

## **NATIONAL PRESIDENT'S REPORT**

**June 2012 – September 2012**

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Dear Sisters and Brothers:

The third quarter of 2012, our summer season, has been anything but quiet and restful in terms of the issues facing CUPE members.

In Ontario the minority Liberal government introduced legislation which destroys the collective bargaining rights for all unions in the public school sector, including some 55,000 CUPE support workers (more on this within this report). While Canada is officially in the post-recession period, austerity is the order of the day in many jurisdictions. Payment for the deficits incurred by the much-needed 2009/2010 stimulus programs is now being laid at the feet of public employees while corporations, many of whom received tax cuts, are sitting on over \$525 billion in cash, not investing in expansion or new jobs.

A number of CUPE locals were on the picket line facing unprecedented demands for concessions from their employers. Countless others were at the bargaining table in a very difficult austerity/restraint environment.

Canada's provincial and territorial Premiers met for their annual summer gathering in Halifax. It is clear that all regions have growing concerns with the austerity stance being taken by the Harper government. I attended this meeting along with the CLC and federation of labour leaders and we spent two days lobbying leaders on key issues including health care, the environment, other fiscal transfers and of course our "Retirement Security for All", campaign.

The people of Quebec were called to the polls and fed up with the scandal plagued Liberal Party of Jean Charest, a new Parti Quebecois minority government was elected. Our Quebec members will have to remain vigilant as Quebec's newest political party, the Coalition Avenir Quebec (CAQ) campaigned on an austerity agenda including plans to lay off thousands of Quebec Hydro workers.



In late August I attended and spoke at the Canadian Auto Workers' union convention in Toronto. This was an historic convention as the CAW voted unanimously to continue with the process of merging with the Communications, Energy and Paperworkers Union (CEP). CEP will meet in convention in October to deal with a similar motion to continue towards their merger into a new union, Canada's largest private sector union of over 300,000 members, in 2013. This is an important initiative designed to better equip the organization of unorganized private sector workers and to put a stop to the declining private sector union density in Canada.

I was pleased and privileged to march with CUPE members and hundreds of others in the annual Ottawa Labour Day parade and picnic. I thanked all of the CUPE people that I met at the Ottawa march and as we pass the mid-point of 2012, I offer my sincere thanks to all CUPE activists and staff for your ongoing efforts day in and day out to stand up for our members and the critical public services we provide each and every day right throughout Canada.

## **1. Collective Bargaining/Strikes**

As mentioned earlier in this report, austerity is the order of the day in much of the public sector in Canada. Our union has seen the bargaining renewal agreements slow down. We currently have over one-half of our 3,900 collective agreements open, or set to open prior to the end of this year. It is taking longer to achieve renewal agreements and wage settlements throughout most of the public sector are trailing those being achieved in the private sector.

As the following table shows, almost 1000 members in three different locals in Ontario were on the picket line during this reporting period:

<b>PROVINCE</b>	<b>LOCAL</b>	<b>EMPLOYER</b>	<b># OF MEMBERS</b>	<b>STRIKE BEGAN</b>	<b>DURATION</b>
Ontario	966	Peel Region Ontario Works	359	May 3	68 days
Ontario	4989	Renfrew County Ontario Works	22	May 10	91 days
Ontario	3393	St. Christopher House	200	May 29	8 days
Ontario	966	Peel Region Public Works	282	June 4	52 days
Ontario	966	Peel Region Transhelp	80	June 10	30 days

Members of Local 966, in three different bargaining units at the Regional Municipality of Peel, were forced to take strike action to protect existing collective agreements and to achieve wage gains made in comparative municipalities. Those comparative municipalities incidentally are comprised of the same municipalities that form the Region of Peel.

As was the case in recent Toronto bargaining, the Region of Peel told the Ontario Works unit that should they not accept the sub-standard final offer on the table the employer would unilaterally change the terms and conditions of employment for CUPE members. This of course forced necessary strike action in all three units.

Members were able to move the employer back on concessions through their job action, however they were unable to gain the sought after comparative wage increases.

After three months on the picket lines, members of Local 4989, Renfrew County Ontario Works, signed a memorandum that contained some reduced benefits. The 22 members of this Local Union have faced down a very difficult employer who initially refused to move off of their opening position on all substantive matters. This strike was in our view more about retribution for joining CUPE than it was about economics. The employer came after provisions that are enjoyed by their non-union workers. Equally disconcerting is the fact that the Employer prolonged this strike by two weeks as a result of their failure to hold their own ratification vote in a timely manner.

Almost 200 members of Local 3393 St. Christopher House in Toronto were forced onto the streets when the employer provoked a strike by offering a five-year collective agreement with no wage increases and again significant benefit concessions. Our members were able to remove the concessions after eight days of strike action.

Our National Executive Board (NEB) discussed bargaining and the challenges we face at our September NEB meeting. We have reaffirmed our unanimous commitment to the collective bargaining policy appended to this report.

Now more than ever, it is of critical importance that all negotiating committees work closely with their assigned National Representative, and that all CUPE locals back one another up and work closely within our provincial division structures.

## **2. Federal Scene/Canadian Labour Congress (CLC)**

### **Labour College of Canada**

I was very privileged to again have the opportunity to attend the graduation ceremony for the students attending the Labour College of Canada. This year our union had six graduates:

Sister Crystal Broad-	Local 454, Delta, BC
Sister Delores Willoughby	HEU, Summerland
Brother Scott Cush -	Local 37, Calgary, AB
Brother Pedro Granados	Local 1196, Toronto, ON
Sister Jenn Mizerovsky	Local 1842, Kingston, ON
Sister Jennifer Dimoff	Local 3912, Paradise, NS

## **CLC Union Advantage Research**

The CLC used Labour Day to release research (available at [www.canadianlabour.ca](http://www.canadianlabour.ca)) which outlines the Union wage advantage in Canada.

The average national union advantage for unionized jobs versus non-union is \$5.11/hr. The study is well worth reading and I urge you all to have a look at it. I was in Ottawa for the annual Labour Day march and picnic. CUPE used Labour Day to again call upon the federal government to convene a national summit on Canada's looming retirement income insecurity crisis. Even noted business group, the C.D. Howe Institute has panned the federal government's Pooled Registered Pension Plan (PRPP) initiative.

## **Council of the Federation Annual Meeting – Halifax, July 2012**

Canada's premiers and territorial leaders met for their annual meeting in Halifax in late July. I attended these meetings along with the CLC President, and a number of the country's federation of labour presidents.

The issues CUPE raised with the Premiers on the eve of their meeting included, Medicare funding; Employment Insurance; the Comprehensive Economic Trade Agreement (CETA); Retirement Security; Infrastructure Funding and National green and public energy issues.

It was clear from the direct lobbying we were able to engage in that the Premiers are frustrated with the Harper government's handling of the health care funding file, the freezing of the equalization funding and what the increase in eligibility for Old Age Security (OAS) from 65 to 67 years means for the provinces.

## **Energy**

In early September we wrote Canada's Energy Ministers on the eve of their annual gathering. Our decision to do this arose out of the work of our National Environment committee and a recent meeting of our energy sector locals.

The main thrust of our letter to the provincial ministers included:

1. Adoption of the principle that access to energy is a human right.

2. Recognize electrical energy production, transmission and distribution specifically.
3. Establish a core principle of public ownership of electrical infrastructure and production.
4. Eliminate disincentives and bans on public utility investment and development of green and renewable energy infrastructure.
5. Establish clear processes to work with First Nations and local communities on energy development.
6. Work with labour on a workforce development strategy to train new energy workers to deal with the demographic challenges of an aging workforce and a changing workplace.

### **International Union of Operating Engineers (IUOE)**

Our provincial highway worker's local in Nova Scotia, CUPE Local 1867 have been fending off a raid by the IUOE in Nova Scotia. We commenced a campaign to connect with our members to speak about the destruction that raiding represents in our movement, and to ensure we encourage our members to reject the overtures from the IUOE. We have also filed a complaint with the CLC and their assigned mediator has found the IUOE in contravention of the CLC constitution. The Congress has instructed the IUOE to cease their raid immediately, and the IUOE have accepted this ruling and agreed to abide by it.

### **3. Regional/Service Division Updates**

#### ***British Columbia***

On the eve of Labour Day celebration, the New Westminister Record outlined growth in the BC labour movement including 15,000 new CUPE members over the past seven years. The article outlined CUPE BC's successful Ten-Percent Shift campaign which focuses on supporting local communities.

Bargaining in the BC public sector remains marred in the Liberal government's net zero mandate. As I write this report, our locals at the University of Victoria are in a legal strike position and are engaged in various strike averting activities. CUPE BC staged a successful mid-September rally in support of our members in the Social Services sector. CUPE BC has also been active in opposition to the Northern Gateway Pipeline Project.

## ***Alberta***

Members of CUPE Local 1645 employed at the Glenbow Museum have felt the budget cuts imposed by their Board of Directors as 16 front-line staff lost their jobs and many others had their hours of work reduced.

The Alberta Federation of Labour celebrated its 100<sup>th</sup> anniversary in June with a series of event culminating in a wonderful outdoor celebration attended by more than 3000 trade unionists. I was very privileged to speak at the Alberta Labour History Conference held as part of the AFL celebrations.

## ***Saskatchewan***

CUPE Saskatchewan submitted a very detailed brief in response to the Wall government's consultation on revamping all Saskatchewan labour legislation. There is much speculation that the government may well move on some form of right-to-work legislation.

Our union has also been very vocal in opposition to a planned P3 construction of the Saskatchewan Hospital in North Battleford and the new Plains Surgery and Outpatient Care Centre in Regina.

The nearly 500 members employed at the Valley View Centre continue with their campaign in opposition to the closure of their facility over the next four years.

## ***Manitoba***

CUPE Manitoba has been working closely with the MB Assembly of Chiefs in calling for an independent Inquiry into the issue of missing and murdered aboriginal women. CUPE MB was the only labour group asked to speak at a recent rally held by the Assembly of Chiefs.

The Winnipeg Sun has been in full campaign mode attacking CUPE Local 500 for its strong advocacy against the privatization of City of Winnipeg golf courses as well as its opposition to the contract the City entered into with multi-national water corporation, Veolia.

CUPE MB health care workers in rural Manitoba are gearing up for run-off votes brought about by health care restructuring. The Minister of Health has proclaimed October 15 to 19, 2012 as Health Care Support Workers' Week.

## **Ontario**

The number one issue for our union in Ontario is without question the McGuinty government's legislative attack on school board workers, including the 55,000 support workers that CUPE represents. Bill 115 imposes a two-year wage freeze, stops movement on salary grids and changes collective agreement sick leave provisions.

No union had called for any job action, negotiations in some cases had just begun with School Boards, but the government determined that if unions did not follow the Catholic Teacher's settlement pattern which contained no wage hike and concessions on sick leave and salary increment movement, then legislation would impose these terms. As I write this report, CUPE Ontario is working closely with all education locals and our members in developing our response to this outright attack on our bargaining rights.

CUPE locals along with CUPE Ontario have been very visible in a number of key festivals in Toronto (and other communities) in Gay Pride parades, the Caribbean parade and many other cultural events.

I was in Toronto on August 22<sup>nd</sup>, the anniversary of Jack Layton's passing, and I ran into many CUPE activists and staff at the "Dear Jack" ceremony held in Nathan Phillips Square.

## **Quebec**

Our union has been forced into a run-off vote with the CSN arising out of the government's decision to merge five large hospitals in Quebec City. Like recent votes in BC and upcoming votes in Manitoba, the voting is by mail-in ballot, which poses certain campaign challenges for us.

The Quebec Superior Court has ruled that parts of the federal Expenditure Restraint Act (2009) passed as part of an omnibus budget bill amounted to a restriction and therefore a violation of freedom of association rights guaranteed by the Canadian Charter of Rights and Freedoms. The ruling will assist CUPE Local 675 members employed by Radio-Canada (CBC).

CUPE Quebec is continuing with its campaign to protect pension within the public sector in Quebec, as well as fully supporting the Quebec Federation of Labour's call for an expansion of the Quebec Pension Plan (QPP) to ensure that all workers in Quebec have sufficient pension coverage to retire in dignity.

## **Nova Scotia**

The NDP government led by Darrell Dexter has introduced legislation to enshrine the principles of the Canada Health Act, including ending queue jumping, limiting extra-billing, moving physicians off of fee-for-service, ending co-mingling among other changes.



CUPE Nova Scotia activists and staff joined other progressive groups to demonstrate in favour of public services at a rally staged in Halifax coincident with the annual Premier's conference.

CUPE Nova Scotia has held its second strategic planning session involving all Division Executive members, staff and committee chairs.

### ***Newfoundland and Labrador***

CUPE Newfoundland & Labrador successfully pushed back against the worst of proposed cuts to school secretarial services throughout the province. School support workers are represented by CUPE.

Provincial bargaining which for our union involves over one-half of the provincial membership employed in health care, school boards, housing, libraries and Government House, is ongoing, and our locals are pooling resources to fund a cost-share campaign to profile both our members and the important services we provide day in and day out to the citizens of Newfoundland & Labrador.

In mid-October I am looking forward to attending the Newfoundland & Labrador NDP convention as one of their keynote speakers.

### ***New Brunswick***

CUPE New Brunswick and our Local 963 continue to voice opposition to plans by NB Liquor to expand to 15 new agency stores (non-union). This will have an effect on work within the public system.

Saint John City Council has proceeded with an administration recommendation to bring the contracted out portion of waste collection in-house. The decision will mean more work for members of CUPE Local 18. City Council continues to struggle with the large underfunding situation with the Saint John pension plan.

CUPE New Brunswick is in the midst of a province wide series of town hall meetings on the cutbacks to Canada's EI system and the elimination of the EI Board of Referees in 2013.

### ***Prince Edward Island***

CUPE PEI is preparing for provincial consultations on pensions and on the possibility of moving to some form of a Harmonized Sales Tax.

PEI activists continue to lobby federal MPs on the negative effects of the federal changes to the EI system, changes that could hurt all CUPE Educational Assistants and other Education sector workers.

PEI Health sector is undergoing a government pension review. This is a multi- union review with government. The PEI government will be implementing HST in the spring of 2013 which causes concern for low income Islanders.

CUPE PEI is planning an EI campaign as this affects many of our membership, especially the education sector, municipal sector, post-secondary and casual workers in health care.

### ***Airline Service Division***

Air Canada members continue to face challenges with the solvency position of their pension plan. Talks have begun with the federal government on needed relief measures.

Air Transat Flight Attendants voted in favour of delaying certain negotiated increases in response to a request from the Company which is facing financial problems.

CUPE has written to hundreds of former Inter-Canadian Flight Attendants and Canada 3000 Flight Attendants as after a decade of litigation we have achieved some partial financial settlement for these former members.

### ***Hospital Employees' Union (HEU)***

We continue to wait for word from the BC Labour Relations Board on the results of the mail-in vote amongst LPNs on which union they want to represent them going forward. The vote, prompted by the raiding activities of the BC Nurses' Union has seen CUPE National work very closely with HEU to ensure we ran a full campaign to connect with our members. We were greatly assisted by CUPE LPN's from Ontario, New Brunswick and Nova Scotia.

HEU leadership is very busy with plans for their biennial convention to be held in Vancouver from November 4 to 9, 2012.

## **4. Legal**

### ***MacKinnon v. OMERS***

We achieved a settlement of our almost 10-year old complaint about the investment arm of the OMERS pension plan which our municipal and school board members in Ontario belong to. CUPE's legal costs have been paid by OMERS and our issue about the proper use of OMERS funds for investment purposes has in our view contributed to changes we have seen at OMERS that have brought these functions in-house.

### ***Education Assistants – Ontario***

Our union recently received its third positive Ontario Labour Relations Board ruling in a dispute we have had with the Elementary Teachers' Federation of Ontario over representation rights for EAs hired as part of the province's all-day kindergarten initiative. The most recent decision involving the York Region District School Board, affirms that CUPE's bargaining certificate provides us with representation rights for new EAs.

### ***Pay Equity Settlement – CUPE 1287 St. Catharines' Museum***

I think it useful from time to time to share the tremendous work our staff do working with local unions on various pay equity initiatives. In this case we achieved a memorandum of agreement which among other things sees the part-time classification of Hospitality Service Associate achieving parity with the permanent classification. In this case this meant a \$6.48/hour increase for part-time staff.

### ***Manitoba – Bill 34 The Public-Private Partnerships Transparency and Accountability Act***

Manitoba's NDP government adopted the above bill in June 2012. It is the first of its kind in Canada as it provides a process for public consultation, and detailed risk and value for money analysis of P3 arrangements.

### ***Yuill v. Canadian Union of Public Employees (Ontario)***

Our union succeeded in having the above human rights case dismissed. The plaintiff had sought to have all picketing associated with any Association for Community Living strikes/lockouts banned. The decision agreed that picketing in labour disputes was a form of expression protected by Canada's Charter of Rights and Freedom.

### ***Ontario - Bill 115 An Act To Implement Restraint Measures In the Education Sector (Putting Students First Act, 2012)***

In late August the Ontario McGuinty Liberal Government brought the legislature back into session early for the sole purpose of imposing collective agreements on education workers. The legislation affecting almost 55,000 CUPE support workers will strip members of the right to strike, impose a minimum of two years of wage freezes and stop grid movement where it exists unless members pay for it through unpaid days. This anti-worker legislation terminates any sick leave gratuity plans now in place and replaces any sick leave credit plan in a collective agreement with an inferior sick leave plan.

The legislation grants the Minister and of Education and members of Cabinet unprecedented power and decision making previously held by the Legislative Assembly. With the stroke of a pen Cabinet can expand the term of the legislation beyond the two year restraint period. Although not a party to a collective agreement, the Minister must approve a collective agreement before it comes into operation giving her a veto right over what is bargained between the parties to the agreements. Even the Harris years in Ontario did not stoop this low.

## **5. Organizing Report**

During the period of June 1 to August 31, 2012, CUPE continued to grow adding 1,536 new members in 20 units. On-going organizing campaigns, representation votes and applications before various Labour Boards may add in excess of 29,000 new members if successful.

### *Atlantic Region*

CUPE has been certified as the bargaining agent for the employees of Highcrest Place a long term care facility where we are pleased to now be representing dietary, housekeeping and nursing staff. We welcome these new members.

Organizing activity continues on a number of fronts including long term care and transportation.

IUOE attempted a raid on our 1500 provincial highway member in Nova Scotia. With the assistance of the Canadian Labour Congress, IUOE backed off their raid attempts. Work continues within the Local towards building a strong Local Union to meet members' needs.

### *Maritimes Region*

Employees of Shannex's Thomas Hall long term care facility in Fredericton voted overwhelmingly to join CUPE. Congratulations and welcome to these new members of Local 5103.

Staff and member organizers in the region continue to focus efforts on the long term care sector where many opportunities exist to grow our membership making CUPE the union of choice for these workers.

### *Quebec Region*

Welcome to our newest Quebec members, over 700 employees at the City of Gatineau and seven recreation employees at the City of d'Amos. Staff and member organizers are quite busy in Quebec with a number of active representation votes and restructuring

campaigns on-going. If successful, CUPE members in Quebec will grow by almost 3,900 members as a result of these on-going campaigns.

### Ontario Region

During the period, CUPE membership grew by 114 members in five units. Welcome to our newest Ontario members at the Sault Ste. Marie Public Library, Port Hope Library, Pembroke Library, Garderie La Joie and Sherbrooke Heights Retirement Home.

Ontario has 24 active organizing campaigns, five representation vote campaigns and three applications at the Labour Board. These active files have the potential to add almost 9,000 new members to CUPE in the near future.

### Manitoba Region

Welcome to our newest Manitoba members at Native Clan Halfway House, Pembina Trails School Division and St. Emile School. These three units result in 80 new members for CUPE.

Staff and member organizers are involved in a number of files with the most pressing involving run off votes for 6,142 health care members in three Regional Health Authorities. All unions except one involved in this restructuring agreed to retain their existing members and avoid these representation votes.

### Saskatchewan Region

Employees at Prairie Spirit School Division and also at Good Spirit School Division have also voted to be represented by CUPE. These two units will represent almost 160 new members. Welcome to these new members.

Organizing in Saskatchewan continues to focus on School Divisions with four active campaigns covering approximately 500 education workers. An application is currently before the Saskatchewan Board that includes the transfer of 500 middle management workers to CUPE at the University of Saskatchewan.

### Alberta Region

We welcome 47 support staff from Wood Buffalo Housing Development who have voted to be represented by CUPE as their bargaining agent.

Alberta organizers are working on a number of active campaigns involving municipal, education and health care workers that would increase our Alberta membership by in excess of 900 new members in eight new units.

### British Columbia Region

CUPE welcomes our newest British Columbia members staff employed at Okanagan Library in Princeton. CUPE currently has three applications at the labour board. Two applications are for new members and the other assisting the transfer of jurisdiction application for employees in the District of Sanich.

Organizers are active in a number of sectors from municipal to education to social services working with employees who have asked to be represented by CUPE in their dealings with their employers. These campaigns could result in over 800 new CUPE members.

### HEU

During the period HEU was successful in four certification votes covering almost 400 workers wishing to be represented by CUPE. Welcome to our new members from Ahmon Group, Trillium Care Services, ProVita Management Inc. and Providence Health Authority.

In these reports I have previously written that the British Columbia Nurses Union had initiated a predatory raid of LPNs represented by HEU. At time of writing of this report the British Columbia Labour Board had not yet completed a determination of all eligible voters. It is anticipated that this determination will be made prior to mailing and ballots will be counted. CUPE has supported HEU in unwarranted attack and we are hopeful that we will retain our members.

As you can see from the foregoing activity CUPE staff, activists and member organizers have been busy and continue to pursue a large number of potential certifications mostly initiated by working Canadians who seek CUPE as their union of choice.

## **6. CUPE Conferences/Meetings**

- **National Health and Safety Conference**

CUPE's 11<sup>th</sup> National Health and Safety Conference is set to be held in Ottawa from October 12 to 14, 2012.

- **National Bargaining Conference**

Our first ever National Bargaining Conference will be held in Ottawa from February 5 to 8, 2013. I urge all locals to consider attending this important conference which will see sector breakout sessions as a major feature of the conference. CUPE's local union convention/conference assistance fund is available for eligible locals.

## **7. Global Justice**

### **Public Services International (PSI)**

CUPE was host to a September meeting of all Canadian and Quebec PSI affiliates. The purpose of the meeting was to prepare for the upcoming PSI World Congress in Durban, South Africa in late November 2012.

### **South African Miners**

The indiscriminate murder of some 34 South African miners has seen worldwide outrage including a letter from our Union on this atrocity. The laying of charges against miners themselves, accusing them of murdering their colleagues, and then the subsequent abandonment of these charges, points to a situation that is nowhere near being resolved.

### **ITUC Survey of Trade Union Rights Violations**

The CLC has contacted CUPE to assist in the Canadian response to the above mentioned ITUC global survey which seeks to track trade union rights violations.

### **South African Municipal Workers Union (SAMWU)**

Our senior staffer for International issues, Sister Kelti Cameron represented CUPE at the SAMWU Congress held in South Africa in August. SAMWU is our sister union with whom we have a longstanding relationship including a project on a gender based analysis of contracting out.

### **World Aids Conference**

CUPE's 2nd HIV/AIDS strategy meeting will be held in Ottawa at the National Hotel, October 29-30, 2012. This meeting will focus on CUPE's work around HIV and AIDS bringing together members and staff with expertise in the area, such as members from Pink Triangle Committee and the Aboriginal Council, as well as members who work in AIDS service organizations out of CUPE locals. We will also include some of our allies such as the CLC, Stephen Lewis Foundation, Canadian AIDS Society, and the National Aboriginal AIDS Network. This work follows on CUPE's participation in the International Aids Conference in Washington, D.C., July 22 to 27. CUPE sent four activists and a national staff representative and was one of the largest labour contingents at the conference. CUPE's presence ensured that important issues from a workers perspective were front and centre at the conference such as the need to strengthen the public sector in order to fight this pandemic.

## **Civil Society Summit**

On September 13<sup>th</sup>, the Council of Canadians convened a gathering of a wide cross section of environmental, human rights, social justice, women's, immigrant, farmers, students and labour organizations who are coming together to expose the Harper agenda that is fundamentally altering Canada. The meeting was called by the Council of Canadians so that groups fighting austerity and the attack on services and working people can work more effectively to reclaim Canada. CUPE will have more information on this new coalition and its initiatives in the coming months.

## **8. Personal/In Memoriam**

### ***In Memoriam***

I am saddened to report that we have lost another member to domestic violence. Sister Denise Joudrey, a member of Local 4970 in Cole Harbour, Nova Scotia was killed on June 30<sup>th</sup>. Our condolences go out to her family.

We mourn the passing of Brother Sylvain Ferland, a 23-year employee of the Montreal transit corporation (STM) and member of CUPE 1983, who lost his life on the job on August 14<sup>th</sup>. Brother Ferland, a bus driver for the STM, was driving STM route 196 when the incident occurred at the corner of 55th Avenue and Lindsay Avenue, in Dorval. The bus was flipped onto its side, and Brother Ferland was pinned underneath.

I have also offered my condolences on behalf of CUPE to the families of Brother Duncan Haslam, retiree from the Ontario Regional Office, who passed away on July 5 and Sister Angela Bromley, retiree from the National Office who passed away on September 19.

### ***Retirements***

I offer my sincere thanks, congratulations and best wishes to the following CUPE staff who have announced their plans to retire.

Sister Linda J Jewett – Ontario Regional Office – August 1, 2012  
Brother Brian Atkinson – Ontario Regional Office – September 1, 2012  
Sister Judith M Cameron – National Office – September 1, 2012  
Brother Paul Tetrault – British Columbia Regional Office – September 1, 2012  
Brother Anthony Pizzino – National Office – October 1, 2012  
Sister Lise Lauzon – Charlottetown Area Office – October 1, 2012  
Brother Michel Bibeault – Quebec Regional Office – October 1, 2012  
Sister Nancy Parker – National Office – October 1, 2012  
Sister Line Deschamps – National Office – March 1, 2013  
Sister Sandra Oakley – Manitoba Regional Office – March 1, 2013  
Sister Suzanne Germain – Quebec Area Office – March 1, 2013



## 9. Conclusion

As is clear from this very quick look at but a fraction of the work CUPE activists and staff face, we are indeed facing many challenges on a variety of fronts.

Most significant are the clear signs that the assault on our long fought for free collective bargaining rights is heating up and will require a comprehensive response from our union. I know we are up to these challenges and as always I want to thank our activists and our staff for your tireless efforts day in and day out.

In the course of my duties as National President I send out many letters of congratulation and condolence, and I often get very heartfelt notes in return. One such note kind of exemplifies the kind of activists we have throughout Canada.

These are the words of longtime Local 831 President and activist, Brother Bill McLoughlin:

“Dear Brother Paul, thanks to you and the membership of CUPE for the wonderful service award and CUPE jacket in recognition of my retirement from the City of Brampton. After 35 plus years, it is great to be honoured by your peers. I enjoyed every minute of it.

In solidarity, thank you, Bill McLoughlin (always a 831 member).

As I say, I think the above words are typical of the kind of outstanding folks we have as activists and staff within our union and on behalf of all 620,000 members I salute you all.

In solidarity,

A handwritten signature in cursive script that reads "Paul Moist."

PAUL MOIST  
National President

:nr/ceu