

## **CUPE National Convention October 9<sup>th</sup> Day 4**

**Attendance:** Stacey Robinson, Louise Henry, Loreen Wanlin, Elizabeth Rutsch, Lisa Devitt

**National Disability Rights Activism Award** – Sylvain Le May. In 2017 he was commissioned the human rights award by the CLC.

When I was young my grandmother said, ‘happiness is like apple pie, better when you share it’. It is with tremendous emotion I accept this award, and I would like to thank my local at the university of Quebec. I have worked for the last 8 years furthering the rights of peoples with disabilities. This type of work is added to an already busy work schedule, and I would like to thank everyone who has assist me along the way. We must remember behind every disability, there is a person. Revealing a disability in the workplace is not always an easy task. Some disabilities are not always easy to spot and we must be mindful. It’s not about being left or right but being open to dialogue and avoid the trap of judging but sharing our differences. Inclusion is a shared responsibility and a society that has inclusion for all makes up a rich social fabric for its sharp and colour as for its origins and defines us all.

### **Committee Reports**

#### **National Advisory Committee on Pensions:**

Provide advice to CUPE on how to improve and expand public pension plans. We advocate for every CUPE member have access to a defined pension, particularly young workers. Pension education continues to be a priority and will continue to do this to include webinars. Pension plans are increasing becoming privatized and we reject that. For full report see [cupe.ca](http://cupe.ca).

#### **National Person with Disabilities Committee:**

Works to promote the rights and improve working conditions for accessibility at CUPE events and activities. We meet regularly with MPs to discuss diversity and accessibility for travel and accommodations. We make numerous recommendations on hearing accessibility and work tirelessly to promote the understanding of persons with disabilities. For full report see [cupe.ca](http://cupe.ca).

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### **National Political Action Committee:**

Works collaboratively with staff and officer to increase political action capacity within CUPE. In the year that leads up to a national election we let our members know about the accomplishments of the NDP party such as \$10/day daycare and dental plan initiatives. We support efforts in many provinces to support political engagements. For full report see [cupe.ca](http://cupe.ca).

### **National Transportation Committee:**

Provides advice how CUPE can support transportation workers for Health and safety, working conditions and better wages. Violence in the workplace toward our workers are frequent and we encourage all members to use CUPE'S violence in the workplace kit to help reduce this. We participate in the CLC to lobby federal government to stop unpaid work in the flight sector. For full report see [cupe.ca](http://cupe.ca).

### **National Health and Safety Committee:**

Monitors and defends the occupation safety rights of CUPE workers. We recommend tools and safety to our workers. We discuss the impact of ever-changing workplace conditions on the psychology well-being of our members. We identify hazards in the workplace and the risks of new infectious diseases such as bird flu and COVID variants. This year marks 41 years for our committee's recommendation to mark a day of mourning for our fallen CUPE brothers and sisters. For full report see [cupe.ca](http://cupe.ca).

## **Speakers**

### **Timothy Caulfield - Professor, Health Law and Science Policy, also a member of the Order of Canada:**

We are in a knowledge crisis, and I have never seen anything like I've seen today. Miss information is doing real harm, it's bad now, but It's been bad for a really long time. At the time of Woodstock, it was LSD and Crystals. Fast forward to a few years, Jane Fonda and leg warmers. Fast forward again, Dr. Oz and the normalization of pseudo-science and mis information. Fast forward again to Gweneth Paltrow and the giant vagina. She represents the pop culture of pseudo-science. Let's leave Gweneth and her vagina and talk about Tucker Carlson, creating more 'manly men' by radiating our testicles. The point being miss information is killing people! COVID allowed the creation of pseudo-science. Mis information has become a deliberate instrument to attacked scientists and health professionals across the sectors. False information that has become normalized is killing us; "Vaccines cause autism, Covid vaccines are not safe". It is bonkers out there in the health space! "Drinking urine to help your skin". If you take one thing away from this talk DON'T DRINK YOUR PEE! (laughter throughout). Most of these pseudo-science treatments are crazy

expensive and have no basis of science. The role of social media shaping our world is about pushing extremes. 75% of content on social media is shared without reading. People are not using critical thinking but emotions. We need to be careful of these rabbit holes; they tend to give us confidence and a sense of belonging. Politics plays a big role in this as well. The right wing versus the left, republicans and democrats. This our initiative #against the noise.

### **Lana Payne - President of UNIFOR:**

It's hard out there, uncertainty like never before. We are in a trade war that we did not choose and with a country we don't belong to. It is not just because of Donald Trump but because of our own governments. We have 1/3 of our members who work in the Forestry sector across Canada, and they are in the cross hairs of this trade war. Donald Trump has been very clear that he is coming for all our industrial jobs, and I expect our government to do what they promised, to protect our citizens. We have said from the beginning, no deal is better than a bad deal. We cannot sign deals that puts unfair tariffs on our citizens, and we need to put pressure on the US, not alleviate it. Now is the time to put the pressure on. Our government went to Washington, and said that we were prepared to make deals on the things their care about, aluminium and energy, but what will happen with the forestry workers? If we are not careful, we will not have anything to bargain with left! We cannot fall into the trap that pits one set of workers against another. No one wins in that scenario except Trump. Fuck them! Our entire industrial economy is at stake if we don't do the right thing now. What happens if you don't have those industries in your town? We know what happens, communities fail. We must fight for every industry and every job. We have a lot of work to do and I'm very proud to do it with you CUPE.

### **Magall Picard – FTQ President**

We need to talk friends a very tough time. Thank you inviting me today. We need to get elbows up and work together. What is going on in Quebec right now is terrible. 83 percent of Quebecers want the \*\*CAQ out of there. They have 125 ridings and tomorrow, if there was a vote, there would be none. We have nothing to lose as they bring devastating bills against Unions. They have decided that Unions are the scapegoats for all Quebec's problems. Donald Trump has finished off his middle class and Quebec is working on theirs. Our industrial wealth in Quebec is being threatened. The premier has confirmed this, the CAQ will opt out of the \*Rand formula with a bill set to be presented this Thursday. Workers will have the right to opt out of paying dues and take away the right to strike if the premier decides that it 'annoys' the public. Does anyone know a strike that doesn't annoy the public?! At the end of the day, we know, as we have gathered here today, know it is important to have a balanced discussion. We have members who ask "Why do we have a Union? Why am I paying dues? The Union is only there for members who don't know how to do their job. Unions were important in the past but not now." Then I ask "Do you sick pay? Do you have a pension? Do you have wage increases?" This is not normal, your Union fought for these things, you need Unions.

\*The Rand Formula is a Canadian labor law principle established by Justice Ivan Rand in 1946, requiring all workers covered by a collective bargaining agreement to pay union dues, whether they are union members or not, through automatic payroll deductions.

\*\*The Coalition Avenir Québec (CAQ) is Quebec's current governing political party.

## **Sarah Scallion – Director of Safer Unions Spaces:**

Let's talk about harassment! It's my fulltime job and I don't get invited out much. This office comes from generations of women and diversity groups to make this happen. This office was created a year ago and was built on activism in our Union and by the NDP. I want to recognise the folks who witness and suffered a lot to. A few years ago, we reached out to members for feedback. We received 4500 surprising data from everyone. We were more interested in not what happened (although of course we were) but on how it was dealt with. People did not feel supported which was a huge motivation to create this office. This harm is so devastating to people as it stops them from participating in events like this. We know that most people who are targeted for harassment are often those diverse voices that we need in our Unions. A labour movement based in solidarity needs to be able to respond to harassment, gender-based violence and discrimination when it happens and in a timely manner. Building our capacity to be in conflict is solidarity work. How can we go toe to toe with the government if we can't trust to have each other's back? Union education is running training, and the Union Ombudsman program is doing fantastic work. Please contact either group if you want to get involved. Lastly, I want to acknowledge that we need to create a lot of different pathways as everyone deals with harm differently. Thank you for trusting us with this work. See <https://cupe.ca/SUSO> for more information.

## **Constitutional Amendments**

### **Constitutional Amendment No. C12:**

CUPE will add five additional diversity vice-presidents to the National Executive Board by amending the National Constitution by adding one of each: **DEFEATED**

Indigenous worker

Black and Racialized worker

2ALGBTQQI+ worker

Francophone worker

Worker with Disability

A Woman

Young worker

## **Resolutions**

### **Resolution 183:**

CUPE will call on the government of Canada to establish minimum standards for all 911 services based on those promoted by the National Emergency Number Association and National Fire Protection Association; and the standards for Next Generation 911. **PASSED**

### **Resolution 66:**

CUPE will update strike protocol documents to take responsibility for protecting members on picket line during extreme weather, including very cold or hot conditions. CUPE National will provide clear guidance, proper resources and allow for alternate duties like indoor picket shifts when needed. **PASSED**

### **Resolution 187:**

CUPE will collaborate with allies including relevant drug policy coalitions and people with lived experience to lobby all levels of government to stop the toxic drug crisis by providing a safe supply of drugs to people who use drugs. **PASSED**

### **Resolution 60:**

CUPE will utilize its diversity and equity committees to develop and implement strategies for raising awareness about domestic and/or gender-based violence – including training and highlighting workshops and educational materials. **PASSED**

### **Resolution 801:**

CUPE will in collaboration with CUPE-Quebec and its FTQ allies, respond to the attacks of Francois Legault's Conservative government by supporting all communication campaigns legal remedies, and other tool, to curb legislative initiatives that undermine democratic union bodies. **PASSED**

### **Resolution 171:**

CUPE will develop and resource a campaign to raise awareness of the diversity of identities, abilities, and challenges faced by person with disabilities This campaign will include swag (baggage tags, buttons), fact sheet highlighting travel realities, videos. **PASSED**

### **Resolution 134:**

CUPE will develop a lobbying kit to help locals promote and protect libraries, as well as the quality of jobs and services they provide. **PASSED**

**Resolution 140:**

CUPE will develop a 3-hour clear language learning module. Integrate the perspectives of peoples involved in CUPE's anti racism strategy. Review existing clear language material under the anti-racism lens. **PASSED**

**Resolution 108:**

CUPE will commit to combating anti-indigenous racism and the denial of residential schools through education, advocacy and solidarity with Indigenous communities. **PASSED**

**Resolution 121:**

CUPE will support the trade union movement in Haiti in defense of workers' rights, the Haitian peoples' right to self-determination and their opposition to foreign military intervention. **REFERRED BACK TO COMMITTEE**

**Resolution 104:**

Cupe will lobby the federal government to request they provide appropriate funding and/or increase existing funding to non-profit transition houses and other non-profit organizations providing shelter and support for women, children and gender diverse individuals leaving domestic/intimate partner violence and gender -based violence. **PASSED**

**Resolution 197:**

CUPE will lobby federal and provincial governments to increase the number of seats in postsecondary health care programs to ensure a sustainable pipeline of health care workers. **PASSED**