

Report of the National President

Québec
60^{CUPE-SCFP}
years•ans 2023



TABLE OF CONTENTS

	Page
Report of the National President.....	3
Report on Administrations	
CUPE Manitoba.....	35
Northern Ontario CUPE Council.....	35
CUPE 70, Alberta.....	36
CUPE 715, Alberta.....	36
CUPE 967, Ontario	37
CUPE 1280, Ontario	37
CUPE 1328, Ontario	38
CUPE 1961, Alberta.....	39
CUPE 2122, Quebec	39
CUPE 2328 Ontario	40
CUPE 3012, Saskatchewan.....	40
CUPE 3179, New Brunswick.....	41
CUPE 3207, Saskatchewan.....	41
CUPE 3515, New Brunswick.....	41
CUPE 3651, Ontario	42
CUPE 3782, Alberta.....	42
CUPE 3990, Saskatchewan.....	43
CUPE 4059, Ontario	43
CUPE 4256, Quebec	44
CUPE 4287, Quebec	44
CUPE 4341, Saskatchewan.....	45
CUPE 4348, Manitoba.....	45
CUPE 4450, Quebec	45
CUPE 4614, New Brunswick.....	46
CUPE 4728, British Columbia	46
CUPE 4775, Quebec	47
CUPE 4848, New Brunswick.....	47
CUPE 5254, Quebec	48
CUPE 5354, Quebec	48
CUPE 5412, New Brunswick.....	48
CUPE 5398, Saskatchewan.....	49
CUPE 5449, New Brunswick.....	49

REPORT OF THE NATIONAL PRESIDENT 2021–2023

INTRODUCTION

Sisters, Brothers, and Friends:

Article 9.2 (d) of the National Constitution requires that I report to convention on the administration of my office and the affairs of the union and, as such, this is my report to the 31st constitutional convention of our union.

Over the last two years, you may have heard me quote Pericles, an Ancient Greek politician and philosopher, who wrote: “Just because you don’t take an interest in politics, doesn’t mean that politics won’t take an interest in you”. CUPE has always been, and remains, a political and partisan union, and for very good reason. Politicians and governments impact us every day – as workers who provide services to the public, and as people who rely on those services. They create policies and adopt legislation that affect our wages and working conditions, determine how services are funded and delivered, and decide what our communities and neighbourhoods look like. They have the power to work towards true reconciliation with Indigenous peoples and to build a country where everyone feels welcome regardless of our race, our ability, our age, or who and how we love. If we want to build better communities to work and live in, we have no choice but to be political.

Our rights as workers continue to be under attack. In Alberta the United Conservative Party (UCP) government is trying to control how we collect and spend our members’ dues. The New Brunswick government keeps on attacking our union in the legislature and behind closed doors. Doug Ford and the Ontario conservatives came after not only our rights as union members but the fundamental rights of all Canadians with his use of the notwithstanding clause. Each time we are attacked, our union fights back. And we always will. We may not win every fight, but employers and governments will feel our force and our strength every time they try to attack our jobs, the services we deliver, or our rights.

Workers are tired. Workers are frustrated. And workers have had enough. But CUPE members are fighting back, in small ways and in big ways, and we are winning.

We won in New Brunswick two years ago, when more than 20,000 members hit the bricks in a province-wide strike. With support pouring in from across the country, our members forced the premier to back down and won the significant wage increases they deserved. Winning takes work, and we did that work in New Brunswick. Our leaders, activists and staff engaged our members well before bargaining began, they prepared them for the strike, and they won the public’s support. All of which was vitally important to our victory. And it set the stage for what we were about to face in Ontario.

Last year in Ontario, 55,000 education workers stood their ground and stood up to Premier Doug Ford, his education minister, and his conservative government. Never has a government recalled its own legislation so quickly. And it happened because our members, who were being threatened with fines, discipline and even termination, bravely stood their ground, defied the government’s legislation, and went on strike anyway. Our Ontario School Board Council of Unions (OSBCU) leaders, supported by locals and staff, engaged our members throughout the bargaining process, communicated regularly, and led with passion, integrity, and determination.

The labour movement, understanding what this government attack meant, put aside any differences and unanimously supported us in our resistance. And the public, both parents and students were solidly in our corner.

This was an all-hands-on-deck moment for CUPE, and there were many challenging moments – but there were also some unforgettable highlights.

One was sitting in the visitor's gallery at Queen's Park in Toronto with Candace and leaders from OSBCU and CUPE Ontario and loudly protesting as legislators adopted Bill 28 – I was proud to be kicked out of the legislature with this group of folks and would do it again in a heartbeat. And of course, another was sharing the stage with leaders from across the labour movement and CUPE leaders from across the country for an incredible show of unity and solidarity.

Faced with a united front, Ford had little choice but to repeal Bill 28, and we achieved a good collective agreement for our members with a real wage increase and no concessions. The resolve of CUPE members in this fight was key to our victory, but so too was the solidarity shown by private and public unions alike.

Our victories in New Brunswick and Ontario are two of the most significant for our union in years, and I know many of our locals have taken inspiration from this success. We have been fighting and winning smaller ones, too. Our locals are pushing hard at the bargaining table in a way we haven't seen in years, engaging our members, taking strike votes and action, staving off concessions and achieving agreements with tangible improvements and real wage increases.

With more than 2,100 locals and 4,000 certifications, CUPE locals big and small across the country are doing amazing work for our members, our communities, and our movement.

This past May, hundreds of CUPE leaders attended the 30th constitutional convention of the Canadian Labour Congress (CLC) in Montreal. CUPE delegates were, as usual, a force at microphones and on the floor of convention, helping set the vision and priorities for the labour movement for the next few years. Congratulations to Bea, Lily, Larry, and Siobhan on their re-elections. I'm happy that Gina MacKay and Debra Merrier will be joining me and Candace on the CLC's Canadian Council. Our labour movement is in solid hands.

I have the honour of working with fabulous CUPE leaders from across the country who make up our National Executive Board (NEB). Everyone shares their thoughts, experience, and passion on the issues we tackle as a board, and we have great and meaningful debates. I thank each of these great activists for their leadership as members of our NEB, and for the work they do in their divisions and locals.

CUPE is extremely lucky to have the best staff of any labour organization in the country working with and for us. From office and administrative staff to servicing representatives and specialists and of course our directors and management team, I am thankful for the amazing, dedicated, and talented folks who work for CUPE!

This is very much the case for the folks who work directly with me in the National President's office. Tania, Annick, Garth, Johanne, Tanya, Stephanie, Michel, Cozette and Tinah are an amazing team who work extremely well together and are dedicated to CUPE. They work hard to support me, and more importantly to support the work of our union, our locals, and our members. It can be hectic and haphazard at times, but it works! Thank you all for everything you do!

My friend, our National Secretary-Treasurer, Candace, has had a whirlwind two years as she took on and conquered her new role. I know how big a transition it is to serve as national officer in our union, and Candace has made that transition with remarkable ease. She is a great leader, activist and has been a good friend to me. Thank you, Candace, for all that you do for our union and our movement!

As leaders and activists, we all rely on our families and loved ones to support us as we dedicate so much time to our union. Our partners take on extra duties and our children don't always get the attention they would have if we weren't doing what we do. My two kids make me proud every day! Kaden is heading into his fourth year of university at UBC and is absolutely killing it. Kiara graduated from high school in June – although I'm not exactly sure how that's possible, it seems like she came into my world just yesterday. I love them both and thank them for being the best things that ever happened to me! I also acknowledge the love and support of my partner Leanne, who has been my biggest supporter and my closest friend. I recognize I'm not the easiest person to have as a partner.... Thank you, Leanne, for your patience and love.

Finally, I thank each and every one of you – our leaders, activists, and members – for your continued trust and support in me as your National President. I am proud of the work we do together, and our collective efforts confirm for me, every day, that we are not only Canada’s largest union, but we are also without a doubt Canada’s best union!

With love and solidarity,

A handwritten signature in black ink, consisting of stylized, cursive letters that appear to read 'MH' followed by a flourish.

MARK HANCOCK
National President

STRENGTHENING OUR SOLIDARITY: A LOOK AT OUR LAST TWO YEARS

Pandemic Recovery

Most of the last two years saw us still in a Public Health Emergency of International Concern (PHEIC), according to the World Health Organization (WHO), who finally lifted that status on May 5, 2023. Through the pandemic, we became accustomed to living with uncertainty. Uncertain how long the pandemic would last, uncertain if we or our loved ones would get sick, uncertain what the future would hold.

Three-and-a-half years after the global pandemic was declared, uncertainty remains for so many. The world we live, work, learn and play in has gotten so much more expensive. And while workers the world over are facing an economic crisis, our planet is in a climate crisis – it is literally on fire. Yet we continue, collectively, to work for concrete and meaningful change.

The pandemic brewed a renewed sense of resilience and solidarity among us. We were hailed as heroes, and we vowed that once the crisis was behind us, we'd remind those in charge of our worth.

We have done that, and more. We have made waves across the country, and across the globe, with the strength of our solidarity. And we will continue to stand together to make sure that workers are not left behind.

Staffing shortages and retention issues have plagued almost every sector of the economy. Inflation is an added burden that is stretching finances in a way many of us have never experienced. But we are pushing back wherever we can. Whether it's employers who try to nickel and dime us at the bargaining table, or right-wing governments who try to impose anti-worker legislation, we have been there at every turn letting them know that we won't back down.

Lobbying and Legislation

We have seen some progressive gains for workers and their families on a federal level, thanks to the Supply and Confidence Agreement (SACA) reached between the federal NDP and the governing Liberals in March 2022. For the first time in history, Canada's lowest-earning families can access dental care, something that was unattainable for so many families before this agreement.

The SACA also brought a commitment to universal child care, so that exorbitant daycare costs don't impede a parent's ability to work. Although the federal government has established a framework for provinces to access funding, there is still much to be done to ensure a truly universal child care system in our country. And we continue to push for solutions to the workforce crisis in the sector, including improved wages and working conditions.

We are still waiting for the federal anti-scab legislation, promised in the SACA, that would ban the use of "replacement workers" in labour disputes in federally regulated sectors. CUPE has pushed for this legislation for years, only to watch Liberal MPs vote against NDP and Bloc Quebecois bills introduced in parliament, and we have played a key role in both the government consultation process on the promised legislation as well as keeping up the pressure to ensure it is finally adopted.

While the agreement between the NDP and Liberals has stabilized the minority parliament for now, we cannot count on it lasting until the next federal election, scheduled for October 2025. Which is why the election of Pierre Poilievre as leader of the Conservative Party of Canada is so concerning.

Poilievre's track record speaks for itself. He has always supported anti-union and anti-worker legislation, and he aligned himself with leaders of the far right when they occupied Ottawa early in 2022. He will fundamentally change the party he was elected to lead, shifting it and the Canadian political landscape further to the right. And that is a very dangerous thing for our members and workers across the country.

We continue to fight legislative attacks against our rights from provincial governments across the country. Three of the most significant recent attacks have been from the Alberta and Ontario governments.

Bill 32, legislation that requires unions in Alberta to identify all expenditures as either “core” or “non-core” to the purposes of the union as defined in government regulations, came fully into effect on August 1, 2022. While we wait for the right opportunity to challenge this legislation in court, our local leaders and staff work hard to ensure we are able to continue collecting 100% of union dues.

In Ontario, a Superior Court decision in November 2022 declared Bill 124 unconstitutional. The bill, introduced by the conservative government in 2019, imposed wage cap legislation and infringed on the Charter rights of workers to freedom of association and collective bargaining. CUPE played a pivotal role in a coalition of unions that challenged the bill in court. At the end of 2022, Doug Ford appealed the Superior Court decision. The appeal, which shows blatant disrespect for frontline workers, was heard in June 2023, and we await the decision.

And of course, in November 2022 Doug Ford forced legislation through the provincial parliament that would have imposed a collective agreement and made any strike action illegal and punishable by fines on both the union and our members – and used the notwithstanding clause to ensure we would not be able to challenge it in court. Just days later, when our members walked off the job anyway with the Canadian labour movement ready to walk with them, his government was forced to repeal that legislation.

Canadian Labour Congress (CLC)

I continue to work closely with the CLC officers on a variety of urgent and emerging files. As part of this work, I have been invited to join a new union-led advisory table to the federal government which is intended to provide input on the changing economy and its impact on workers. My hope is that our advice and guidance will be used by the government to ensure workers are prepared and supported to navigate through the challenging and changing labour market ahead.

The CLC leads the work of labour on key political and legislative issues. Part of that work includes an annual lobby day on Parliament Hill, and members of our National Executive Board and National Committees participated in the most recent one held in February 2023. This was an opportunity to deliver a common message from the labour movement to Members of Parliament and Senators on issues including the importance of investing in the care economy, ensuring good jobs as we shift to a more sustainable community, and the urgent need for federal anti-scab legislation. I had the opportunity to meet with Minister of Labour Seamus O’Regan to reinforce the priorities of our union and our movement.

The CLC is also bringing affiliated unions together for important discussions on organizing, focused on pro-active dispute resolution between unions and a collaborative approach to organizing the hundreds of thousands of workers in this country who do not already have a union. Part of this conversation involves a plan to prevent the growth of some organizations, like the Christian Labour Association of Canada (CLAC) and the National Organized Workers Union (NOWU), who focus on raiding members from other unions and then negotiate inferior contracts that undermine our existing collective agreements.

CUPE had a significant presence at the 30th convention of the Canadian Labour Congress in Montreal in May 2023, with more than 350 delegates in attendance. Convention adopted six action plans on topics including affordability, the care economy, the climate crisis, and Indigenous action, dozens of resolutions, and a few significant constitutional amendments. Together, these decisions set a clear direction for the labour movement for the next three years and beyond. With Bea Bruske and the rest of Team Unite at the helm of the CLC, our movement is in good hands.

Anti-Racism Strategy

Delegates of our 2021 national convention adopted a new Anti-Racism Strategy, building on our union's long history of challenging racism at work, at the bargaining table, in our communities, and around the world.

Rooted in the knowledge and experiences shared by our Black, Indigenous and racialized members during cross-country consultations, the Strategy lays out a six-year roadmap to break down barriers and create a stronger, more inclusive union for the struggles ahead. The Strategy contains ten key goals which range from increasing representation to expanding training and education opportunities to identify and challenge systemic racism.

Our National Executive Board receives reports on the progress of this work at our quarterly meetings, and Candace and I have spoken to delegates at division conventions across the country about the need for our leaders and activists to prioritize this work within our locals, councils, and divisions.

We continue to see a rise in racism, white supremacy, and hate-motivated crimes across Canada, and it is more important than ever to stand with those facing these injustices. Our commitment to educating our membership and providing them with tools and training to combat race-based hatred is key to this work.

CUPE Conferences and Meetings

All-Committees Meeting

Members of CUPE's eighteen National Committees gathered in Vancouver from November 1 to 3, 2022. The All-Committees meeting is an opportunity for our committees to hear, together, about the priorities of the national union and incorporate them into their work. It also allows for committees to connect with each other on shared interests and issues. I couldn't be there in person and was thankful that technology allowed me to join the meeting virtually. I was sorry to miss a keynote presentation from former CUPE member and national representative Rachna Singh, who is now a BC NDP MLA and cabinet minister.

National Sector Council Conference

It was great to spend time with the more than 700 CUPE members who gathered in Ottawa at the beginning of October 2022 for our first in-person national event in three years. The conference opened with a moving Indigenous blanket ceremony to mark the National Day for Truth and Reconciliation. This was followed by a session on bystander intervention, which helped set a tone of inclusivity and respect for the conference.

Members had a chance to meet with and learn from workers doing similar work in other regions of the country, sharing stories and strategies. They also heard and learned from presentations on topics including fighting inflation without weakening workers, safer union spaces, and resisting the threat of privatization.

National Women's Conference

More than 600 women and gender-diverse members from across the country gathered in Vancouver in March 2023 for our National Women's Conference. The conference opened with an inspiring address from Judy Darcy, CUPE's fourth National President, and our National Secretary-Treasurer Candace Rennick closed the conference with a rousing, forward-looking, speech.

By all accounts, the conference was a huge success. My congratulations and appreciation to everyone involved in its planning and execution.

National Pension Summit

In the fall of 2021, CUPE convened a virtual National Pension Summit where members shared strategies about improving access to pensions for part-time and other precarious workers.

CUPE members and pension specialists met online to discuss the obstacles that stand in the way of equal access to pensions and shared strategies for overcoming them. Participants had the opportunity to share their experiences and speak with other CUPE members about the successes they achieved in their own pension campaigns.

Global Justice and International Solidarity

Public Services International

Public Services International (PSI) is a Global Union Federation of more than 700 trade unions representing 30 million public sector workers in 154 countries. PSI works to defend trade union and workers' rights and fight for universal access to quality public services, and is an important voice at the United Nations, the International Labour Organization, the World Health Organization, and other regional and global bodies.

Over the last two years, I have joined labour leaders from across North, South and Central America for many meetings of PSI's regional executive committee and have participated in PSI's global Executive Board meetings. These are important opportunities to share the work CUPE and other Canadian affiliates are doing to protect and promote public services and the rights of workers who deliver them, but more importantly to hear from public sector unions across the globe about their challenges and victories.

On March 2, 2022, I joined an emergency meeting of Public Services International where we heard our colleagues in eastern Europe share their immediate concerns and experiences in the early days of Russia's military invasion of Ukraine.

I listened as representatives from Ukrainian unions spoke about the dangerous and untenable situations their members working in health care were facing, and how their members in the energy sector were working to keep nuclear power plants safe, even as they came under Russian control. And I heard leaders from countries that share borders with Ukraine speak to the efforts of their members to aid in the refugee crisis being created as families flee Ukraine in search of safety.

The challenges we face as a union are shared by the labour movement around the world. Which is why our continued participation in global union federations is so important. Participating in meetings with international trade union leaders also serves as a good reminder that unions around the world often face far greater challenges than we do here in Canada.

Collective Bargaining

Collective bargaining is a key role of every union, and it is at the core of the work done by CUPE locals across the country.

There is no doubt that bargaining was made more difficult by the pandemic. As we emerged from the worst days of the public health crisis, we continued to provide our locals with the tools and knowledge they need to make favourable gains for our members at the bargaining table.

CUPE's bargaining policy continues to serve us well. Time and again, our members are standing up against employers who peddle concessions and try to take away our hard-earned rights and working conditions. And we are winning. Not only are we resisting concessions, but we are also making gains for precarious workers at the bargaining table, expanding access to benefits, vacation, and seniority rights to members working in part-time, casual, and other precarious positions.

We've created tools to help pave the way to more inclusive and safe workplaces for some of our most vulnerable members. One of those is "*Bargaining beyond the binary*", a guide that will help locals break new ground with collective agreement provisions to protect and support two-spirit, trans, non-binary and other gender-diverse members. We also support locals to bargain provisions that ensure paid leave for domestic and sexual violence and paid gender-affirming leave.

Bargaining committees across the country are prepared to tackle the impact of inflation on our members and their families. As workers fight for real wage increases that reflect the financial climate we are living in, our locals are doing their best to negotiate significant wage increases and cost of living adjustments to keep pace.

As the pandemic fades, we know governments and employers across the country will call for austerity. We will continue to fight back to protect our rights and those of future generations.

Strikes and Lockouts

With skyrocketing interest rates, a ballooning housing crisis, and astronomical food costs, bargaining has become more important than ever.

Over the last two years, CUPE members have sent their bargaining committees to the table armed with strong strike mandates, so that they can demand wages and benefits that reflect their worth. And we've seen CUPE members stand strong when employers refuse. Our members who have taken strike action to achieve a fair agreement have always had the support of our union, and in many cases, the support of the broader labour movement.

CUPE 233

CUPE 233 members, employed as custodial and maintenance staff at Toronto Metropolitan University, began strike action on April 17, 2023. These members wanted fair wages and were pushing back against a unilateral change to the pension plan by the employer. CUPE 233 members remained steadfast in their resolve to hold the line until they reached a fair deal. Their new agreement includes a mix of percentage and flat rate increases that will result in a 10.5 to 11% increase over the three-year term. They also reached an agreement to discuss decision-making protocols related to their pension plan.

CUPE 301

CUPE 301 members working at the Société d'habitation de Montréal (Housing Corporation of Montréal) held a one-day strike on December 8, 2021. This small unit of the Cols bleus regroupés de Montréal have shown their employer that size doesn't matter when you have solidarity!

Ville de Westmount

CUPE 301's collective agreement with the Ville de Westmount expired on December 31, 2019. Last November, members voted in favour of job action.

On March 14, 2023, one month after waging a 48-hour strike, CUPE 301 members struck for another three days and continued with rotating job action. Negotiations had reached an impasse over work schedules and wages, given historic inflation and the rise of interest rates. A general strike began on June 22, and with the help of conciliation, they achieved a good collective agreement.

CUPE 561

More than 200 transit drivers in the Fraser Valley, members of CUPE 561, began job action on February 2, 2023, by refusing to collect transit fares. Pressure tactics escalated to a full withdrawal of service, excluding HandyDART services, for two days in February, beginning February 27, and another three days in March. Their employer, First Transit, is a U.S.-based company contracted by BC Transit to provide services to the communities of Abbotsford, Chilliwack, Mission, Agassiz, Harrison, and Hope.

When further attempts at negotiations broke down, they began a full-scale strike on March 20, 2023. The workers were seeking wages comparable to transit workers in neighbouring communities, improvements to working conditions, and access to a pension plan. After 124 days on strike, CUPE 561 achieved a settlement that narrowed the wage gap with other transit workers in the region, along with the introduction of a pension plan that comes into effect in spring 2024.

CUPE 1349

CUPE 1349 members were locked out on July 15, 2021, by their employer, the Town of Grand Falls-Windsor. Among other demands, the employer was asking for concessions to the benefit plan and sought to eliminate joint committees. Members were ready to fight for respect and engaged the community to win their support.

After a 14-week lockout, the members accepted a concession-free agreement with wage increases and a new stabilization fund that will ensure affordability, accountability, and transparency for their health benefits plan.

CUPE 1630

Members of CUPE 1630, representing workers at the Rolling River School Division, commenced strike action on November 1, 2021, to get a fair deal – the same achieved by other education workers in the province.

On January 31, 2022, after 92 days on the picket line, the labour board in Manitoba issued an order to terminate the strike, reinstate the workers, and settle the provisions of a collective agreement. Through interest arbitration, the members achieved significant wage improvements.

CUPE 1690

The collective agreement between CUPE 1690 and the Municipality of Ste. Julie expired on December 31, 2021. In March 2022, the members voted 99% in favour of strike action as a signal of support to their bargaining committee, and to put pressure on their employer. On December 6, these blue-and white-collar workers held a day-long strike in an effort to move negotiations forward. These members wanted real wage increases to catch up with workers in other municipalities. An agreement was reached in May 2023.

CUPE 2099

CUPE 2099, representing more than 200 municipal workers at the City of Mount Pearl in Newfoundland and Labrador, took strike action on July 7, 2022, after almost four months of trying to reach a deal with a difficult and unreasonable employer. Among other things, the city was seeking a two-tier benefit plan that would give new hires inferior benefits.

After 11 weeks on the line, members accepted a concession-free agreement with modest wage increases.

CUPE 2276

This three-week strike by workers at Community Living Port Colbourne-Wainfleet was over the issue of being “stuck on shift”, a scheduling problem intensified by the staffing crisis created by the employer. This is an ongoing and significant concern for CUPE members in the social service sector. Our members remained resolute in their demands and, on March 31, 2023, reached a two-year agreement that includes a 4.5% wage increase for all workers, language that protects workers from stuck shifts, and fairer compensation when workers are required to stay at work.

CUPE 2348

Seventeen members of CUPE 2348 who provide critical services to recent immigrants to Winnipeg stood strong together and walked a picket line for 12 weeks to stave off the concessionary demands of their employer – Manitoba Interfaith Immigration Council (Welcome Place).

After mediation failed, and with no path forward, CUPE filed a request to the Manitoba Labour Board following 60 days of the lockout. This allowed our members to return to their vital community work, while an arbitrator is appointed to help the parties reach a fair agreement.

CUPE 2614

On September 15, 2022, the Société des arrimeurs de Québec locked out 81 longshore workers, who, at the time, were negotiating clauses to protect work/life balance. The employer maintains its request to have employees work 12-hour shifts, but our members do not want these types of schedules. Like everywhere else, the Port of Québec struggles with staffing shortages and the employer is determined to place the weight of this burden on the stevedores.

CUPE 2614 members are concerned about health and safety within their workplace and are speaking out about dangerous conditions on the wharves and the inaction on the part of port authorities and the federal government to fix them. The wharves have deteriorated due to a lack of investment in infrastructure. They have been neglected in federal budgets for the past few years, and members want this serious issue addressed to ensure that every worker gets home safely at the end of their shift.

CUPE 2929

CUPE 2929, representing more than 500 workers at the Syndicat des employé(e)s de la Société Québécoise des infrastructures (SQI) across the province, announced a 48-hour strike on April 19 and 20, 2023. Their collective agreement expired on March 31, 2020.

These workers are responsible for supporting public organizations in the management of their public infrastructure projects by ensuring the planning, execution, and monitoring of projects, and they also support ministries and other organizations by providing them with construction, operation, and property management services. After rotating strike action and three full days on the line, CUPE 2929 reached a concession-free settlement.

CUPE 3332

On April 4, 2023, more than 100 members of CUPE 3332 who work as administrative staff at la Société de transport de Longueuil held a one-day strike. Despite multiple bargaining sessions, including conciliation, they had yet to reach an agreement. With a strong strike mandate, they wanted to send a clear message to the employer. The main unresolved issues are wages, vacation, and pension matters.

CUPE 3535

Members of CUPE 3535, representing 800 members working in warehouses and distribution for the SAQ (Société des alcools du Québec) were on rotating strikes in November 2021. A tentative deal was reached and subsequently voted down. Following further strike action which depleted liquor store shelves as the holiday season approached, the bargaining committee achieved a better deal, which the members accepted on December 18.

CUPE 3906

CUPE 3906, comprised of 2,800 teaching and research assistants at McMaster University in Hamilton, Ontario went on strike on November 21, 2022, following an impasse in negotiations. Following a three-week strike, they reached an agreement with significant wage increases.

CUPE 3912

CUPE 3912, representing approximately 1,500 members who work as teaching assistants, part-time academics, markers, demonstrators, and clinical markers at Dalhousie University, was on strike for 24 days in the fall of 2022.

For many years, wage increases had not kept up with the cost of living. Wage parity was also an issue for teaching assistants, who are some of the lowest paid in the U15 (Canada's top research universities). The new agreement ratified on November 11, 2022, included significant increases for all members.

CUPE 3939

The contract for the 545 croupiers represented by CUPE 3939 expired on March 31, 2020. After spending much of the pandemic without work, they recently returned to the bargaining table, only to reach an impasse on a key question of workplace health and safety.

The union was demanding that work schedules allow for adequate recovery time, which prompted the strikers' theme "Misez sur notre santé" (Bet on health!). Some 55% of Casino de Montréal croupiers have sustained some form of musculoskeletal injury since the start of their careers, particularly tendinitis.

These workers went on strike May 21, 2022, and reached a collective agreement on August 29, 2022.

CUPE 4600

Members of CUPE 4600 commenced strike action against Carleton University on March 27, 2023. The two bargaining units within this local are employed as teaching assistants (TAs), sessional lecturers, and contract instructors at the university.

These members held the line for nine days in a strike that yielded significant gains. Improvements include new paid gender affirmation leave, improved parental leave provisions, anti-scab language, sick time for temporary TAs, and historic new language recognizing intellectual property rights for contract instructors. Negotiated wage increases range from 14% for contract instructors to 9% for graduate teaching assistants, as well as end-of-term premium pay for TAs.

CUPE 5047

On April 19, 2023, the Nova Scotia government, and the Nova Scotia School Board Council of Unions (NSSBCU) reached a tentative deal. The NSSBCU represents 5,400 educational support workers, who were in a legal strike position on April 21. On May 10, 2023, members of CUPE 5047, representing Halifax-area school support staff, voted against accepting the tentative agreement and walked off the job.

While these striking workers confronted a hostile government and employer, their struggle for wage increases and improved working conditions resonated with workers across the province. Members of CUPE 5047 include early childhood educators, library specialists, educational assistants, and assistive technology support workers who assist students with special needs. After a 27-day strike, these workers reached a better deal.

CUPE 5454

May 17, 2023, marked one year since CUPE 5454 members hit the picket line.

Wages are the main issue for these Société Québécoise du Cannabis (SQDC) workers, who are demanding salaries and benefits similar to those working in comparable state corporations, including the Québec Liquor Corporation (SAQ).

These SQDC workers earn \$17/hour upon hiring and the majority hold part-time or casual positions with little job security, subjecting them to precarity. Yet, they are responsible for informing and educating consumers on how to minimize the impact of cannabis on their health, which is the official mandate of the SQDC. They would like their remuneration to reflect this.

CUPE 5959

Members of CUPE 5959, representing bus drivers employed by the Société de Transport de Laval (STL) began rotating strikes on November 3, 2021. Talks had bogged down over insufficient wage offers from STL, which, in these inflationary times, mean greater poverty for the membership. An agreement was ratified on May 16, 2022.

CUPE 7300

CUPE 7300, the Fraternité des travailleurs du préhospitalier du Québec (FTPQ), represents over 600 members who work as paramedics across six regions in Quebec and have been without a contract since March 31, 2020. Members began limited strike action on February 5, 2022, in accordance with the essential service orders established by the Quebec Labour Tribunal. After nearly 13 months, an agreement was reached that addressed key concerns on classification, scheduling, and retention.

ONTARIO EDUCATION WORKERS

More than 55,000 education workers were determined to fight for their first meaningful wage increase in many years. The Ontario School Board Council of Unions (OSBCU) served notice to bargain in June 2022. When the Ford government refused to negotiate; the union sought a strike vote. The OSBCU approached this strike vote like we would a campaign (electoral or otherwise) and reached out to education workers across Ontario. More than 82% of our members participated in the vote and gave their bargaining committee a 96.5% strike vote.

After several more attempts to reach an agreement, OSBCU served notice that they would exercise their right to strike. Doug Ford responded to the strike notice by introducing Bill 28. The legislation imposed a four-year contract with inadequate wages and concessions and removed the right to bargain local issues. It made strike action illegal, punishable by fines against workers and the union. And because the government knew the legislation was unconstitutional, they removed our right to challenge it by invoking the notwithstanding clause. It was the most draconian piece of anti-worker legislation I had ever seen.

In the face of this legislation, our members vowed to continue their fight. On November 4, our members courageously walked off the job. Our union family was there for us. They joined our members at protests in communities across Ontario.

We were going to raise hell, and Doug Ford knew it. On November 7, Ford agreed to withdraw the legislation. Our members went back to work, and our bargaining committee went back to the table. With the assistance of a mediator, they were able to reach an agreement with significant gains for our members, including a \$1.00 per hour flat rate increase in each year of the agreement.

Organizing

We continue to invest in bringing workers who do not already have the benefit of union representation into our union. Organizing unorganized workers is key to increasing our strength and influence as a union. When we grow our membership in key sectors and communities, it ensures we have greater influence in our workplaces and at the bargaining table. It is also key to increasing the collective power of workers and the labour movement. There really is strength in numbers.

We have increased our complement of dedicated staff organizers and trained more member organizers as well. As a result, we have seen our union grow in the last two years, especially in sectors like post-secondary education, emergency services and municipalities. And we are working on a plan to organize child care workers across the country.

Our organizing efforts continue to be met with a significant increase in legal and labour board challenges by employers. Despite these challenges, we have welcomed more than 8,000 new members into our CUPE family since our last convention!

These workers are joining our union because they see the work we do at the bargaining table, and to advance and defend workers' rights. They see our work to advance and defend human rights. And they know we will always fight for investments in the public services that our communities need and deserve. They join CUPE because we stand up for workers, and we win.

Regional Updates

ATLANTIC REGION

Newfoundland and Labrador

The Newfoundland and Labrador government made it clear that it intends to implement many recommendations from the Greene Report, aimed at privatizing public services and implementing an austerity agenda. The Economic Recovery Team's plans for cuts to the public sector was dubbed The Big Reset.

CUPE NL busied itself with a fightback campaign called Reject the Reset, launched in 2021. The campaign aimed at promoting public services and resisting privatization while at the same time building member capacity for mobilizing and supporting bargaining for the next round of public sector negotiations. This was a massive undertaking for CUPE NL members, who vowed to resist the government's right-wing ideology.

The Liberal government released another privatization-laden budget in April 2022. The government tailored it to try to pass it off as a good news story, but CUPE members weren't fooled. The budget proposed significant cuts to program spending, by freezing funding to the previous year's levels despite rising inflation, with the Furey government planning freezes (i.e., cuts) every year until 2026-2027.

The budget mentioned the PERT Report, the Review of Provincial Assets (Rothschild Bank Report), and the NL Health Accord. The reports are nothing more than political tools the provincial government relied on to trick Newfoundlanders and Labradorians into believing that there is no alternative to cutting services and selling off public assets to the highest, most well-connected bidder. The budget listed three Crown corporations (Atlantic Lottery Corporation, Nalcor Energy, and NL Liquor) as contributing \$497 million to government coffers in 2021.

Those same three Crown corporations were expected to generate nearly double, projecting \$914 million in 2022. CUPE NL is constantly mobilizing members across the province to be ready for bargaining but also to be ready to fight back against the government's austerity agenda.

Centralization and privatization of public services continued with legislation to restructure health care in the province that would bring four health authorities into one single entity. We are preparing for the possibility of the representation votes that could result. In the education sector, the abolishment of school boards created some chaos in the administration of collective agreements, with employers applying the wrong language to the wrong groups of employees, and in direct contradiction to each other. This resulted in grievances and arbitrations to resolve issues related to sick leave entitlements, vacation accrual, and wage-step progression.

CUPE NL campaigned for years to increase spending on public housing. In its 2023 budget, the government promised to invest \$17 million to repair and renovate vacant units, but again, no workforce retention plans were associated with this money. The reality is that wages aren't competitive enough to attract the labour force required to complete these improvements.

The good news in this budget is the investment in early childhood education. For years, early childhood educators had been expected to do more with less. The announcement of a \$64 million investment is a good start towards meaningful wage enhancements for these education workers.

Nova Scotia

On November 30, 2021, still in the midst of a global pandemic, long-term care workers rallied province-wide in Nova Scotia to highlight the staffing crisis in their sector. Hundreds of CUPE members demanded action from the Nova Scotia government to support long-term care workers and residents by increasing staffing levels and wages. With changes desperately needed to meet the basic needs of residents, the province wasn't acting fast enough. Workers were exhausted and leaving the sector, and recruitment continued to be a challenge. There was little incentive to work in a job with mandated overtime and cancelled vacations, in a short-staffed work environment with continuous stress, where wages are so low that many workers must work two jobs just to get by.

Twenty-five rallies were held during the province-wide day of action. Participants got the attention of Nova Scotians and the media, but the Conservative government's reaction was disappointing. The Seniors and Long-Term Care Minister only committed to making an announcement, but never consulted worker representatives, showing how little this government cares about residents and workers in the sector.

The Nova Scotia School Board Council of Unions (NSSBCU) negotiated a protocol with the Department of Education to start bargaining in the new year. In 2022, for the first time, the NSSBCU would represent all CUPE members working in the sector at a provincial table.

Credit was due to the federal and provincial governments for finally implementing a universal not-for-profit model for childcare services, but the province missed the mark in its communication with stakeholder groups. Transitioning childcare from a subsidized business into a fully funded public service needs to be done fairly, and not on the backs of early childhood educators (ECE) and support staff, on whose labour these businesses have been built.

Retention and recruitment in early learning and childcare have been at crisis levels for years due to a patchwork system. The government promised to develop a compensation framework, outlined in the bilateral agreement and provided vague language in the workforce strategy that both committed to addressing these issues by the end of 2022. CUPE Nova Scotia joined the call for decent wages for early childhood educators (ECEs). Although Nova Scotia was one of the first provinces to sign a funding agreement with the federal government, an appropriate adjustment has yet to be made to workers' wages. The province recently released a wage grid with ECEs in centres not being paid enough to get by. CUPE is asking the government to come to the table and negotiate a wage scale that recognizes the value of the work and the qualifications of this predominantly female workforce.

At CUPE Nova Scotia's 59th annual convention held in 2023, we heard from Kendra Coombes, NDP MLA for Cape Breton Centre-Whitney Pier, who expressed her deep gratitude for the vital work CUPE members do across Nova Scotia, including those in long-term care and community services, education, home support, municipalities, and highways. She pledged to hold the Houston government accountable for its commitment to be worker-friendly, one they have not yet made good on. It was important for our members to hear that message from the only party in the province that understands and supports workers and their unions.

MARITIMES REGION

New Brunswick

CUPE members in New Brunswick clearly demonstrated that standing together in solidarity was the power needed to make gains at the bargaining table, even when face to face with an anti-union conservative government. Workers' wages in New Brunswick had been stagnant for more than a decade. By mobilizing over a period of more than three years, and having a strike involving some 22,000 members, CUPE members scored a major victory in the fall of 2021.

CUPE New Brunswick held a massive rally outside the provincial legislature on November 2, 2021. The event was well-attended by CUPE members and allies from across the province. They were joined by leaders and activists from the CLC, the NB Federation of Labour and other unions, as well as CUPE leaders from Newfoundland and Labrador, Nova Scotia, PEI, Quebec, and Ontario.

Seventeen days later, 10 out of 11 CUPE locals who participated in the 15-day province-wide strike completed bargaining and ratified tentative agreements. More than 20,000 members from ten locals walked the picket lines (CUPE locals 1190, 1251, 1252, 1418, 1840, 1866, 2745, 5017, and 5026). Through coordinated bargaining and coordinated strike action, they were successful in achieving above-inflation wage adjustments in each year of the five-year contracts. CUPE 963, representing NB Liquor employees, had also completed a strike vote but reached a tentative deal before joining the picket lines. This historic event in the province's labour history has been documented by labour historian David Frank in a book entitled "*Bargaining Forward: The Story of the 2021 CUPE Strike in New Brunswick*".

I joined members of the New Brunswick Council of Nursing Home Unions in May 2022, as they prepared to enter into a new round of bargaining. CUPE members were coordinating their efforts and mobilizing members to resist concessions and make real improvements to their working conditions, including a real and substantial wage increase. The Higgs government was set on attacking their pensions and the Council by deliberately underfunding the defined benefit pension plan and breaking government's legal obligations to ensure the plan's viability. The government ignored multiple calls by workers to adjust contribution levels, before seeing the plan deficit reach \$112 million. The law was clear though: the pension plan must be fully funded, or on the path to being fully funded, so that promised benefits are available to plan members. Government can't contribute less than the cost of what was being promised to nursing home workers, and they can't ignore plan deficits or allow them to grow. CUPE initiated legal proceedings to enforce pension laws and protect nursing home workers' pensions.

In a further affront to workers' rights, the Higgs government readied itself for the next round of negotiations by introducing a bill to enact stricter rules on public sector strikes. The legislation would give government the power to use scabs to do essential work during a labour dispute, including with replacement workers. Employers would have more leeway to change the work schedules of essential workers, something they were restricted from doing under the *Public Service Labour Relations Act*. Another amendment would force unions to give 72 hours' notice before going on strike, but employers could declare a lock-out with only 24 hours' notice. And a vote for a strike mandate would now expire after one year, forcing unions to vote again.

The bill was enacted to strip away the right to fair collective bargaining, tilting the playing field in the employer's favour when in fact there was no evidence, during CUPE's strike in the province in 2021, that essential services were not provided. This government is relentless in its contempt for public services and the people who deliver them.

Prince Edward Island

CUPE PEI participated in several government consultations over the summer of 2021. We urged the government to update the statute of limitations to better protect survivors of sexual or gender-based violence, we weighed in on gender diversity guidelines for the public school system and prepared a detailed submission in response to the government's draft *Temporary Worker Protection Act*.

The provincial division also participated in the ongoing *Employment Standards Act* review, with a broad and progressive submission calling for a modernization of the legislation. And in 2022, they participated in consultations on the Minimum Wage Review Board and a review of long-term care.

Our members in PEI pushed back on privatization in the health sector. Facing major recruitment and retention issues, the false solution of transferring the broken system to the private sector is being considered in PEI. CUPE has the tools and the experience to demonstrate that the solution lies elsewhere: improving the working conditions of workers will bring them back in full force. PEI Health Council members are working with the Division to push the provincial government in the right direction.

When the government launched a retention initiative that excluded hundreds of healthcare workers across the province, CUPE PEI pushed back with a message that the healthcare system depends on the work done by all health care, including the nursing home workers who were unfairly excluded.

The province's audited financial statements for the 2021-22 fiscal year showed an \$84 million surplus. The government obviously had the resources to adequately fund healthcare and provide better wages for the workers who demonstrated time and again that they are truly healthcare heroes. Workers need to be able to rely on the PEI government to support them, not the constant threat of further cuts and staffing issues. This government must include the union in the standing committee on staff retention.

More recent legislative amendments tabled by the provincial government included welcomed changes to the Workers Compensation framework, including an increase in benefits payable to injured workers and to surviving spouses, dependents, and the adjustment of indexation.

Quebec

SCFP-Québec held a key strategic meeting in the spring of 2022. This forum attracted some 400 delegates to discuss the current state of affairs and the future of trade unionism in general, and CUPE in particular. Many constructive and critical exchanges took place amongst these activists and leaders, which will help both our members and leaders prepare themselves to deal with the many post-pandemic challenges ahead, taking into account the needs and approaches that our members, especially younger workers, can relate to.

Quebec went to the polls in October 2022. The conservative Coalition Avenir Québec (CAQ) government was seeking to renew their mandate. The CAQ government has never been an ally of workers or the labour movement, but they had competition in this with the emergence of an even-further right party whose leader had previously published an anti-labour book titled "Libérez nous des syndicats" ("Free us from Unions"). CUPE mobilized throughout the campaign to bring our issues to the fore, including the underfunding of public transportation, concerns about energy insecurity, and the recruitment and retention crisis facing worker across the public sector. Unfortunately, the CAQ was re-elected with a majority, and we had to begin preparations for difficult rounds of bargaining with a hostile government.

In the public sector, the Common Front unions tabled their bargaining proposals last fall and held a rally in Quebec City to express their determination and solidarity to the Treasury Board. This government is known for its contempt for the bargaining process: the Labour Administrative Tribunal recently rendered two decisions finding that the CAQ government had negotiated in bad faith with various health care groups over the past few years.

Our members, represented notably by CUPE's Council of Health and Social Services (CPAS) and Council of School Support Workers (CPSS), have no intention of putting up with this, and they're demanding wages and working conditions that are commensurate with the services they provide.

Over the years, the working conditions of the 420,000 workers in these sectors have significantly deteriorated and their salaries have become grossly insufficient, such that major workforce shortages are jeopardizing public services.

Earlier this year CPAS and the Quebec Federation of Labour presented a study to a parliamentary committee that shows that more than \$3.7 billion of public funds were squandered by the province's health institutions between 2016 and 2022, to the benefit of private job placement agencies. More than \$1.9 billion of this money was disbursed for critical care assistants (CCAs) and para technical occupations, while \$1.3 billion was spent on nursing staff. The use of private agencies across the province's health sector has become routine. It's a significant source of inequity and has generated serious problems in terms of the organization of work. It's time to end this wasteful approach and reinvest in public services.

A CUPE delegation representing the overwhelming majority of unionized workers at Hydro Quebec held a series of meetings with Members of the National Assembly to bring awareness to the major challenges facing the crown corporation. Discussions focused on the erosion of the Hydro Quebec model, due to direct and indirect privatization of many of the corporation's activities. This model, which was at the foundation of the nationalization of electricity in the province, sought to provide this essential service at the lowest possible cost to the population but also to ensure that the expertise and benefits of these activities remained in the hands of Quebecers and the Province of Quebec.

This May, SCFP-Québec appeared before a parliamentary commission with the FTQ to urge the government to be wary of reforms to the health and social services sector. Workers in this sector have suffered enough from the shuffling and re-shuffling of their organizational structures, moves that were intended to solve all their problems. The message sent to Minister Dubé was clear: unions need to be included in these conversations and they need to listen to the workers who provide front-line services. Our members know the issues that plague the system, so they have the expertise and are best positioned to propose solutions.

Ontario

As Doug Ford's conservative government prepared itself for a provincial election set for June 2022, the Financial Accountability Office of Ontario (FAO) released a report letting Ontarians know that over the first half of 2021-2022, the Province of Ontario spent \$4.3 billion less than planned – much of that underspending was in sectors where our members had been struggling to provide much-needed public services, working short, and working for wages that were not keeping up with rampant inflation. In other words, the government had "saved" money on the backs of workers.

Throughout the election campaign, Ford and his Conservative party dodged accountability for their dubious record of pandemic mismanagement, wage restraints, and creating a crisis in acute health care and long-term care homes which led to a mass exodus of health care workers from the sector. PC candidates dropped out of debates across the province, and Ford restricted his media availability throughout the campaign in order to tightly control his message.

Unfortunately, that election returned Ford to the premier's office for a second term, with a larger majority government and 83 seats in the provincial legislature. The Ontario NDP formed the Official Opposition for a second successive term, with 31 seats and the Ontario Liberals, with only eight seats, failed to achieve official party status. Andrea Horwath, then leader of the Ontario NDP, announced on election night that she would be resigning as leader of the party. Marit Styles, a former staffer with the Alliance of Canadian Cinema, Televisions and Radio Artists (ACTRA), became the leader in February 2023.

The Healthcare of Ontario Pension Plan (HOOPP) announced a major benefit improvement for all members active in the pension plan effective January 1, 2023. The change will increase the accrual rate on average annualized earnings to 1.9% from 1.75%, for all service up to December 31, 2020, and to 2% for all service in 2021 and 2022. There will be corresponding bridge benefit reductions as the amounts increase. CUPE's representatives on the HOOPP board played a vital role in quarter-backing this plan improvement to the benefit of thousands of CUPE members in the plan.

When Bill 124 became law in the Province of Ontario in 2019, CUPE was clear that this wage restraint legislation violated our Charter rights to free and fair collective bargaining. On November 29, 2022, we were proven right, as Justice Koehnen of the Ontario Superior Court ruled that the legislation was unconstitutional, declaring the Act "void and of no effect". Justice Koehnen found that Bill 124 infringed on the right to freedom of association under s. 2(d) of the Charter and is not saved by s. 1 of the Charter.

CUPE shares this significant victory with its union allies who were part of the legal challenge. Unsurprisingly, the legal challenge in the province continues. Hailing frontline workers as heroes in one breath, while backing legislation that sets back wages in another, the government appealed the ruling that Bill 124 was unconstitutional. The bill, which capped public sector wages at 1%, was a blatant attack on workers' rights to free and fair collective bargaining. Ontarians would be better served if their government invested money where it is desperately needed, rather than wasting money fighting workers in court.

This premier continued to use legislation to further his agenda. With Bill 39, the Better Municipal Governance Act and Bill 23, the More Homes Built Faster Act, the Ford government is creating chaos in municipal governance and funding. There are changes to governance rules which will give even more authority to mayors, allowing them to pass bylaws with the approval of only one-third of council. And while governance issues are a serious concern, the major impact on CUPE members will be through Bill 23. The intent of this bill is to build homes on the currently protected greenbelt within the Greater Toronto and Hamilton Area. To advance housing growth, the government has stripped away the ability for municipalities to charge development fees.

According to the Association of Municipalities of Ontario, this legislation could blow a \$5 billion hole in municipal budgets by 2031. This lack of funding could have broad consequences, forcing municipalities to look at alternative service delivery, privatization, and the selling off of more assets. Adding insult to injury, the Ford government is pushing back hard against municipalities that are speaking out against the legislation and will now look at service audits to identify 'waste' in local governments. This is Ford slang for identifying services to be contracted out, privatized, and sold, which could have severe impacts on CUPE members.

As in many other provinces, healthcare is on the chopping block, facing spending cuts and the threat of privatization. Bill 60 – Your Health Act – introduced in February 2023, further highlights the need to protect our public services. The bill would see taxpayer money spent at for-profit surgical clinics for public healthcare. Current unacceptable wait times for surgical procedures would only get longer under this new model. Bill 60 has the potential to result in health care workers being poached from public facilities by private clinics. Ford's government assures us this won't happen, but we can't trust his reckless management. As health care is under attack across the country, a two-tier system in Ontario could pave the way for other provinces to replicate it.

Manitoba

General dissatisfaction and dismay with the lack of leadership shown by the government grew to the point where polling numbers forced Premier Brian Pallister to resign in the fall of 2021 and force a leadership race within the governing provincial Progressive Conservative Party. The new premier, Heather Stefanson, has proven to be no better than her predecessor.

Public sector unions in Manitoba formed a "Partnership to Defend Public Services" in the face of the introduction of the Public Services Sustainability Act which essentially imposed wage controls on public sector workers in the province.

They sought leave to the Supreme Court of Canada to oppose the decision of the Manitoba Court of Appeal pertaining to the Act. On January 27, 2022, the conservative provincial government opposed our appeal, a clear sign that Stefanson has no intention of supporting public sector workers or free collective bargaining. On February 7, 2022, the Partnership of Unions filed its reply seeking a ruling by the Supreme Court.

The Supreme Court of Canada ultimately dismissed the request for leave on October 27, 2022, and will not hear the appeal. This was a disappointing decision, particularly since the Manitoba Court of Appeal, which found that the temporary wage restraint legislation is not unconstitutional, now remains the latest judicial authority.

Health care bargaining continued at a slow pace through 2021 and 2022, with our members becoming increasingly frustrated at the lack of progress at the table. Facing an intransigent employer, our four locals representing health care workers (204, 500, 4270, and 8600) prepared for strike votes. This coordination resulted in a solidarity commitment to a shared bargaining strategy, and an overwhelming strike mandate of 97%.

After more than 20 months of challenging bargaining, CUPE finally reached a settlement agreement for 18,000 healthcare workers across the province at the end of August 2022. This was the first negotiations following the wholesale reorganization of health care in the province and government-forced representation votes. The result of the reorganization was that almost 200 collective agreements were being folded in to an existing “receiving agreement” which added complexity to a bargaining table already set with pandemic exhaustion, recruitment and retention issues, and inflationary pressures.

The agreement included general wage increases that breached the government’s mandate and matched those achieved by other health care unions, as well as market adjustments worth \$24 million. Homecare workers were brought into the defined benefit pension plan afforded to other healthcare workers and gained paid sick days. Following the completion of collective bargaining, our work continued with committees established to address key issues like market adjustments and salary standardization, pension and benefit transition, and recognition and retention bonuses.

In June 2023, the Manitoba government announced that they will be using a public-private-partnership model to build new schools in the province. This announcement comes five years after the same government (albeit under a different premier) walked back from a similar commitment after studies showed that P3 schools cost more, take longer to build, and provide worse learning environments for students. This is clearly a desperate ideological move by Premier Stefanson, who has ranked as the least popular premier in Canada since assuming the position in November 2021.

This is just one reason why the looming provincial election is so important to our members and Manitobans. It’s also an example of the significant differences between the current government and the vision the Manitoba NDP has for the province. While Premier Stefanson is promising to privatize schools, NDP leader Wab Kinew is committed to putting a stop to this privatization, and to bring in P3 accountability and transparency legislation that will protect against future projects. Kinew made this commitment at CUPE Manitoba’s convention in May 2023, where delegates voted unanimously to endorse the Manitoba NDP.

Saskatchewan

Our members in Saskatchewan continue to oppose a provincial government that is hell-bent on selling off their public assets. Surprisingly, the provincial government enacted some positive changes to the *Saskatchewan Employment Act* in late 2021. The workplace health and safety section of the *Act* includes a new definition of sexual harassment and extends the provisions to independent contractors, secondary and post-secondary students, and volunteers.

Unions also achieved a major victory with the new legislation. In 2016, regressive changes had been made to the *Act* which excluded supervisory employees from the same bargaining unit as those they supervise. In the intervening six years, CUPE and other unions have filed numerous applications to the Saskatchewan Labour Relations Board.

The provincial government has now repealed these provisions. Of course, this is a single positive move from a Saskatchewan Party government that has failed workers at almost every turn since they first gained power in 2007 and has spent most of the pandemic competing for the worst public health response to the crisis in the country.

More than 100 CUPE members attended a Political Action Summit hosted by CUPE Saskatchewan in February 2022. They learned about the national political landscape and the challenges ahead as conservative governments across the country threaten to turn to austerity budgets. They also participated in a full day of workshops where they discussed why politics matter to workers, how to talk to our members about it, and other key political organizing skills.

Delegates at CUPE Saskatchewan's 2022 convention previewed a documentary about the very real threat to public services from funding cuts, service cuts, and privatization. Over the last 15 years, the Saskatchewan Party government has sold more than \$1.2 billion in public assets and eliminated more than 1,225 jobs through privatization and contracting out. The documentary, *Meeting Human Needs – The Fight for Saskatchewan's Public Services*, was formally released by CUPE Saskatchewan at the beginning of June 2022, accompanied by an online campaign to raise awareness of public services to put pressure on the provincial government to protect and properly fund them.

Premier Scott Moe and his Saskatchewan Party government continued to betray working families across the province. As workers struggled to make ends meet in an uncertain economic climate, Moe's government approved SaskPower's 8% energy rate hike. And on July 25, 2022, the 60th anniversary of medicare in the province, Moe announced a move to build a new private-for-profit surgical clinic to address a backlog of surgeries, and that in the meantime they would be sending patients to out-of-province private clinics. A month later, he announced that every adult in the province would receive a \$500 "affordability cheque" regardless of their income, rather than ensuring support is available to those who need it most.

Like other provinces, Saskatchewan's health care system has been rife with service disruptions and temporary closures as the staffing crisis in the sector worsens, especially in rural Saskatchewan. CUPE 5430, representing close to 13,000 health care workers across the province, was surprised to learn that information about the disruptions was not being tracked and shared with the public in a transparent way. Frustrated by the lack of transparency and consistent reporting, the local formally requested information from the Ministry of Health and the SHA and were shocked to learn they would have to pay almost \$10,000 to process their Freedom of Information request. Rather than pay an exorbitant fee for information that should be readily available, the local launched a survey to gather the information directly from the public. The information will help the local better understand the impact this has on their members and the communities they serve.

The Provincial Auditor of Saskatchewan released a report in December 2022, and one of the key topics of the report was the ongoing staffing challenges across the provincial health care system. It anticipates Saskatchewan Health Authority (SHA) staff shortages of about 2,200 jobs in hard-to-recruit positions over the next five years. More than half of those shortages are in classifications represented by CUPE. It's obvious that recruitment and retention in health care is in crisis.

The auditor noted that not only are more jobs needed, but work must also be done to improve working conditions so that people want to stay in these important roles. Unfortunately, the SHA's solution to this crisis is to hire private contractors to fill temporary vacancies; we continue to push back on this short-sighted proposal in favour of a real and permanent solution to the staffing crisis in the sector.

An online survey of our members in the library sector on workplace violence and harassment produced troubling results. Almost all reported experiencing verbal abuse at work, with 39% of respondents reporting it is a regular occurrence and more than half noting an increase in this exposure in recent years. Our library locals, with the support of staff, will collaborate on an action plan to address the findings with their employers and demand action.

Alberta

When Jason Kenney was still premier, his government used the 2021 fall sitting of the Alberta legislature to continue its attack on unions and workers. They introduced and passed legislation to restrict the ability of unions and other organizations (like the Alberta Federation of Labour) to conduct advertising and advocacy campaigns. Bill 81 has far-reaching implications not just for CUPE's election-related advertising campaigns, but also any political advertising outside of the election window.

Bill 32, legislation that requires unions in Alberta to identify all expenditures as either "core" or "non-core" to the purposes of the union as defined in government regulations, came fully into effect on August 1, 2022. After incredible work by our local leaders and staff through the spring and summer, all our locals are in compliance with the legislation and will be able to continue collecting 100% of their union dues.

We continue to support our locals with tools, meetings, and workshops. This will ensure we are aware of issues and problems as they arise, and support locals through any transition in leadership changes. We anticipate anti-union forces to support members to challenge our locals' decisions to declare all union expenditures as "core" at the labour board, and we are prepared to defend those decisions. In the meantime, unions continue to discuss coordination of a potential Charter challenge to Bill 32.

Workers at the City of Chestermere, seeking the security of union representation in the face of uncertainty and upheaval in the workplace, joined CUPE in an overwhelming vote in favour of certification in May 2002. Earlier in the year, the province had launched a review of city operations following a number of complaints received from both city employees and residents. That review led to the Minister of Municipal Affairs ordering a formal investigation. These 130 members joined CUPE 37, which represents workers in the nearby City of Calgary.

Things went from bad to worse when Danielle Smith won the UCP leadership race in October 2022. The early days of her premiership proved to be as divisive as her leadership campaign, if not more so. In appointing her cabinet, she chose to eliminate the role of Minister of Labour and failed to assign any minister responsibility for the status of women. In short order, she replaced the province's chief medical health officer and fired the eleven members of the Alberta Health Services (AHS) board, claiming that AHS had "manufactured" the shortage of health care workers in the province despite overwhelming evidence that the crisis in health care is due in large part to staff shortages.

On May 29, 2023, I spent a long night on the east coast of the country anxiously watching as the results of the Alberta provincial election slowly rolled in. In the end, the United Conservative Party (UCP) formed a majority government, with 48 seats. Albertans' health care, education, social services, and pensions will continue to be threatened by a premier focused on austerity, privatization, and picking fights with the federal government. Working people, and the labour movement, clearly have a fight ahead of us.

Despite the bad news, there was cause for celebration. The Alberta NDP elected the largest opposition caucus in the history of the province and cemented itself as one of two viable political parties in Alberta. With 38 MLAs, they will be a force to reckon with in the legislature, and important allies for us as we fight to protect public services and labour and human rights in the years ahead.

One of the fights ahead is in the K-12 sector. Thirty-eight of our 41 collective agreements in the sector are currently expired, and our education locals are preparing for difficult bargaining with a coordinated and united front. Most of our members in the sector have not seen a wage increase in years, as the provincial government has systematically cut education funding despite growing enrollment.

The 2023 provincial budget contained a light at the end of the tunnel, with the first real increase in school board funding in several years. It's still not enough to make up for the damage done, but it makes bargaining more viable than it was a year ago. And it shows that our locals did the right thing to hold firm in solidarity and wait to begin negotiations. They will continue working diligently to build solidarity among members and the public to raise awareness about the challenges facing public education, to fight for better education funding, and for better wages for education workers.

British Columbia

Around the time of our last national convention, British Columbians were struck with yet another extreme weather event, a series of three “atmospheric rivers” that brought record levels of rain through the Fraser Valley and parts of the Interior causing mudslides and wide-spread flooding. As always, CUPE members stepped up and came to the aid of their communities. This was especially true of dispatchers and ambulance paramedics who responded to medical and other emergencies, and municipal workers who were called in to protect critical infrastructure, assess and close roadways to keep drivers safe and help with evacuation efforts. Many members worked through the night as flood waters rose and were unable to protect their own homes. And they continued to work long hours to assist with clean-up and rebuilding in the weeks that followed.

In June 2022 Bill 10, the Labour Relations Code Amendment Act 2022, received royal assent. The legislation returned card checks (now known as single-step certification) to BC’s labour relations code and along with it restored balance to union organizing drives. Now, if 55% or more of workers sign cards in an organizing drive, a union is certified to represent the workers without the requirement for a vote. The changes make it easier for workers to form a union, and more difficult for employers to interfere.

On November 18, 2022, David Eby was sworn in as BC’s 37th premier, shortly after being acclaimed as leader of the BC NDP. A new provincial cabinet was sworn in on December 7, 2022, and I offered my congratulations to members of the CUPE family on their appointments. Former CUPE 1936 member and CUPE staffer Rachna Singh entered the cabinet as Minister of Education and Child Care; former CUPE 4078 member Lisa Beare continued in her role as Minister of Citizens’ Services; former HEU Secretary-Business Manager Jennifer Whiteside became Minister of Mental Health and Addictions; and former CUPE 3787 member Dan Coulter was appointed Minister of State for Infrastructure and Transit.

Through the summer and fall of 2022, we were bargaining in almost every sector and region of the province. CUPE’s K-12 President’s Council endorsed the provincial framework agreement reached by their bargaining committee. Patterned on the agreement reached by the HEU for members working in the health facilities sector, the three-year agreement included flat and percentage increases and cost-of-living adjustments. We also achieved \$3 million for benefit improvements, substantial money towards local bargaining tables, and a 25% increase in the Learning Improvement Fund, which is used to support additional work hours for Education Assistants, the largest classification of CUPE members in the sector.

Following this successful bargaining, agreements were reached in other provincial sectors. By early 2023, collective agreements had been reached at most large provincial public sector tables in BC, with our members seeing historic gains. As inflation skyrocketed, and people struggled to make ends meet, our members in BC could breathe a little easier knowing that the political action work they did to elect a progressive government had a positive impact at the bargaining table.

That political action has also had an impact on the organizing front. Single-step certification was key to the successful organizing drive that saw more than 3,200 new university workers and graduate research assistants working at the University of British Columbia, join our union as members of CUPE 2278. These workers sought union representation in search of better working conditions, fair compensation, and a dispute resolution process – and because we met the 55% threshold, the union was certified to represent them without requiring a vote.

The 2023 provincial budget included significant investments in housing, along with plans to address homelessness, healthcare funding, mental health and addictions. A small financial commitment to reproductive health resulted in BC breaking ground as the first jurisdiction in Canada to provide free prescription birth control to residents of the province. Another small financial commitment of increased funding to the Employment Standards Branch will benefit some of BC’s most vulnerable workers. The BC NDP is investing funds into the Branch that was gutted years ago by the BC Liberals. Precarious, low-income, and temporary foreign workers should have better access to support and be able to ensure their rights at work are protected, thanks to this much-needed investment.

Although BC is in a better position than provinces led by right-wing governments, more work needs to be done. We are still pushing for a stronger commitment to funding public childcare spaces. CUPE BC's childcare campaign is petitioning the government to create more spaces by leveraging public schools in communities across the province.

It's clear that workers, families, and communities are best served when a progressive government is in power. CUPE continues to concentrate its political action efforts on trying to elect more reasonable governments in the rest of the country.

Hospital Employees' Union (HEU)

In 2002, the BC Liberal government introduced Bills 29 and 94, sweeping and unprecedented legislation that reached into public sector health and social services collective agreements and removed anti-contracting out protections to allow for sub-contracting. Public sector jobs were contracted out to multi-national corporations that slashed wages to half their previous rates and provided minimal benefits and no pensions.

Over the next 17 years, HEU set about organizing and re-organizing the private sector workforce, as work was contracted out and contracts were flipped. On August 30, 2021, the BC NDP government announced they would repatriate contracted-out support services to the public sector.

Following this announcement, HEU worked to ensure a seamless transition that would see more of these workers brought back under the direct employment of health authorities, from their current private contract employers within a year. This was a huge victory for the more than 4,500 mostly racialized and mostly women members who work in contracted support services.

On September 2, 2022, after months of bargaining, the Hospital Employees' Union-led Facilities Bargaining Association reached a tentative agreement on behalf of its nine unions and their 60,000 members. The three-year deal included general wage increases that started with a flat rate followed by percentage increases linked to the cost of living. In 2022, all members would receive an increase of 25 cents an hour and an increase of 3.24%. The next year would bring an increase of between 5.5% and 6.75% and 2024 will see increases of 2 to 3%, depending on the BC Consumer Price Index (CPI). This set the wage pattern for other provincial public sector agreements.

The tentative agreement also included increases to evening, night, and weekend premiums, wage adjustments for the lowest-paid classifications, a commitment for 9.25 million hours of additional staffing with a focus on increasing regularized and full-time positions, and investments in recruitment, retention, and education programs.

Occupational health and safety improvements included workers' input into care plans for aggressive patients or residents and greater access to violence prevention training. The agreement also included provisions to address harassment and bullying, promote trans inclusion, and ensure culturally safe health care delivery.

Housekeepers working in the Teck Building at BC Women and Children's Hospital weren't among those initially included in the government's repatriation efforts. In February 2023, Vancouver Island Health Authority signed an agreement to create 38 new lab transportation positions, bringing back in-house transport services that had been contracted to outside companies.

HEU also successfully negotiated a template first collective agreement with two of the most prolific subcontractors in the health sector, with 38 HEU certifications between them. The template makes it easier to negotiate first collective agreements, meaning newly organized workers have the protections of a collective agreement more quickly.

Airlines

On August 14, 2021, members of CUPE 4070 ratified a collective agreement with WestJet Encore. The five-year deal included wage improvements and momentum towards industry-standard scheduling and pay rules. CUPE represents 650 cabin crew members at WestJet Encore. A few weeks later, a tentative agreement was reached with Swoop, another five-year deal with improvements and wage increases. All three CUPE 4070 bargaining units have now achieved a first collective agreement. Given the context in which the airline sector has operated over the past three years, this is a true testament to the hard work and dedication of our local leadership and staff.

In March 2022, the newly organized flight attendants at PAL Airlines ratified their first collective agreement. CUPE 5451 negotiated a new wage structure and a credit system in line with industry standards, where flight attendants can select their own schedules and are awarded credits for flights, reserve duty and statutory days. The local was also able to correct the inequity in statutory holidays pay and secured a staff training premium.

Members of the newly certified CUPE 5490, representing flight attendants at Pascan in Quebec, also ratified their first collective agreement. Pascan is a fast-growing company with many labour relations challenges. Achieving a fair first agreement in a relatively short period of time is a path in the right direction for this employer. Our members made gains and earned respect and structure in their working conditions.

After eight long months, two members of CUPE 4059 unjustly held in the Dominican Republic finally returned home to Canada. The two Pivot Airlines flight attendants were detained, along with two pilots and a flight mechanic, on April 5, 2022, after they discovered and reported suspected contraband on their plane. In doing so, they prevented a potential air disaster resulting from the added weight and hazardous location of the contraband. Despite immediately following all local and international regulations, Dominican authorities held the crew without charge or questioning for the entire eight months.

Thousands of supporters, including CUPE members, spoke out against the injustice faced by Christina and Alex, and together they kept the pressure on the Dominican government. We never gave up fighting to bring Christina and Alex home, and while it took far longer than we wanted or imagined, we're incredibly relieved they are home safe. Special thanks to CUPE's Airline Division for their relentless support for these members through extraordinarily difficult times. It was a tough journey, and it doesn't end there – but neither does our support for them.

CUPE's flight attendants have ramped up efforts to put an end to being forced to work for free. The Airline Division's "Unpaid Work Won't Fly" campaign has highlighted the brutal reality faced by our workers in this sector – they work an average of 34.86 hours per month without remuneration, almost a full week of work performed without pay. A *National Day of Action* was held on April 25, 2023, to raise awareness about the injustices faced by flight attendants. These workers are tasked with keeping the public safe and comfortable on the ground and in the sky, and they should be paid for every minute they do so. The Airline Division celebrated *International Flight Attendant Day* with a commemorative video highlighting the important work these workers do every day.

CUPE isn't the only union facing challenges in this sector. When WestJet and Swoop pilots served 72-hour strike notice in May 2023, CUPE's 18,500 flight attendants joined the Airline Pilots' Association (ALPA) in solidarity actions. Congratulations to the pilots, whose team continued to bargain until a tentative deal was reached in the 11th hour.

In Memoriam

Many members of our CUPE family have passed since our last convention. Below is a list of those members, staff, and retirees we know we have lost since September 2021.

As a union, we salute each of them and offer a collective message of solidarity and appreciation to their families and loved ones.

Members

Alain Robert	Local 4000	Ontario
Annie McPhee	Local 3324	Prince Edward Island
Bernice Kirk	Local 561	British Columbia - <i>Former CUPE BC President</i>
Bill Ferguson	Local 7800	Ontario
Brandi Lewis	Local 1190	New Brunswick
Brenda Finley	Local 1015	Alberta
Cameron (Troy) McDougall	Local 917	British Columbia
Catherine Flood	Local 1615	Newfoundland and Labrador
Cheryl Charun	Local 3500	Alberta
Chris Abbott	Local 5459	Newfoundland and Labrador
Christy Storrs	Local 1825	Alberta
CJ Mattson	Local 2403	British Columbia
Dean Roy	Local 1393	Ontario
Debra Taylor	Local 723	British Columbia
Dennis Mol	Local 30	Alberta - <i>Former CUPE Alberta President and NEB member</i>
Don Postar	Local 5555	Ontario
Doug Birkinshaw	Local 1767	British Columbia
Doug Burkinshaw	Local 1767	British Columbia
Doug Jones	Local 79	Ontario
Emmanuel Fongwa	Local 4655	Alberta
Georges Jacques	Local 500	Manitoba
Gérald Gauthier	Local 375	Quebec
Gord Dolyniuk	Local 1004	British Columbia
Graham Tonks	Local 798	British Columbia
Gwen Leighton	Local 561	British Columbia
Ida Haggarty	Local 2745	New Brunswick
Jacques (Jack) Samyn		<i>Former CUPE Manitoba President</i>
Jacquie Clark	Local 1936	British Columbia
Jeff Stewart	Local 8911	British Columbia
Jennifer Doucette	Local 1630	Manitoba
Jim Papaevangelou	Local 1196	Ontario
Joel Panado	Local 1091	British Columbia
John Ivers	Local 1000	Ontario
John Michael Mingle	Local 4400	Ontario
Justina Giesbrecht	Local 204	Manitoba
Karen Underhill	Local 882	Saskatchewan
Karyle Wehowsky	Local 1285	British Columbia
Kathleen Rutledge	Local 3500	Alberta
Keith Taenzer	Local 500	Manitoba
Kenneth Burr	Local 998	Manitoba

Kong Chung	Local 2316	Ontario
Larry Mintzler	Local 8443	Saskatchewan
Larry Sokolowski	Local 3500	Alberta
Leslie Sharpe	Local 1091	British Columbia
Linda Rose	Local 79	Ontario
Lisa Higginbotham	Local 3730	Saskatchewan
Lorna MacKinnon	Local 441	British Columbia
Maria (Espie) Mallare	Local 8	Alberta
Mark Dennis	Local 1334	Ontario
Markos Krissilas	Local 416	Ontario
Mary Cummings	Local 1328	Ontario
Michael Boulanger	Local 4705	Ontario
Michael Direnzo	Local 2544	Ontario
Michael Townley Potts	Local 407	British Columbia <i>(Retired)</i>
Mike Irwin	Local 2167	British Columbia
Norman McIntosh	Local 3785	Ontario
Normand Piché	Local 1983	Quebec
Patrick "Paddy" Duke	Local 389	British Columbia
Patrick Olson	Local 5430	Saskatchewan
Randy St. Denis	Local 59	Saskatchewan <i>(Retired)</i>
Ray Enns	Local 1719	Manitoba
Richard "Blake" Adamson	Local 59	Saskatchewan
Rob Sagrati	Local 2544	Ontario
Ron O'Brien	Local 416	Ontario
Rose McGowan	Local 5167	Ontario
Sam Basi	Local 37	Alberta
Sean Foley	Local 8920	Nova Scotia
Sherry Anne D'amour	Local 5167	Ontario
Sherril Jeffrey	Local 3500	Alberta
Stephanie Machart	Local 5555	Ontario
Steve Sanderson	Local 1521	Ontario <i>(Retired)</i>
Steven Seekins	Local 374	British Columbia – Workplace Fatality
Terry O'Connor		<i>Former CUPE Ontario Secretary-Treasurer</i>
Wasył Sydorenko	Local 1230	Ontario
Wayne Stevenson	Local 5459	Newfoundland and Labrador
Wilmer Gonzalez	Local 2740	Saskatchewan

Active Staff

Kevin Rochon	National Representative	Ottawa Area Office
Shareen Witt	Administrative Support Professional	Comox Valley Area Office

Retired Staff

Adrien Charette	National Representative	Edmundston Area Office
Anne Ravizza	Secretary	Ontario Regional Office
Beryl Zackon	Research Assistant	National Office
Betty Jean Sutherland	National Representative	New Glasgow Area Office
Beverly Buck	National Representative	Alberta Regional Office
Clifford Letendre	National Representative	Alberta Regional Office
Cynthia Wishart	Regional Director	British Columbia Regional Office
Darcie Beggs	Senior Officer	National Office
Georges Landry	National Representative	Rouyn-Noranda Area Office

Germain Boudreau	National Representative	Quebec Regional Office
Gilles Giguère	Assistant Regional Director	Quebec Regional Office
Gilles Hamelin	Research and Legal Documentation Technician	Quebec Regional Office
Glenys Jean MacDonald	Secretary	Lethbridge Area Office
Gloria Forward	Secretary	Peterborough Area Office
Govind Sundram	Assistant Regional Director	British Columbia Regional Office
Guy Arseneault	National Representative	Fredericton Area Office
Harold Johnson	Legal and Legislative Rep	Saskatchewan Regional Office
Joanne Harvey	National Representative	Ottawa Area Office
John Spence	Head Accountant	National Office
Maurice Boisvert	National Representative	Quebec Regional Office
Nancy McNeil	National Representative	Windsor Area Office
Pierrette Lampron	Secretary	Trois-Rivières Area Office
Réjean Gauthier	National Representative	Quebec Regional Office
Robert Clarke “Bob” Crockett	Regional Director	Maritimes Regional Office
Selena Lashley	Executive Secretary	National Office
Susan Yuile-Assaly	National Representative	Cornwall Area Office
Thomas Chesterman	National Representative	Comox Valley Area Office
Vallie Stearns	Research Representative	Moncton Area Office

Retirements

Our staff are dedicated to our union and the members they serve. The following staff have retired since our 2021 convention, and they deserve our appreciation:

STAFF	DEPARTMENT/BRANCH/REGION	RETIREMENT DATE
Kathleen P. Todd	Kingston Area Office	01-Dec-2021
Sutin Hum	Union Education Branch	01-Jan-2022
Marjolaine G. Boutin	Rouyn Noranda Area Office	01-Jan-2022
Virginia G. Brousseau	Barrie Area Office	01-Jan-2022
Sylvie A. Brunet	Human Resources Department	01-Jan-2022
Laura M. Hacker	Ontario Regional Office	01-Jan-2022
Lorelei Martin	Ontario Regional Office	01-Jan-2022
Debora Oldfield	Ontario Regional Office	01-Jan-2022
Catherine A. Robinson	London Area Office	01-Jan-2022
Lesley A. Swann	Ontario Regional Office	01-Jan-2022
Norma Zubickova	Ontario Regional Office	01-Jan-2022
Nelson Campbell	Information and Technology Branch	01-Feb-2022
Susan D. Coen	Atlantic Regional Office	01-Feb-2022
Monique Diotte	Research, Job Evaluation, Health and Safety Branch	01-Feb-2022
Daniel Dussault	Quebec Regional Office	01-Feb-2022
May H. Fung	Accounting Branch	01-Feb-2022
Amessan Gnawa	Information and Technology Branch	01-Feb-2022
Steven S. Leavitt	Niagara Area Office	01-Feb-2022
Sharon McKenna	Ontario Regional Office	01-Feb-2022
Ken L. Young	Administration Branch	01-Feb-2022
Stephen G. Kenney	London Area Office	01-Mar-2022
Linda J. Merkac	Oshawa Area Office	01-Mar-2022
Victoria J. O'Dell	Calgary Area Office	01-Mar-2022
Kari L. Rudd	Accounting Branch	01-Mar-2022

STAFF	DEPARTMENT/BRANCH/REGION	RETIREMENT DATE
Janet Szliske	B.C. Regional Office	01-Mar-2022
Kevin M. Wilson	Ontario Regional Office	01-Mar-2022
Danielle Jennings	National Secretary-Treasurer's Office	01-Apr-2022
William Pegler	B.C. Regional Office	01-Apr-2022
William R. Cronin	Saskatchewan Regional Office	01-May-2022
Lynn A. Falk	B.C. Regional Office	01-May-2022
Kelli L. Lawrence	Nanaimo Area Office	01-May-2022
Joyce E. MacDonald	B.C. Regional Office	01-May-2022
Wendy E. Barry	Union Education Branch	01-Jun-2022
Gilles P. Bouffard	Ontario Regional Office	01-Jun-2022
Robert. Hewitt	Comox Valley Area Office	01-Jun-2022
William Lee Mossman	B.C. Regional Office	01-Jun-2022
Martin C. Simard	Quebec Regional Office	01-Jun-2022
Susan Arab	Ontario Regional Office	01-Jul-2022
Christine C. Lang	Peterborough Area Office	01-Jul-2022
Joseph Matasic	Ontario Regional Office	01-Jul-2022
Peter Baxter	New Glasgow Area Office	01-Aug-2022
Darlene E. Bergeron	Human Resources Department	01-Aug-2022
Antonio L. Miotti	Calgary Area Office	01-Aug-2022
Sheena M. Murdoch	Kelowna Area Office	01-Aug-2022
William J. Simpson	Lethbridge Area Office	01-Aug-2022
Jodi L. Andre	B.C. Regional Office	01-Sept-2022
Michael Brady	Sudbury Area Office	01-Sept-2022
Debra R. Grimaldi	Saskatchewan Regional Office	01-Oct-2022
Danielle Lamy	Quebec Regional Office	01-Oct-2022
Denise-Anne Magnus	B.C. Regional Office	01-Oct-2022
Cavelle L. Lane	Human Resources Department	01-Nov-2022
Hans Marotte	Quebec Regional Office	01-Nov-2022
Richard Gardner	Quebec Regional Office	01-Dec-2022
Gilles Hamelin	Quebec Regional Office	01-Jan-2023
Laura L. Lesko	ORO Local 416	01-Jan-2023
Linda R. Crump	Lethbridge Area Office	01-Feb-2023
Lee A. Douitsis	Ontario Regional Office	01-Feb-2023
Melina Etienne	Ontario Regional Office	01-Feb-2023
Philippe Gagnon	Communications Branch	01-Feb-2023
Michel R. Gratton	Quebec Regional Office	01-Feb-2023
Pierre Handfield	Quebec Regional Office	01-Feb-2023
Kimberley A. McCaffrey	Maritimes Regional Office	01-Feb-2023
Michelle A. Miller	Ontario Regional Office	01-Feb-2023
Marc Ranger	Quebec Regional Office	01-Feb-2023
Michel Constantin	Quebec Regional Office	01-Mar-2023
Joan Lockwood	London Area Office	01-Mar-2023
Kevin P. McConnachie	Prince George Area Office	01-Apr-2023
Sylvie M. Ouellet	Human Resources Department	01-Apr-2023
Shawn Kilborn	Alberta Regional Office	01-May-2023
Joseph C. Leonard-Boland	Research, Job Evaluation, Health and Safety Branch	01-May-2023
Ian McLean	Comox Valley Area Office	01-May-2023
Daniel J. Pike	Ontario Regional Office	01-May-2023
Russ Armstrong	Peterborough Area Office	01-Jun-2023

STAFF	DEPARTMENT/BRANCH/REGION	RETIREMENT DATE
Mario M. Lamontagne	Quebec Regional Office	01-Jun-2023
Edward R. White	St. John's Area Office	01-Jun-2023
Kelly L. Dussin	Fraser Valley Area Office	01-Jul-2023
Louise L'Heureux	Quebec Regional Office	01-Jul-2023
Yves Lalonde	Quebec Regional Office	01-Jul-2023
Catherine Louli	Communications Branch	01-Jul-2023
Lyne Hotte	Human Resources Department	01-Aug-2023
Robert Lamoureux	National Services Department	01-Aug-2023
Réal Leboeuf	Sherbrooke Area Office	01-Aug-2023
Lisa McPherson	Alberta Regional Office	01-Sept-2023
Gavin Leeb	Legal Branch	01-Sept-2023
Jean-Guy Simard	Quebec Regional Office	01-Sept-2023
Sheree Capar	Manitoba Regional Office	01-Oct-2023
Louise Payette	Human Resources Department	01-Oct-2023

Report on Administrations

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**REPORT FOR THE 2023 NATIONAL CONVENTION
ADMINISTRATIONS – SEPTEMBER 2021 TO AUGUST 2023**

CUPE Manitoba

Date of Administration: February 2, 2021

Status: Administration lifted on November 1, 2021

CUPE Manitoba was placed under administration partly as the result of criminal charges being placed against the former CUPE Manitoba President and as an action deemed necessary with respect to the governance of the Division and functioning of the Executive Board.

A plan was prepared whereby a total of 21 staff were assigned to member committees, each tasked with specific objectives:

- Administrative Matters Committee
- Financial Audit and Policy Review Committee
- Conventions Decisions Review Committee
- Bylaw Review Committee
- Member Engagement and Division Committees Review
- Convention Planning Committee
- Specialized Support Committees

Members were appointed from across sectors and locals to achieve a committee composition representative and inclusive of CUPE's diverse membership in Manitoba.

Given the particular importance placed upon exploring barriers to member engagement, an Assistant Director provided additional support focused on this aspect of the administration.

The comprehensive review and work that was undertaken to address issues identified when the Division was put under administration allowed the Administrator to make the recommendation to lift the administration following the Convention and election of a new executive board, and a transition period during which sufficient guidance would be provided to ensure that CUPE Manitoba was yet again able to meet its objectives.

Northwestern Ontario CUPE Council

Date of Administration: November 23, 2022

Status: Ongoing

The Northwestern Ontario CUPE Council (NWOCC) services Kenora to Geraldton and reaches all members in the Kenora and Thunder Bay Area Offices. The large geographic area covered by the council can be challenging for officers.

Prior to 2019, the NWOCC held regular union education, and held regular elections, by-elections, and had well-attended schools. Since 2019, due to a variety of reasons, the only executive member remaining was the Secretary-Treasurer. As there were no membership meetings or minutes, the Secretary-Treasurer was no longer able to access the council's bank account or able to change or access any banking information.

Placing the council under administration was necessary to gain access to and secure the bank account. The administrator reported that a school was held in Fort Frances during spring 2023, yet a lack of quorum prevented elections from taking place. Work is being done to identify candidates interested in executive positions before a virtual general membership meeting scheduled for September 2023.

CUPE 70 – Alberta – Lethbridge Civic Employees

Date of Administration: October 20, 2022

Status: Ongoing

CUPE 70 represents close to 1000 members in four bargaining units. These members work at the City of Lethbridge (certified in 1992), the Lethbridge Public Library (certified in 1993), the Town of Raymond (certified in 1991), and the Town of Fort MacLeod (certified in 2011). All four collective agreements expire in 2023. The local owns property through a building society.

Several members of the CUPE 70 executive had served for many years, and the local operated very independently. Unfortunately, this combination had created a growing number of concerns about the activities and operations of the local, including failures to represent members, governance concerns, serious financial irregularities, and non-compliance with provincial legislation.

The local's funds were secured, and the National Representative worked with the Legal Branch to ensure reporting requirements for the building society were addressed to prevent the non-profit status from being revoked. The administrator compiled and submitted the required information to ensure the local was compliant with provincial legislation.

The administrator reported that 37 stewards were trained and that ongoing learning and support was being provided for those in new roles. An administration committee was appointed with the goal of rebuilding the local and finding volunteers for various committees. Bylaws were drafted to reflect the needs of all three bargaining units. The administrator is focusing on providing communication to the members about the work being completed and will work on completing a financial review, which will include the creation and adoption of a budget, along with formal elections, in hopes that the local can retain its autonomy by late fall 2023.

A bargaining committee was elected for the City of Lethbridge unit and work is being done to prepare to table proposals to address precarious work. Bargaining dates have been scheduled.

CUPE 715 – Alberta – Drumheller Hospital Employees

Date of Administration: January 11, 2023

Status: Ongoing

CUPE 715 represents approximately 60 workers providing care, food, and maintenance services at the Drumheller and District Seniors Foundation in Alberta. The local was certified in 1992. Their most recent collective agreement, effective January 1, 2021, expired on December 31, 2022. Notice to bargain was served in October 2022.

The local was put under administration because the officer positions were vacant and could not be filled as members were reluctant to serve by fear of reprisals by the employer.

The administrator secured the funds, and Trustees' reports for 2021 and 2022 were completed and accepted by the National Secretary-Treasurer's Office. Outstanding grievances are being resolved, and the administrator is working diligently towards rebuilding member engagement.

Bargaining proposals have been prepared and ratified by the membership as the local readied itself for bargaining that began in late spring 2023.

The administrator is actively encouraging members to get engaged and take on executive roles within their union.

CUPE 967 – Ontario – Canadian Standards Association Testing Labs Employees

Date of Administration: July 8, 2021

Status: Administration lifted: March 25, 2022

Local 967 represents a bargaining unit comprised of 180 members who work as laboratory professionals and support staff employed by the Canadian Standards Association (CSA). Another bargaining unit at the CSA is represented by Local 4559 and is comprised of 75 safety and compliance engineers.

During bargaining with Local 4559, the employer demanded that the local accept two-tiered retiree benefits, which the local refused. However, the President of Local 967 was in discussion with the employer and was prepared to accept this concession by way of a letter of understanding outside of the bargaining process, without any input from the membership and without their approval.

Administration was needed to uphold CUPE's bargaining policy, to protect Local 967's members' rights, and to defend CUPE's basic democratic principles.

The books and finances of the local were reviewed and no misappropriation of funds was discovered, but some accounting practices were inappropriate and required improvement. A bylaw committee was struck to review the existing bylaws and propose amendments. The amended bylaws were approved by the National President.

At the January 10, 2022 General Membership Meeting, elections were held for the Bargaining and Elections Committees. The Bargaining Committee worked with the assigned National Representative to complete training. Training and direction were provided to the Elections Committee to allow them to conduct elections. Four table officers and three Trustees were elected on February 7, 2022.

The administrator worked to update the membership lists with applications and initiation fees, and the vast majority of the members were reported to be in good standing.

CUPE 1280 – Ontario – Toronto Catholic District School Board Employees

Date of Administration: February 24, 2021

Status: Administration lifted on December 20, 2021

Local 1280 represents two bargaining units. The largest one is comprised of over 750 trades, maintenance, and custodial employees at the Toronto Catholic District School Board. The other bargaining unit is comprised of 30 child care workers for a non-profit child care centre.

Despite repeated interventions by National staff, the local had failed to hold elections, executive meetings, membership meetings or otherwise comply with the local's bylaws. There were a number of vacant executive positions and no steps were taken to fill the positions. There were no plans for meetings, nor any means to update the members or report on the finances and administration of the local despite the guidance provided by the assigned National Representative.

The staff reported that there was also a great deal of membership dissatisfaction as well as member representation issues. Despite having a large dues base and roughly \$1.5 million dollars in savings, the local wasn't booking off its officers to perform the duties of their office and represent the membership. This caused a dynamic where the local officers did very little work and relied on their National Representative to represent the members. Even requests for decisions to be made on grievance settlements were often met with resistance and delays.

Further, there were issues between the executive and a group of members they believed were opposing them. In one instance, after conflict had arisen at a meeting, the President challenged one of the members to a fight. The lack of civility had also been directed at various CUPE National Staff.

Administration was needed to rebuild membership solidarity, democratic participation, and improve representation.

The local's finances were audited by an independent firm and no improprieties were found. The auditors made recommendations for sounder and more transparent financial and bookkeeping practices, which were implemented.

Updated bylaws were ratified by the membership in June 2021.

An executive board was elected, as well as Trustees. Executive board members received appropriate training. Stewards and health and safety representatives were elected and educational opportunities were provided.

The administrator reported that labour relations with the employer remained somewhat difficult, but the local was maintaining pressure, pursuing grievances where necessary, and handling grievances appropriately.

Membership meetings were scheduled as per the bylaws or even more frequently. A draft annual budget was prepared, presented, and approved by the membership, which included a significant investment for training.

CUPE 1328 – Ontario – Toronto Catholic District School Board Employees

Date of Administration: February 4, 2022

Status: Ongoing

CUPE 1328 represents support staff at the Toronto Catholic District School Board (TDCSB) and is comprised of five bargaining units. There had been some serious division within the local, related to a conflict between a group of members who support the President, and a small group led by the Recording Secretary who are actively opposed to the President. Several allegations of harassment and misconduct led to the filing of numerous complaints under Appendix F of the National Constitution. Administration was necessary because the executive had become completely dysfunctional.

The complaints under the trial procedure were put in abeyance following a request for a medical accommodation. When these cases were reactivated, the investigator determined that there was sufficient evidence to proceed.

The administrator engaged members to participate actively within their local. Members participated in union education, the OSBCU Convention, and the CUPE Ontario convention. Many committee vacancies were filled, and CUPE 1328 members are becoming more active in their roles with the support and guidance of the administrator and the National Representative.

The administrator reports that two units have reached tentative agreements, and work is underway for the remaining three units to bargain.

Proposed bylaw amendments have been drafted and were scheduled to be presented for adoption by the membership in June 2023. There is active recruitment under way for Trustees so that the 2022 financial audit can be completed. The membership was advised that the extension of trusteeship was approved by the OLRB on January 31, 2023.

CUPE 1961 – Alberta – Elk Island Catholic Separate Regional Division

Date of Administration: June 21, 2022

Status: Ongoing

CUPE 1961 represents workers providing custodial and building maintenance for the Elk Island Catholic Schools Division in Alberta. The local was certified in 1999.

The executive members had a wide range of blatant disregard for proper processes in this local. Administration was warranted because despite many interventions from CUPE staff, the local was not complying with provincial legislation and was putting at risk the capacity to collect dues.

The administrator communicated with the membership to explain union processes and legal requirements the local was to follow. Steps towards improving member engagement are being made, such as identifying possible executive leadership candidates. Recruitment of new activists at membership meetings continues to be a priority so that proper training can be provided. One member has expressed interest in being on the bylaw review committee and steps are being taken to build further interest. The administrator is focusing efforts on identifying potential candidates for leadership roles.

The local is now in compliance with provincial legislation and the employer is providing new hire contact information as work towards continued compliance for 2023 is underway. No concerns with the local's finances have been identified.

A first bargaining meeting was held in May 2023. Updates will be communicated to the membership as bargaining progresses.

Labour relations are currently well maintained.

CUPE 2122 – Québec – Ordre des Infirmières et Infirmiers Auxiliaires du Québec

Date of Administration: July 6, 2020

Status: Ongoing

CUPE 2122 represents approximately 15 employees of the Québec Nursing Assistants Corporation. Several positions on the local executive had been vacant for nearly a year.

After the Treasurer resigned, the local had no remaining officers or members with signing authority. Members had not shown any interest in running for any of the positions, partly due to the work environment and the state of labour relations with the employer.

The administrator was granted access to the bank accounts more than a year after being appointed. One of the issues that remained unresolved was that the amount of dues that should have been collected by the employer did not match the amount paid to the local. The administrator has now received the required information and reports that the audit is almost finalized. Banking information has been provided to the employer to begin direct remittance.

Bargaining started in December 2022, a tentative agreement was reached on May 23, 2023, and a ratification vote took place in June.

An extension was needed to fill vacant positions on the executive – currently only one member accepted to hold a position. The administrator plans to discuss this situation with the members at the ratification meeting, with a plan to hold elections in September 2023.

CUPE 2328 – Ontario – Employees of The Children’s Aid Society of Niagara Region

Date of Administration: March 2, 2023

Status: Ongoing

CUPE 2328 started negotiations with their employer, the Children’s Aid Society of Niagara Region on February 27, 2023. During the course of bargaining on February 28, the employer demanded that the local agree to accept two-tiered retiree benefits for employees, whereby current employees would maintain health benefits from age 55 until age 65, if they have a minimum of 20 years of service. New employees hired after the date of ratification would not have access to health benefits after they retire from the agency. The local was put under administration after it ignored calls to refuse the two-tiered proposal because it violated the national bargaining policy, and after threats of decertification.

At the ratification meeting, although the former President and bargaining committee members spoke in favour of the concessionary tentative agreement, the administrator and the National Representative were successful in having members turn it down. The administrator confirmed that the members were not being represented fairly and adequately by the former executive.

Finances are being reviewed, and there doesn’t seem to be major concerns, although previous recommendations from the Trustees for more transparency and accountability were not implemented. The local’s property (files, laptops, phones) was returned in very poor condition.

The administrator is working with the National Representative towards providing union education to members and rebuilding the local. Re-organizing will be a priority as there is talk of changing unions because of the inadequate representation experienced by members.

A bylaw committee consisting of two members from each unit will assist with a review of the Local Union bylaws. One of the two units was not properly included in the affairs of the local. The members’ immediate concerns were promptly addressed, but in the long term, restructuring the local through bylaw amendments is needed to prevent this in the future.

CUPE 3012 – Saskatchewan – Employees of Saskatchewan Council for International Co-Operation

Date of Administration: June 7, 2022

Status: Ongoing

CUPE 3012 was certified in July 1980 to represent employees at the Saskatchewan Council for International Cooperation (SCIC). In the intervening years, the local had also represented workers in four other non-profit organizations, but each of those organizations have since dissolved. In recent years the local has represented five employees at the SCIC.

All but one of these five members have recently resigned from their employment.

At a membership meeting held in November 2022, an executive board and one Trustee were successfully elected. Training was scheduled for the newly elected members. Once a new Secretary-Treasurer is elected, they will require financial officer training. The administrator is optimistic that a financial audit will be finalized by the end of June 2023.

Efforts to improve the work environment have been made, yet staff turnover remains high, with some of the new executive members actively looking for alternate employment. Negotiation dates were scheduled for spring 2023 to commence bargaining. The administrator further indicated that progress had been made towards resolving outstanding grievances.

CUPE 3179 – New Brunswick – Youth Evolution Centre

Date of Administration: July 27, 2017

Status: Administration lifted on July 27, 2023

The local was put under administration because the members had voted to decertify from CUPE. Members believed they had a collaborative working relationship with their employer and, therefore, no longer needed a union to represent them. There was a lot of employer interference.

The administrator reported that the local required constant direction from the National Representative to ensure that the employer followed the collective agreement. The leaders were showing a lack of strength required to adequately represent members, including during the most recent round of bargaining. A few conciliation sessions occurred in the spring of 2023, resulting in a tentative agreement being reached.

An action plan on next steps was developed with the intent to work with the Union Education Branch to schedule adequate training for the local to be successfully autonomous.

CUPE 3207 – Saskatchewan – Cheshire Homes of Regina Society Employees

Date of Administration: July 6, 2020

Status: Administration lifted on July 6, 2023

CUPE 3207 represents employees at Cheshire Homes of Regina, where internal conflict, lack of financial transparency, and inadequate representation were key issues. Finances are now in order. The current collective agreement expired on March 31, 2023. A bargaining survey was sent to the membership prior to bargaining proposals being prepared and ratified.

The newly elected members were expected to complete union education to ensure a successful return to autonomy. Elections were scheduled to fill the remaining vacant positions. Bylaws were reviewed and a notice of motion to have the amendments voted on was provided.

The administrator reported that the local was working well, fairly representing the membership, and ready to return to autonomy.

CUPE 3515 – New Brunswick – City of Dieppe Firefighters

Date of Administration: May 27, 2022

Status: Administration lifted on December 15, 2022

CUPE 3515 represented 40 firefighters employed by the City of Dieppe. In February of 2022, members voted to create an independent association and filed for certification. We received the application on March 15, 2022. We opposed the application, and the Board ordered a vote. Despite our efforts to convince the members to change their minds, they voted unanimously in favour of the independent association and the Board revoked CUPE's certification on May 24, 2022.

Administration was needed to secure the funds. The administrator reviewed the books and transferred the funds to be held in trust by CUPE and the local was dissolved.

CUPE 3651 – Ontario – Markham Stouffville Hospital

Date of Administration: April 5, 2023

Status: Ongoing

CUPE 3651 represents members employed at the Markham Stouffville Hospital. The local executive had been ignoring basic governance rules and requirements of the National Constitution. The National Representative, along with senior staff, advised the local executive on numerous occasions since at least 2017 of their obligations to have bylaws approved by the membership.

The officers of the local repeatedly delayed the process. Since at least September 2022, they had been aware of the National President's directive to have their bylaws confirmed by the membership and to hold an election as soon as possible thereafter. This directive was disregarded.

The National Representative advised that members had raised several concerns, including lack of communication, alleged secrecy around the scheduling and purpose of membership meetings, lack of required notice for union meetings, transparency, and financial disclosure. The assigned representative also advised that the local executive was dismissing members' concerns which had escalated to decertification threats from a group of members.

We were further advised that the local was not holding regular general membership or executive board meetings. CUPE staff was not invited to executive meetings, and no meeting minutes were provided to confirm whether or not they were being held. Concerns about financial transparency were also raised.

The 2017 Trustees' report, submitted in 2018, is the last report on record in the National Secretary-Treasurer's Office. Local Trustees reported concern and were having difficulty setting up dates to review the local's finances which apparently had not been reviewed for approximately two and a half years.

Given the local leadership's blatant disregard for addressing the concerns brought forward, administration was warranted.

CUPE 3782 – Alberta – Extendicare – Fort MacLeod

Date of Administration: July 25, 2022

Status: Ongoing

CUPE 3782 represents two bargaining units at the Foothills Alcohol Action Society and a long-term care home operated by Extendicare, both in Fort MacLeod, Alberta.

The previous leadership of the local had resisted taking the necessary steps to ensure compliance with provincial legislation. There were also reports that the local was ignoring or responding negatively to offers of assistance and advice from staff and elected leaders. In addition to the matter regarding legislative compliance, there were concerns raised about representation and governance. Despite employer violations of the collective agreement with Extendicare, the local wasn't advancing grievances within collective agreement timelines.

The administrator collected members' information and the local is now compliant. Finances were reviewed and are in order. Member engagement continues to be a struggle.

Once participation and engagement increase, the local will look to re-affiliate with CUPE Alberta, the Southern Alberta District Council (SADC), and the Alberta Healthcare Employees Committee (AHEC), as no affiliation fees had been paid since 2015.

Bylaws were reviewed and amendments are needed to ensure conformity with the National Constitution, as well as to reflect the needs of both units. The administrator recommends that mandatory training for officers be part of the new bylaws.

The administrator reported that the Foothills group completed bargaining and ratified their agreement, while Extendicare first met with the employer in March 2023 to bargain as part of the provincial bargaining group.

Merging all six Extendicare locals in the province as one local is being explored. This may lead to a partial transfer of jurisdiction to CUPE 408 in the fall of 2023.

CUPE 3990 – Saskatchewan – Employees of University of Regina Women’s Centre

Date of Administration: October 3, 2022

Status: Ongoing

CUPE 3990 represents five workers (four full-time and one part-time) employed by the Al Ritchie Community Association in Regina, Saskatchewan, and one worker at the University of Regina Women’s Centre. Both bargaining units were certified in 1997.

Following a tumultuous period which led to the dismissal of the former Executive Director, a member of the Community Association bargaining unit filed a decertification application at the Saskatchewan Labour Board on September 28, 2022. The award was received in January 2023, decertifying the local for this unit effective October 26, 2022. The funds were secured, and the administrator is working towards completing the financial audit for this unit.

Bargaining concluded for the University of Regina Women’s Centre unit, where significant monetary gains were made, as well as the addition of domestic violence language, paid leave superior to the *Saskatchewan Employment Act*, and inclusion of the National Day for Truth and Reconciliation as a statutory holiday. After the collective agreement is ratified, a transfer of jurisdiction will be proposed to the membership.

CUPE 1486 (employees of the University of Regina Students’ Union) has agreed to take on the unit.

CUPE 4059 – Ontario – Air Georgian / Pivot Airlines

Date of Administration: August 12, 2020

Status: Ongoing

On January 31, 2020, Air Georgian filed for protection from the *Bankruptcy and Insolvency Act*. The local was placed under administration after all its members were laid off due to bankruptcy and COVID-19. In March 2020, Air Georgian received court approval for an asset purchase agreement with Pivot Airlines for substantially all the assets, properties, and undertakings of the company. In October 2020, a MOA was signed with Pivot Airlines to secure CUPE as the bargaining agent for all in-flight workers and to acknowledge the successorship of Pivot Airlines and the application of the collective agreement.

In late April 2022, while doing the return leg of a charter flight to the Dominican Republic, contraband was found onboard a Pivot aircraft. This was reported by the crew to local authorities and the RCMP. The crew and all passengers were detained pending an investigation. They were released from custody but not able to leave the country.

The administrator worked closely with the employer and a working group was set up with the other unions involved (ALPA, Unifor). We were able to ensure that the employer would take care of our members, paying them their wages and expenses, also retaining legal representation and paying for security and lodging.

The crew was finally repatriated to Canada on December 1, 2022. CUPE continued to provide support to ensure a smooth transition back to normal life.

The airline continues to have regulatory issues and is not operational. Pivot Airlines will remain grounded until approval is received from Transport Canada on aircraft reconfiguration. Once operations resume, rebuilding capacity and involvement within the local can be made.

CUPE 4256 – Québec – Regroupement des infirmiers et infirmières retraités

Date of Administration: January 3, 2022

Status: Ongoing

This local was certified in 1999 to represent employees of a retiree's association in the health sector in Québec. The Regroupement interprofessionnel des intervenants retraités des services de santé now employs only one part-time worker and therefore this local consists of only one member. Administration was necessary to secure the local's assets. The administrator keeps the sole member, who wishes to remain with CUPE, apprised of the employer's activities. There have been no new hires since the administration began, but the employer is considering hiring a new information agent.

The administrator explored options to ensure viable representation for this bargaining unit but has yet to find an appropriate transfer of jurisdiction.

CUPE 4287 – Québec – Employé(e)s salarié(e)s de Sphère Québec

Date of Administration: January 3, 2022

Status: Administration lifted on September 23, 2022

CUPE 4287 represented 10-15 Sphere Québec employees. The employer is a community group whose mission is to facilitate access to employment for people with disabilities.

Labour relations with this employer were already very strained, but with the pandemic, the employer's hostility towards the union leaders was exacerbated particularly when arrangements had to be negotiated about working remotely, work-family balance, and the occupational health and safety of our members. In this context, the local President became a target of intimidation for the employer and had to go on leave. The employer refused the employee's access to the EAP. This generated fear amongst the members who were active in the local and they all resigned.

Following a few membership meetings and training to interested members, a new executive was elected, books were reviewed, and administration was lifted.

CUPE 4341 – Saskatchewan – Employees of The Town of Gravelbourg

Date of Administration: February 9, 2023

Status: Ongoing

CUPE 4341 represented approximately eight workers employed by the Town of Gravelbourg in Saskatchewan. The local was originally certified in 1972 as CUPE 1481.

The National Representative met regularly with the local and had been working with them to prepare bargaining proposals. There had been no indication that the members were dissatisfied with their union. However, there had been a significant turnover in the membership. It came as a surprise when we received notice on January 30, 2023 that a member had submitted an application for decertification to the Saskatchewan Labour Relations Board.

The National Representative reached out immediately to the local President who was aware of the application but had not mentioned it. The President indicated that the members believed they would receive a higher wage increase at bargaining without the union, and they would have higher take-home pay without union dues.

Following that conversation, a meeting was held with members of the local on February 6, 2023. At that meeting, it was clear that the members were not swayed by our arguments and were intent on pursuing decertification.

After placing the local under administration, the members voted to decertify. The administrator secured the funds, which were sent to the National Secretary-Treasurer's Office in trust, as per the National Constitution, further to the dissolution of the local. Once the audit is completed, the local will be dissolved.

CUPE 4348 – Manitoba – Rural Municipality of Fisher

Date of Administration: February 15, 2022

Status: Administration lifted on December 15, 2022

CUPE 4348 represented nine workers (five full-time and four part-time) employed at the Rural Municipality of Fisher in Manitoba. They were certified in 2000.

An application to decertify was made by members on December 15, 2021, to the Manitoba Labour Board, and was received by CUPE the following day. Despite CUPE staff's best efforts, the members voted to decertify in February 2022.

Administration was required to be able to access and secure the bank accounts. The funds were secured and transferred to CUPE in trust, and the local was dissolved.

CUPE 4450 – Québec – Employées et employés de la Municipalité de l'Ascension

Date of Administration: January 19, 2023

Status: Ongoing

CUPE 4450 represents approximately ten members employed by the Municipality of l'Ascension in Québec. The local President was terminated, and the dismissal was grieved, but he found another job and resigned. The other executive positions were already vacant due to a lack of member engagement. The assigned National Representative met with the membership to attempt to generate interest in filling the positions. No one was interested in taking on officers' responsibilities; therefore administration was necessary to manage the local's assets and ensure duty of fair representation.

The administrator secured the funds and closed the existing account and reopened another at a different branch as he was unable to locate the cheques. No financial irregularities were identified and per capita arrears were paid.

There are two outstanding grievances that are being dealt with. One of them is on hold pending the result of a human rights complaint. Monthly labour management meetings are being scheduled.

CUPE 4614 – New Brunswick – Turnbull Nursing Home Inc.

Date of Administration: March 11, 2021

Status: Administration lifted on December 17, 2021

Local 4614 represents close to 60 employees of the Turnbull Nursing Home Inc. who provide nursing, dietary, laundry, and housekeeping services to the residents. The local is part of the New Brunswick Council of Nursing Home Unions.

Executive members had all resigned from their positions because the employer had been targeting union representatives by disciplining or bullying them. Throughout the years, this had caused many members to avoid reaching out to the union or filing grievances because of the fear of reprisal.

Monthly membership meetings were held and all executive, Trustee, and Steward positions were filled. The newly elected Recording Secretary, Trustees, and Stewards were provided with a detailed orientation package and urged to take training. The President, Vice-President and Secretary-Treasurer completed training and the administrator reported that they were moving into their roles very well.

Finances were audited with the Secretary-Treasurer and as soon as the newly elected Trustees completed their training the information was turned over to them to complete the next Trustees' reports.

A proposed budget was prepared and reviewed with the entire executive board prior to being presented to the membership. Although the Trustees' reports had been behind, the local's financial affairs are in order. Bylaws were reviewed and amendments were submitted to the National President for approval.

CUPE 4728 – British Columbia – Grand Forks Civic Employees

Date of Administration: February 15, 2022

Status: Administration was lifted on January 17, 2023

CUPE 4728 represents 34 workers (28 full-time and six part-time) providing municipal services in the City of Grand Forks, British Columbia. They were certified in 2005.

The local's President sent an email to the National President in February 2022, expressing vehement disagreement with a statement from the Officers regarding the protest in downtown Ottawa. The President also advised that, because of this statement, a motion to decertify would be brought to the next membership meeting. Administration was required to preserve the collective agreement and the bargaining rights for these members.

The former Secretary-Treasurer cooperated in handing over all relevant information. The local's finances were reviewed and the 2021 audit report was completed. The local bylaws were updated, and attendance at membership meetings increased.

Elections for all positions took place in November 2022, and a training program for executive members was developed with the National Representative.

CUPE 4775 – British Columbia – Creston Community Social Service Workers

Date of Administration: September 1, 2022

Status: Ongoing

CUPE 4775 was chartered in 2006 to represent social service workers in the community of Creston. Up until August 31, 2022, the local represented approximately 80 workers in three bargaining units: Creston and District Society for Community Living (CDSCL), Cresteramics Society for the Handicapped (CSH), and the Creston Society for Community Living (CSCL).

Earlier in 2023, three social services agencies merged to form a new entity called Nexus. The Labour Relations Board issued a declaration of successorship for Nexus and ordered the amalgamation of the outstanding bargaining units, with a representation vote to be held between the two larger bargaining units: one represented by the Hospital Employees' Union (HEU), and one represented by CUPE 4775. HEU was the successful union, which left CUPE 4775 with approximately 15 members in the remaining bargaining unit and no executive members.

Administration was required to secure the local's assets as well as to work with the remaining members to transfer jurisdiction to another local. Financial audits were completed and accepted by the National Secretary-Treasurer.

The administrator initiated the process of transferring the local's remaining jurisdiction with CUPE 3999, which is anticipated to be completed by July 2023. A motion to reduce the number of members required for quorum will be submitted to the National President's Office so that the vote on the transfer of jurisdiction can occur.

CUPE 4848 – New Brunswick – Employees of New Brunswick Ambulance Services

Date of Administration: May 31, 2021

Status: Administration lifted on September 24, 2021

This local represented over 950 paramedics employed with Ambulance NB who were reclassified by government in a bargaining unit represented by the New Brunswick Union of Public and Private Employees (NBU).

In New Brunswick, the legislation divides the public service workers into five categories that include several occupational groups. The New Brunswick Council of Hospital Unions (NBCHU, better known as Local 1252) is certified to represent the Patient Services group within the Operational category. This group included the paramedics working for Ambulance NB, as well as the dispatchers who were represented by Local 4848 which is included in the NBCHU (Local 1252).

The Higgs government reclassified the paramedics as part of the Medical Science Professionals group included in the Technical category. The transfer of bargaining unit was challenged, but the Labour Board concluded that the scope of practice had increased significantly to become that of a skilled professional, and our application was dismissed.

The executive of Local 4848 was comprised of paramedics who are no longer employed in the bargaining unit, therefore the local had to be put under administration in order to restructure it to represent the remaining members, i.e., dispatchers.

The restructuring resulted in a new local being created and the jurisdiction transferred. An audit of the finances was conducted, and everything was in order.

CUPE 5254 – Québec – Municipality of Lac-Des-Seize-Îles

Date of Administration: April 23, 2020

Status: Administration lifted on March 30, 2023

CUPE 5254 was certified in 2015 and until close to the time it was placed under administration, it represented three employees working at the Municipality of Lac-Des-Seize-Îles. The President resigned from her position in February 2020, and neither of the two other employees were interested in taking over.

On November 16, 2022, the Municipality of Lac-des-Seize-Îles filed a motion with the labour tribunal to challenge the local's representative status. Since the local did not have the required majority of membership cards, the tribunal revoked CUPE 5254's certification on December 12, 2020.

The administrator subsequently proceeded to complete the steps necessary to dissolve the local and transferred the remaining funds to CUPE National to be held in trust.

CUPE 5354 – Québec – Municipalité de Sainte-Clotilde de Châteauguay

Date of Administration: September 1, 2021

Status: Ongoing

CUPE 5354 was certified on October 3, 2017, to represent seven employees at the Municipality of Ste-Clotilde. A first collective agreement was signed on July 5, 2018, to be effective until December 31, 2022.

From inception, members did not participate, and some were openly opposing the union. There was little to no engagement and the few remaining members filed for decertification. The TAT revoked the certification in September 2022, but because there were still outstanding grievances to be dealt with according to the union's duty of fair representation, the local cannot yet be dissolved.

Arbitration dates were scheduled for June 2023 and settlement negotiations are underway in some cases.

CUPE 5412 – New Brunswick – Garda Canada Security – Horizon Health Hospitals

Date of Administration: July 13, 2022

Status: Ongoing

CUPE 5412 was chartered in June 2021 to represent employees of Garda World working in security services in facilities at Horizon Health Hospitals. Garda World, as the employer, had lost its contract with both Horizon Health Network and Réseau de Santé Vitalité. A request for proposals was issued for security services for the two health networks in 2021 and extended multiple times due to COVID. However, Garda World's contract ended on June 30, 2022, and was not renewed. There were no more active employees in the bargaining unit represented by this local, no elected representatives within the local, and no valid signing authority on the bank account.

Administration was warranted to secure the funds and either dissolve the local and put the funds in trust as per the National Constitution or have the local file for certification if we were able to organize the employees with the new service provider.

The administrator secured the funds, reconciled the books, and paid outstanding per capita.

As successor rights did not apply in this case, we were working to organize the employees under the new contract holder Paladin Security, when we became aware of Paladin interfering in the organizing process. This anti-union employer held a meeting and sent out a memo, speaking against unionizing, prior to our organizing meetings with members, which impacted attendance at these meetings.

CUPE filed a Labour Board complaint based on the employer's conduct and a hearing was held in March 2023. As of the date of this report there has been no decision from the Labour Board with respect to our complaint.

CUPE 5398 – Saskatchewan – South West Crisis Services

Date of Administration: April 28, 2023

Status: Ongoing

CUPE 5398 represents approximately 17 workers employed by South West Crisis Services in Saskatchewan. They were certified in 2018.

The collective agreement expired on March 31, 2023, and the National Representative met with members to prepare bargaining proposals, and training was planned for the negotiations committee.

Members of the local had recently been disengaged and efforts were made to increase membership engagement and interest. Unfortunately, those efforts were unsuccessful. There was a significant turnover in staff and most of the members who were interested in union certification moved on to other employment. The two members who assisted with the organizing drive in 2018 were promoted to management positions. We received an application to the Saskatchewan Labour Relations Board for decertification on April 24, 2023.

After receiving the application, staff reached out to the local President by text, phone, and email but no response was received. An email was sent to all executive members, with no response there either. The National Representative and Organizer made every effort to meet with the members to discuss the benefits of union membership and the risks they faced if they choose to leave.

The Labour Relations Board ordered that a vote take place at the end of May 2023, and members voted to decertify. After funds are transferred to CUPE in trust, the local will be dissolved.

CUPE 5449 – New Brunswick – Garda Canada Security (Vitalité Health Network New Brunswick)

Date of Administration: July 19, 2022

Status: Administration lifted on March 30, 2023

CUPE 5449 was chartered in September 2020 to represent employees of Garda World working in security services in facilities at Vitalité Health Network. Garda World as the employer had lost its contract with both Horizon Health Network and Réseau de Santé Vitalité. A request for proposals was issued for security services for the two health networks in 2021 and extended multiple times due to COVID. However, Garda World's contract ended on June 30, 2022 and was not renewed. There were no active employees in the bargaining unit represented by this local, no elected representatives, no assets, or valid signing authority. The local was dissolved.

CUPE

