

Celebrating Emancipation Day at Carnival

Members from more than a dozen locals celebrated the Emancipation Day long weekend in colourful style at Toronto's annual Carnival Grand Parade on August 2.

The annual event attracts more than one million people from across North America. This year, our band theme was "precious jewels," and CUPE Ontario's sapphire and amethyst sections represented "education and diversity."

"The parade is a community event. Hundreds of people, including dozens of CUPE Ontario members, spend months together building costumes and building a strong community," said CUPE Ontario President Fred Hahn. "It's fitting, as our members work every day across this province, in municipalities, health care, social services, universities, schools and airlines, providing services that support our communities."

"At Carnival, we join together to celebrate, but also to educate about



the historic ties between Carnival and the end of slavery, and also to let people know how CUPE Ontario stands up for fairness for racialized workers," said Veriline Howe, CUPE Ontario Diversity Vice-President, Racialized Workers.

In Toronto, Carnival takes place on Ontario's Emancipation Day long weekend. Emancipation Day marks the Slavery Abolition Act, which

ended slavery across the British Empire 180 years ago, on August 1, 1834. It coincides with Simcoe Day, named for Lt. Gov. John Graves Simcoe, who passed an Act Against Slavery in 1793, ultimately leading to the end of slavery in Upper Canada (now Ontario).

For more photos, visit [Facebook.com/CUPE Ontario](https://www.facebook.com/CUPEOntario).



INSIDE THE PULSE

Labour Day 2014
Labour Day Events
Pride in our Communities
Fighting for public child care
Standing up for Seniors in Long Term Care
Ontario has a revenue, not spending problem

Page 2
Page 3
Page 4
Page 5
Page 5
Page 6

Panel calls for mandated developmental services
Flashmob for passenger safety
Fighting Back Against Contracting Out in Peterborough
Durham Workers Stand Strong for fair contract
Upcoming Events

Page 6
Page 7
Page 7
Page 8
Page 8

Labour Day 2014 – Fighting for Fairness



On the Labour Day long weekend, CUPE Ontario members will celebrate all that the labour movement has achieved as we take part in parades and events in communities across the province. “We have a proud history of gains made at the bargaining table – gains that benefit everyone in the province today,” said CUPE Ontario Secretary-Treasurer Candace Rennick, who will march in Toronto’s 143rd Labour Day Parade on Monday, September 1.

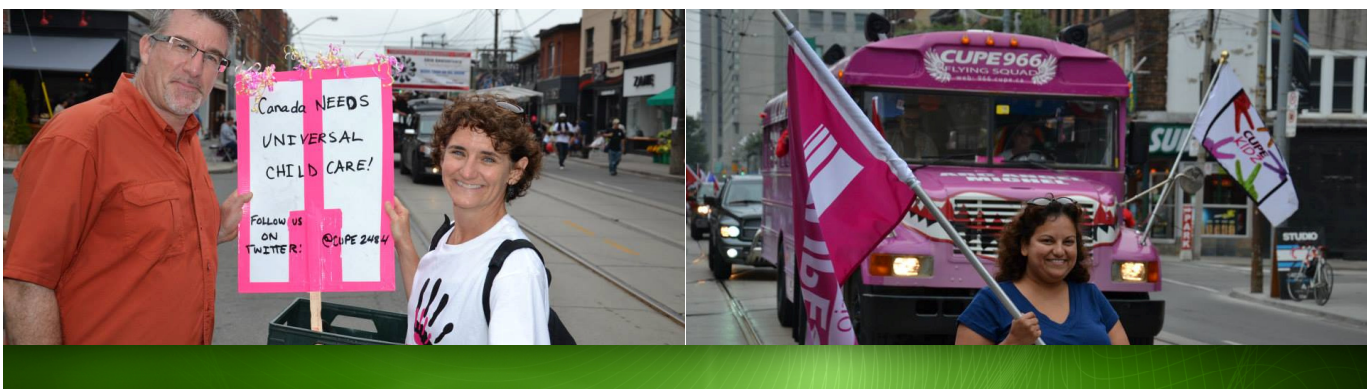
The annual celebration has its roots in the labour movement’s fight for an eight-hour day and celebrates the many gains unions have struggled for on behalf of all workers, including health and safety regulations, parental leave, a minimum wage, pay equity laws and same-sex spousal benefits.

This year, Labour Day is really the kick-off for municipal and school board elections across Ontario. “As the

October 27 elections approach, we must highlight the important role that CUPE members play in supporting communities across the province,” said CUPE Ontario President Fred Hahn, who will also march in Toronto. “CUPE members provide great public services and great value. When governments privatize or contract out, communities lose control over services, there is less accountability, and time after time we discover just how much privatization drives tax dollars out of service delivery and into corporate profits.”

CUPE Ontario encourages all members to use Labour Day as an opportunity to support municipal council and school board candidates who support public services, public-sector workers and the good jobs that build better communities.

For an updated list of events, visit cupe.on.ca.



2014 Labour Day Events

Brantford & District	Monday, September 1 st , 9am - 1pm Icomm Drive at Lorne Bridge-Brant's Crossing Park Activities include: Soapbox Derby, fun fest, skateboard competition and more.
Kenora	Monday, September 1 st , 11am-2pm Beatty Park Keewatin Activities include: BBQ, prizes, draws, free give-aways, and games (including minnow races).
Kingston	Monday, September 1 st , 10am - 2pm Parade departs from McBurney Park, march down to City Hall, followed by a picnic.
Kitchener	Monday, September 1 st , Noon - 4pm Waterloo Park (entrance off Fr. David Bauer Dr.) Activities include: BBQ, United Way raffles, and free children's rides.
Lindsay & District	Sunday, August 31 st , Noon - 3pm Old Mill Park Activities include: BBQ, live music, dunk tank, games, and door prizes. (Please bring a non-perishable food item)
Niagara Region	Monday, September 1 st , 10:30am - 5pm Parade starts at the Pen Centre (221 Glendale Ave.), followed by festivities for all ages at Niagara Regional Labour Council (124 Bunting Rd.) Activities include: BBQ, live band, and family activities.
North Bay	Monday, September 1 st , 11:30am - 4pm Parade of Flags departs from Ken Rock, followed by a picnic at the North Bay Waterfront. Activities include: Free BBQ and Family Fun Day including inflatable bouncy play stations, games, prizes, live band, giveaways and much more.
Ottawa	Monday, September 1 st , Noon - 4pm Activities include: Rally at Ottawa City Hall, then march to McNabb Park (Gladstone Ave. and Bronson Ave.) for a community picnic.
Peel Region	Saturday, August 30 th , Noon - 4pm Activities include: BBQ at Eldorado Park in Brampton.
Peterborough	Monday, September 1 st , Noon - 3:00pm Nichols Oval 725 Armour Rd. Activities include: Free community picnic, music, BBQ, soft drinks, draw prizes, face painting, and fire truck.
Sarnia	Monday, September 1 st Parade starts at 9:30am at the corner of Christina St. and Wellington St.
Sault Ste. Marie	Monday, September 1 st , 11am - 4pm Parade & Family Fun Day starting at Roberta Bondar Pavilion. Activities include: Free BBQ, popcorn, cotton candy and other family friendly activities.
Sudbury	Monday, September 1 st , 10am - 4pm Activities include: Family Fun Fest at Bell Park including children's crafts, drum making, trivia game on child labour and celebrating the 120th anniversary of Labour Day.
Toronto & York Region	Monday, September 1 st Parade starts at 9:30am on the west side of University Ave., south of Dundas St. and finishes near the CNE grounds. Participants get free access to the CNE.
Windsor	Monday, September 1 st Parade starts at 10am at 1855 Turner Rd and will finish at the Foglar Furlan club for a Family Fun Day.

Pride in our communities



In every corner of the province, hundreds of CUPE Ontario members are supporting LGBTQ rights at more than a dozen local Pride events, from Guelph Pride in early May to Chatham-Kent Pride at the end of September.

“We are proud of our long history of leadership in the labour movement on LGBTQ issues. Together with community activists, we have, for years, been at the forefront of the fight for equality for all,” said Patrick Hannon, CUPE Ontario Diversity Vice-President, LGBTQ, at the London Pride Parade on July 27.

CUPE pioneered the use of collective bargaining to advance equality and anti-harassment policies in the workplace. Members voted at a 1985 convention that their union’s policy would be to bargain such language into contracts. In Ontario, CUPE was part of the fight for equal marriage and full spousal recognition. It brought forward the Rosenberg case, which led the Supreme Court to direct the federal government to re-write the definition of spouse in the Income Tax Act to recognize same-sex spouses.

CUPE Ontario also proudly supported member Martine Stonehouse in her landmark human rights case against the Ministry of Health when it stopped coverage for gender reassignment surgery. This important challenge ultimately led to the re-listing of this important health-care support. “It was incredible seeing hundreds of CUPE Ontario members and millions of people at World Pride in Toronto,” said CUPE Ontario President Fred Hahn. “But Pride events in smaller communities are just as important in the fight to advance fairness for LGBTQ workers.”

CUPE members’ participation in Pride events across the province is a clear demonstration of our union’s commitment to equality and our communities, while also being a lot of fun.”

For a list of upcoming events, visit cupe.on.ca.

Fighting for public child care

Members at CUPE Local 67 had their work cut out for them this spring and summer, as Sault Ste. Marie threatened to close three municipally run childcare centres and lay off 32 childcare workers.

In May, members launched a public campaign to prevent the closures and build powerful alliances with parents and community members. They raised public awareness and support at farmers' markets and public events, making child care a local issue in the June provincial election. They rallied parents to call councillors and the mayor, and ran a week-long

radio campaign highlighting the importance of high-quality child care to a thriving economy and the need to keep the centres open. Child care funding is a basic measure of political leadership, the members argued, and families should not be left with the chaos caused by the closures.



“Thousands of community members came forward to let the city know what a mistake it would be to close these centres, and their support had a powerful impact,” said Maria Pino, a childcare worker at Jessie Irving and vice-president of Local 67. “Councillors delayed this decision precisely because the community stood with us to defend both high quality child care and our jobs.”

On June 23, Sault Ste. Marie council decided not to endorse the staff recommendation to close the centres as planned, but instead struck a committee of senior city staff, councillors, childcare workers and community members to review child care across the municipality.

Standing up for Seniors in Long Term Care

Residents will be the ones to suffer if Frost Manor proceeds with its plan to cut 75 hours of care biweekly, CUPE Ontario members said at an information picket on June 22.

Management at the long-term care facility in Lindsay, owned by OMNI Health Care, announced the planned cuts, which come on top of 112 biweekly personal support hours cut last August. For residents, this means fewer RPNs on the nursing floor each day and fewer PSWs available to catch up on missed care. It also means increasing pressure on workers who already have a demanding workload.

CUPE Ontario President Fred Hahn, Kelly O’Sullivan, chair of the Health Care Workers Coordinating Committee for CUPE Ontario executive board and member Eddie Pereira participated in the rally, encouraging residents, family members and the community to endorse the Time to Care campaign, which calls for a legislated care standard of a minimum four hours per resident each day.

Ontario has a revenue, not spending problem

Three months after it was defeated, sending voters to the polls, Ontario's Liberal budget passed mid-July. Though the budget does include a number of important improvements that CUPE members have been fighting for, it also continues funding cuts that have been devastating public services.

On the positive side, the budget includes significant investments in infrastructure, new funding for developmental services, and addresses poverty-level wages in child care and among personal support workers. It also contains increased tax rates on high income earners.

At the same time, though, it cuts many departments by as much as six per cent and will not stop hospital beds from closing in rural and northern communities or prevent child protection agencies from closing their doors and laying off workers. It also did not include increases to historically low corporate tax rates. "Ontario continues to collect less revenue per capita than all other parts of Canada. We have a revenue problem, not a spending problem," said CUPE Ontario President Fred Hahn. "This is not a recipe for building Ontario up."

Rather than restoring revenues lost to repeated corporate tax cuts, the Liberals are now pushing a mantra of "no new money" to continue forcing wage freezes on all workers, while also considering public asset sales and P3 models for infrastructure investments.

Read Fred Hahn's column in the Windsor Star at <http://www.cupe.on.ca/doc.php?did=2737>

Panel calls for mandated developmental services

Developmental service workers welcomed a report from the Select Committee on Developmental Services released in July, which called for making support for people with developmental disabilities a mandated service.

"Mandating developmental services would be a recognition of how absolutely vital support is for people with developmental disabilities," said CUPE Ontario President Fred Hahn.

Local 4392 President Joanne Smithers was in the legislature with DSWs from Community Living Guelph-Wellington and family members of a woman in residential care to see the report introduced.

Smithers also welcomed the report's call to eliminate wait lists for services in the province, where 23,000 individuals remain without residential care, respite care or day programs they need, including 12,000 waiting for residential supports.

The budget includes \$810 million in new funding, but front-line workers are concerned most of it will go into individualized or "Passport" funding rather than to agencies that run community and group home services. As a result, it will do little to reduce the massive wait list for residential supports and continue placing the burden for arranging and managing care on families who are already stretched.

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Flashmob for passenger safety

Less than 24 hours after Transport Canada granted an exemption to Air Canada to operate with fewer flight attendants, close to a hundred people took part in a dynamic flashmob outside the agency's offices in Toronto.

"We decided to use music and motion to raise public awareness of the dangers of the proposed regulatory change and exemptions that reduce the number of flight attendants on aircraft. Flight attendants are safety professionals," said



CUPE Airline Division President Michel Cournoyer.

The exemption changes the current ratio of one flight attendant to every 40 passengers granted to Sunwing,

WestJet and Air Canada; the airlines will be able to use a ratio of 50 to one.

Watch the flashmob video at youtube.com/CUPEairlinedivision

Fighting Back Against Contracting Out in Peterborough

The City of Peterborough's recent plans to contract out more of its winter control work continues to fall in line with its agenda of privatizing publicly delivered services. A report produced by city managers and timely introduced to Council mid-summer recommends the City spend over \$665,000 by 2016 hiring private contractors to do the work. "If last winter has taught us anything, it is that our cold-weather road conditions are anything but predictable, said Jeff Pass, President of Canadian Union of Public Employee's (CUPE) Local 504, representing outside worker with the City. We all agree that the issue of winter control needs to be addressed in a timely manner, what we don't agree with was the process – the lack of consultation and the one-sided report."



With summer vacation in full swing, and with Council set to vote within a week of the release of the report, mobilizing was a challenge – but CUPE 504 was up for it! They wasted no time reaching out to members and local allies to get their campaign off the ground. Over 90 members attended City Council meeting – all clad in orange to show their support – where Jeff Pass, CUPE 504 President and Mike Maddock (CUPE 504 Recording Secretary) made a strong deputation to Mayor and city councillors in order to help sway the decision. Councillors were also treated to another four deputations supporting CUPE's position. "We want to talk – we want to be a part of the process," concluded Maddock. "Consulting those who are on the front line, providing these services to residents every day, is crucial. The residents of Peterborough enjoy a good quality of life thanks to public services and those who deliver them."

While the City of Peterborough has voted to stick with an earlier idea of potentially contracting out part of the big job of plowing, salting and sanding the city, it remains unclear whether they will hire private contractors or additional seasonal workers to carry out the work. In fact, Council wants the union and city management to talk first and see whether they can come to an agreement that would remove the need for contract help.

Durham workers stand strong for fair contract



"When any local, of any size, needs the rest of our union, we are there. The strong show of solidarity throughout the community and labour movement sent a clear message that we will stand together," said CUPE Ontario Secretary-Treasurer Candace Rennick. "And leading up to the October 27 municipal elections, we will work to highlight the important work that CUPE members perform in municipalities and to elect progressive councillors and mayors who understand the great value of public services."

After two weeks standing strong against a list of concessions, CUPE Local 1764 members, employees of Durham Region, ratified a new collective agreement, ending their strike.

"Across the province, working people are being told that somehow we are the ones that need to have less for our futures, less for our communities, less for our children," said CUPE Ontario President Fred Hahn. "The courage of these workers is a testament to what working people can do when we stand together."

CUPE Ontario and dozens of locals from across the province supported the striking workers with solidarity rallies and visits to picket lines.



Upcoming Events

People's Social Forum

August 21- 24—Ottawa

Labour Day Parade

Sep. 1 – Watch cupe.on.ca for list of events

Health & Safety/Injured Workers Conference

Sep. 10 to 14 – Delta Sault Ste. Marie

HCWCC Conference

Sep. 16 to 19 – Delta Sault Ste. Marie

Ambulance Workers Conference

Sep. 22 to 23 – Caesars Windsor

Emergency All Locals Leadership Meeting

Oct. 5 – Toronto Sheraton Centre

CUPE National Sector Council Conference

Oct. 6 to 9 – Toronto Sheraton Centre

CUPE Fall School

Nov. 18 to 23 – Toronto Sheraton Centre

CUPE Ontario Convention 2015

May 27 to 30 – Toronto Sheraton Centre

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