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At the foot of the CN Tower in Toronto, representatives of our union, - Canada's largest, representing over 650,000 workers in almost 4,000 locals right across the country - gathered this month to decide the strategic directions and efforts of the union for the next two years.

Over 2,000 people gathered in the biggest room I've ever seen for a busy event-filled week: along with presentations, reports from committees, invited speakers, (including Stephen Lewis and Jagmeet Singh, newly elected leader of the Federal NDP), we debated and voted on resolutions that were brought forward from locals, provincial groups or committees, covering a broad range of topics of interest to workers and their families; child care; education; pension plans; reconciliation with First Nations; and how privatization hurts workers. Members spoke passionately about issues of fairness, equality, respect for all people, and the need to ensure that everyone experiences safety at work.

➔ ***Publicly funded and publicly delivered childcare services for Canadians are critical for women's equality, the financial security of parents and the healthy development and well-being of all children.***

Here's a few of the resolutions we passed:

#2: To treat **child care** as a high priority issue in CUPE's political action work...publicly funded and publicly delivered childcare services for Canadians are critical for women's equality, the financial security of parents and the healthy development and well-being of all children.

#204: *the first resolution to be passed*: To lobby to make June 21<sup>st</sup>, **National Aboriginal day**, a national holiday and Resolution 183: To hold all levels of provincial government accountable for fully implementing the **Truth & Reconciliation Commission's** calls to action

#233: To oppose retroactive **conversions of pension plans** from defined benefit to target.

#146: To promote education and raise awareness of **Health & safety hazards of shift-work** (*did you know that shift workers have an increased risk of heart disease, higher risk of gastrointestinal disorders, mental health problems and workplace injury?*)

#158: To create a **national drug plan** to ensure everyone can afford their medications

#299, 300 and 308 et al: To **oppose privatization of infrastructure** and for profit operation of infrastructure and to educate members about privatization and to oppose the commercialization of water.

If you're interested in finding out more about the convention, the resolutions or the speakers, check out this link: <https://cupe.ca/event/cupe-national-convention-2017>

Siobhan Ryan

## CUPE Strategic Directions 2017-2019

**Delegates at the national convention gave input to the Strategic Directions document which will provide the blue-print for the union for the next few years.**

“Despite the strongest economic growth in a decade, the working class is still under attack”...“ongoing austerity budgets are reshaping our society by inflicting deep cuts to budgets while slashing and privatizing the services and programs that people rely on. Governments refuse to fairly tax corporations and the wealthiest individuals, which robs public services of funding needed to deliver the services that are the foundation of our communities. Corporations and some governments are actively suppressing working people’s collective power through attacks on unions and labour rights. Together these factors continue to fuel economic inequality and the concentration of wealth, and the gap continues to widen.”

CUPE Plays a leading role in fighting for high quality public service and publicly owned infrastructure, and against privatization through selling off public utilities and public-private partnerships. CUPE is committed to building a union that is inclusive and representative of the diversity of our members; promoting mentoring for new leaders, ensuring a role for equity-seeking members, fostering inclusion at the bargaining table and strengthening alliances in our communities.

Over the next two years, CUPE intends to maintain solidarity against attacks on our collective agreement rights, two-tier contract proposals and other concessions; to support coordinated and central bargaining, opposing legislated settlements and restrictions to free collective bargaining, and developing campaign strategies, tools and resources; to continue to fight for safe workplaces, and pressure governments in every region to ensure better protection for all workers; and to build solidarity in our communities and to fight for social justice.

When CUPE members pull together, we have what it takes to make gains for ourselves, and to build better communities and a more fair and equal world. *More:* <https://cupe.ca/event/cupe-national-convention-2017>

**Paul Faoro**, President, CUPE BC recently made a presentation to the Select Standing Committee on Finances and Government Services on the upcoming **Provincial Budget**, in part on behalf of **CUPE BC’s 15,000 post secondary education workers**, regarding the **decline in total funding** since 2001, and the previous provincial government’s misleading statements: *they claim* to have increased operating grants by 43 percent since 2001/2002—*however*, what they didn’t say was that most of this simply covers inflation and the remaining is completely **insufficient** to cover the cost of the growth of our institutions during that period. In 2016-2017 total government funding for the sector was \$2.05 billion. Simply to **keep even** with 2001/2002 funding levels, the government would need to **increase spending by more than \$400 million**. This chronic underfunding has put increasing pressure on staff as they try to do more with less, faced with increased workloads but pay increases that do not keep up with inflation. Jobs in our sector are becoming more and more precarious, and as full-time regular staff retire, they are not being replaced. Instead, there is an increasing reliance on part-time and casual staff with less access to benefits. Due to underfunding, institutions are forced to find private funding, and tuition and other fees have doubled since the Liberals came to power. Paul’s recommendations to the committee: **Restore funding** to 2001/2002 levels in current dollars, and eliminate the present shortfall: Ensure that funding levels are high enough that post-secondary institutions remain government funded, and therefore public; decrease tuition and offer more non-repayable student aid.

Thanks, Paul, we hope they listen!

## President’s Message



October is Canadian Library month!

It has been great to connect with our CUPE 2950 library workers across the various branches of the UBC Library. The passion, commitment and expertise they have for supporting research, teaching and learning at the University is inspiring!

Check out our Facebook Page for [photos](#) and profiles to see the faces and learn a little more about our members who work in



the UBC Library.

In solidarity,

Karen Ranalletta  
President CUPE  
2950



# WALK FOR RECONCILIATION SEPT 24 2017



## By Eleanore Wellwood

On a warm sunny day in late September, many thousands took part in the second Walk for Reconciliation organized by Reconciliation Canada ([reconciliationcanada.ca](http://reconciliationcanada.ca)) on the traditional unceded territories of the Musqueam, Squamish, and Tsleil-Waututh First Nations.

This walk was to celebrate and be inspired by the steps that have been made and to be reminded of how many more steps remain to be taken to repair and strengthen relations between Indigenous and settler Canadians. The first walk held in September 2013 coincided with the Truth and Reconciliation Commission (TRC) of Canada's hearings in Vancouver into the Indian Residential School system ([www.trc.ca](http://www.trc.ca)) and was part of Reconciliation Week. The TRC's report included 94 calls to action for individuals and institutions. If you haven't had a look at them, take a few minutes to find a few that speak to you.

I'm a library assistant at the Xwi7xwa Library and a long-time member of the CUPE 2950 Job Evaluation Committee. I could have walked with our CUPE contingent, but wanted to support a UBC friend who had been working hard to get his fellow students to participate. He had a banner and I have experience carrying a banner (thanks to CUPE). (<http://gallery.cupe.bc.ca/Walk-for-Reconciliation/>).

It was a joyful walk, encountering friends and acquaintances and meeting new ones. At the end of the walk at Strathcona Park, there was a Reconciliation Expo with booths of food and information and tempting things to buy. Many performers shared the stage with Indigenous, local, provincial, and federal dignitaries.

But, enjoyable as it was, why were we really there? Probably for as many reasons as there were people. For me, it's complex, but keeps coming back to the question "How can we learn to see and interpret for ourselves?" It's a familiar question for union activists in a different context.

Next time there is a reconciliation walk, find a group like CUPE to walk with. Bring your friends and kids and grandkids and expect to meet people you know, talk with the people around you, listen, enjoy the food and entertainment and learn so that nothing like Indian Residential Schools can happen again. Plan to attend the UBC student-organized powwow next spring. Watch for events planned at the Indian Residential School History and Dialogue Centre about to open at UBC. Or (shameless plug), stop by Xwi7xwa Library for suggestions on books and videos to borrow with your UBC library card on any number of Indigenous topics.

# CUPE 2950 Summer BBQs!



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## Job Evaluation Committee Chair, Rey Astronomo



**Rey Astronomo** spoke to us recently about his committee's work.

When a member applies to HR to have their job re-classified, there are several potential outcomes: if the application is successful, the local is notified, and we happily file the decision. If the member was unsuccessful, the member has the option to appeal.

Generally before taking the appeal route, members contact Rey, who has an open-door policy, or the committee, for an informal adjudication as to whether the case has merit.

If the committee is in agreement that the member has a good argument, they will assist in preparing an appeal.

What should you consider if you want to have your position re-evaluated?

Rey suggests that you take a good look at your job description: if you are not still doing the same things as described, you may have grounds to appeal for a reclassification. Pay attention to the adjectives and adverbs describing the level of responsibility or skillset required. Do your homework: take a look at other positions at the same level and the levels above in different categories. Rey cautions: a job re-classification will only address what you are currently doing, not what you hope to move into.

tions at the same level and the levels above in different categories. Rey cautions: a job re-classification will only address what you are currently doing, not what you hope to move into.

## Upcoming...

**NEXT GMM Date:**

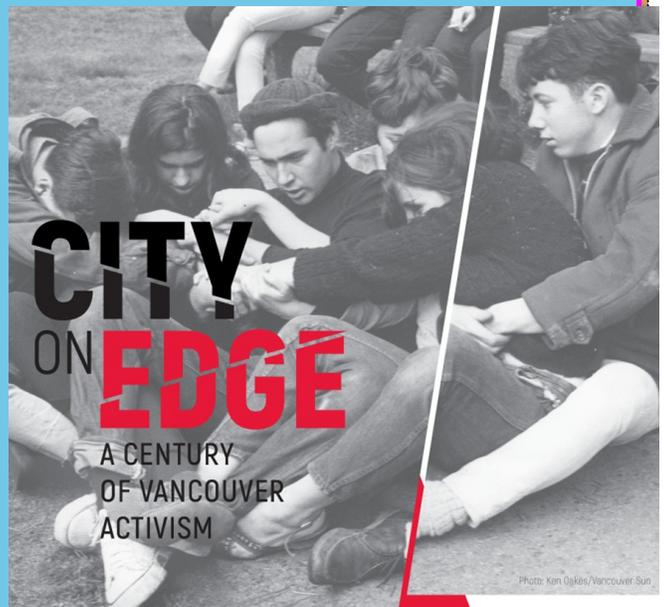
**November 30: 12:00-2:00pm**

**Next newsletter: Community**

Want to join the Communication and Member Engagement Committee—or just write for us? We'd love to hear from you, contact us at [office@cupe2950.ca](mailto:office@cupe2950.ca)

Thanks to the amazing generosity of our members, we collected a pretty nice haul of underwear, toiletries and socks for the Downtown Eastside Women's Centre! THANK YOU!

2 for 1 admission for 2950 members to Museum of Vancouver's current exhibit about our rebellious past:



A VISUALLY STUNNING, PHOTOGRAPHIC JOURNEY OF PROTEST, UPRISING AND CHANGE

ON VIEW SEPTEMBER 28, 2017 TO FEBRUARY 18, 2018

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