoted CUPE's international solidarity work by selling Fair Trade coffee and Palestinian olive oil that supports projects funded by the National Global Justice Fund. We also organized a raffle that featured fair trade baskets filled with these fair trade products. For our efforts, a picture of the GJC appeared in the 2019-20 International Solidarity Report. It was humbling to be featured in a publication alongside human rights, land and water defenders in the global south who face enormous risks for organizing and highlighting human rights violations by governments and corporations, but continue to defend workers and the ecosystems upon which we depend.

Also at the 2020 CUPE SK Convention, Denise MacDonald took the opportunity to speak in favour of the GJC's 2020 resolution, to highlight things that unite us as workers and citizens. This includes the quest for peace, advancing labour and gender rights, defending human rights, building trade union capacity, promoting public services, fighting austerity, privatization and precarity, and putting people before profit.

The GJC would like to thank the staff at CUPE Saskatchewan for their continued support of the GJC as well as funding to support the organization COURAGE (Confederation for Unity, Recognition, and Advancement of Government Employees) in the Philippines.

CUPE's international solidarity work strengthens the global labour movement which is essential to our collective fight for global justice. CUPE asserts that "inequality and injustice divide us and we must unite in the face of a rising tide of fear, hate and racism in Canada and around the world. Collective, coordinated resistance against powerful economic, corporate and right-wing political forces is the only way to achieve genuine justice and dignity".
(Link: <https://cupe.ca/international-solidarity>).

In solidarity,

GLOBAL JUSTICE COMMITTEE

INDIGENOUS COUNCIL

As with all things last year, the global pandemic prevented our Committee from engaging in many of the time honoured events that we as a committee look forward to each year. 2020 passed without the annual Canoe Trip, the participation in both the Back to Batoche festival and National Indigenous Peoples Day events, and representing CUPE and the Committee at various powwows and events across the province. Even our annual Indigenous Conference, wherein new members of our committee are elected and important cultural ideas and teachings are shared, was prohibited from happening. Thus, the current elected members of the Indigenous Council Committee will remain in their positions until the 2021 conference and elections in November, tentatively booked as an in-person event but prepared to be a virtual gathering.

While there was much that we were not able to accomplish, there were two very important events that our Committee was able to be a part of.

As part of our Call to Action to lobby the Provincial Government to support an Suicide Awareness strategy, CUPE Indigenous Council Senator John McDonald, along with CUPE Saskatchewan President Judy Henley, Secretary-Treasurer Kent Peterson and CUPE Communications Tria Donaldson, met with Tristen Durocher, who walked nearly 700 kilometres from La Ronge to Regina, and spent 44 days fasting and conducting ceremony in a tipi on the grounds of the Saskatchewan Legislature in honour of those who have lost their lives to suicide and to speak out to the Government's refusal to implement a strategy. CUPE Saskatchewan fully supported the work and sacrifice Tristen has put into this mission, and we were honoured to provide him with a financial contribution, as well as a load of firewood.

Members of the Committee also participated in the Anti-Racism Strategy online workshop hosted by CUPE National. It was a wonderful opportunity to network with other union members across the country to share in ways to combat the daily racism and prejudices faced by too many employees across this country.

As the pandemic continues to disrupt the world, we hope that a day will come where we will once again be able to gather and share face-to-face with each other in the spirit of solidarity. Until that time, we will continue to work as best as we can to advocate for and represent the First Nations, Inuit, and Metis members of our Union.

In solidarity,

JOHN MCDONALD
Senator

OCCUPATIONAL HEALTH & SAFETY COMMITTEE

No report filed.

WOMEN'S COMMITTEE

2020-21 has proven to be a most challenging year for many due to the COVID-19 pandemic. Marginalized and/or vulnerable persons have suffered greatly. Does the work done by union equity committees really make a difference? The CUPE Saskatchewan Women's Committee has advocated for change on several different topics as well as supporting and promoting campaigns already ongoing.

SaskTel's "Fresh Start" is one such ongoing program that recycles phones to help eliminate them going into our landfills, which is good for the environment. Funds raised from recycled phones provide a brand new cell phone and prepaid cards for women of domestic violence. These are distributed through transition houses across Saskatchewan. Phones empower victims by giving them access to supports such as housing, jobs, children's needs and with barriers caused by COVID-19, these cell phones could prove to be more important than ever for those women who have been laid off from work, are shut-ins or are isolated geographically.

Due to Covid, mental health issues and violence are even more predominant and harder to get help for because of limited physical access to services or some services being suspended indefinitely. The United Way's 211 Saskatchewan is a service available on line, by telephone or text by simply dialing the digits 2-1-1. It's a free, confidential information and referral system for thousands of community and social services available across Saskatchewan. Our Women's Committee is committed to educating our members about this phenomenal service available to anyone in over 175 languages including 17 indigenous and it available 24/7, 365 days a year!

As always, public childcare is and will always be on the radar of the Women's Committee until it becomes a reality. Lobbying provincial and federal governments to develop universal child care programs that are publicly funded is so essential to give women the ability to work.

Advocating for free menstrual products in the workplace and schools so no one has to stay home because they cannot afford these products as well as organizing and supporting fundraisers that either provide product or monetary donations for products to women's shelters, transitions houses, remote and northern regions and other situations where costs are a major barrier.

Taking part in the National Day of Awareness for MMIWG. We're not done yet. This genocide must end. Indigenous women are 12x more likely to be murdered or go missing than any women in Canada. There's still much work to do, education and advocating to be done.

Encouraging and supporting CUPE Women to run for elected positions within CUPE, for Provincial, Municipal and School Board Trustee positions. Political Action is done from within so let's get more women elected and celebrate those who already ARE!!

Universal Pharmacare needs to be available to everyone. No one should have to choose between food and their medication that keeps them well.

This last year has been a whole lot different than any before it. We've had to learn how to communicate and advocate in different ways, kind of a blending of the old school ways with technology and here we are...we're surviving!!

In conclusion, the work done by union committees is MORE important than ever, too many ways to mention.

In solidarity,

MELODY STARK
On behalf of the Women's Committee

YOUNG WORKERS' COMMITTEE

No report filed.

CUPE SASKATCHEWAN
STANDING COMMITTEES (2020 - 2021)

As of March 3, 2021

INDIGENOUS COUNCIL COMMITTEE

(*ALL positions elected at Indigenous Conference)

Jillian Seeback (Local 5430)

Re-Elected at the 2018 Aboriginal Conference for two-year term.
(Term ended 2020. Extension granted; election deferred to Conference 2021)

Rhonda Akan (Local 3766)

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

Chyanna Goodwin (Local 8443)

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

Executive Board Liaison:

John McDonald (Local 4195)

GLOBAL JUSTICE COMMITTEE

Andrew Guilmette (Local 859)

Elected March 2020 for two-year term. (Term ends March 2022)

Shannon O'Toole (Local 5430)

Re-Elected March 2020 for two-year term. (Term ends March 2022)

Denise MacDonald (Local 3012)

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

Executive Board Liaison:

Omar Murray (Local 4754)

**COMMITTEE AGAINST
CONTRACTING OUT & PRIVATIZATION**

Jason Martin (Local 5430)

Elected March 2020 for two-year term. (Term ends March 2022)

Tammy Saunders (Local 5430)

Elected March 2020 for two-year term. (Term ends March 2022)

Edward Sawatsky (Local 5430)

Appointed May 2019. (Term ends March 2021)

Executive Board Liaison:

Rick Sielski (Local 47)

**OCCUPATIONAL
HEALTH & SAFETY COMMITTEE**

Larry Martin (Local 8443)

Elected March 2020 for two-year term. (Term ends March 2022)

Sharon Schaefer (Local 59)

Elected March 2020 for two-year term. (Term ends March 2022)

Delayne Pumfrey (Local 4802)

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

Executive Board Liaison:

Tacey Goodsman (Local 3364)

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

Helen Head-Sabtiu (Local 5430)

Elected March 2020 for two-year term. (Term ends March 2022)

Cindy Landrie (Local 5430)

Elected March 2020 for two-year term. (Term ends March 2022)

Rebecca Noble (Local 5430)

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

Executive Board Liaison:

J.R. Simpson (Local 3730)

WOMEN'S COMMITTEE

Karla Sastaunik (Local 4784)

Elected March 2020 for two-year term. (Term ends March 2022)

Charlotte Sopatyk (Local 8443)

Elected March 2020 for two-year term. (Term ends March 2022)

Melody Stark (Local 5512)

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

Executive Board Liaison:

VACANT

ENVIRONMENT COMMITTEE

VACANT

(Original elected term ends March 2022)

VACANT

(Original elected term ends March 2022)

Joe Schmidthiesler (Local 1125)

Appointed May 2019. (Term ends March 2021)

Executive Board Liaison:

VACANT

YOUNG WORKERS' COMMITTEE

Anu mon John (Local 5430)

Elected March 2020 for two-year term. (Term ends March 2022)

Robyn Reifferscheid (Local 5430)

Elected March 2020 for two-year term. (Term ends March 2022)

VACANT

(Original term ends March 2021)

Executive Board Liaison:

Deena Kapacila (Local 4828)



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