

Negotiate to settle, prepare to strike

After more than a year without a collective agreement, 55,000 CUPE members working in public, Catholic, English and French school boards across the province began our union's biggest-ever job action in September.

Too often overlooked by politicians and the media, education workers are the backbone of our schools. As a result, their work-to-rule campaign has brought a deeper understanding of the critical roles our members play.

Many of the issues that CUPE brought to the table are about respect and acknowledge the importance of members' work, with staffing levels being a key issue. Custodial staff, educational assistants and others are seeing their numbers reduced while some of their work shifts are cut in half.

"In some instances, we seem to be dealing with a deliberate effort to ignore the realities of our jobs. For example, the current funding formula for schools doesn't pay for school hallways to be swept," said OSBCC Chair Terri Preston. "Can you imagine expecting



a school to be cleaned but not providing funding to have the hallway swept?"

To build a greater understanding of our education worker members and the real challenges they face

every day, CUPE Ontario hosted an MPP Breakfast at Queen's Park. The event was well-attended, with most of the NDP caucus and several cabinet ministers and their senior staff participating. The discussion, led by CUPE Ontario President Fred Hahn, OSBCC Chair Terri Preston and sector coordinator Jim Morrison resulted in a lively debate in the

legislature later that morning.

In addition to legal withdrawal of services, school board members have been wearing solidarity wristbands and dressing en masse in pink or black to add visibility. They have been supported strongly on social media with photo campaigns taking place at CUPE Ontario conferences, and several local rallies and information pickets.

Learn more by visiting the education workers solidarity page at cupe.on.ca.

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Fight to keep hydro public heating up

The fight to stop the Liberal sell-off of hydro is growing. A new public opinion poll shows 83 per cent of Ontarians now saying we must keep hydro public – a 20-point jump since our last poll.

As MPPs returned to Queen's Park in September, they were met by CUPE members urging them to stop hydro privatization. Inside, NDP Leader Andrea Horwath and Energy Critic Peter Tabuns led all opposition members in calling for the sale to be stopped.

Two weeks later, CUPE Ontario and the Keep Hydro Public coalition held a widely covered press conference together with the mayor of Sarnia and a Whitby councillor announcing that more than 160 municipalities have passed resolutions condemning the sale.

What else has been happening?

- A 36-member coalition of local chambers of commerce has organized to express concerns over



the ramifications of the sale for Ontario's economy.

- CUPE Ontario made headlines with a legal complaint that exposed the Liberal government's contravention of securities law in its removal of all rights, powers and duties of the Hydro One board of directors in respect to the initial public offering (IPO) in advance of the sale.
- The Chiefs of Ontario declared the province failed in its legal duty to consult First Nations about the sale.
- Hundreds of citizens attended 15 community meetings across the province to protest the sale.
- Community action protesting the sale has taken place across Ontario, and is spilling over into the federal election campaign.

On top of all this, a \$125-million class-action lawsuit was filed by Ontario residents over Hydro One billing practices.



Now is not the time to abandon all public accountability and turn it over to an ownership regime concerned with nothing but profit.

Far from being a done deal, the wrongheaded plan to sell Hydro One is now behind schedule. The sale is not a done deal. In fact, there are a significant number of Ontarians in ridings across the province who remain committed to the campaign to Keep Hydro One, and our polling shows nearly a third of Liberal voters are considering switching parties in the federal election because of it.

Write your MPP today and remind them that you, too, want them to Keep Hydro Public. And visit **KeepHydroPublic.ca** for more information about the ongoing campaign.

Convention 2015 will begin a new era for CUPE

On Monday, October 5, CUPE National President Paul Moist announced he would not be standing for re-election at Convention in November. CUPE Ontario thanks Brother Moist for his 40 years of activism and commitment to the union movement, including 12 years as our union's national president.

Brother Moist became a CUPE member in 1975, working in a number of different positions for the City of Winnipeg. He spent more than a decade as a CUPE national staff representative, was President of CUPE Local 500 for ten years and also served as CUPE Manitoba President.

A well known voice on the national and international stage, Brother Moist has spent his life defending the collective bargaining rights of CUPE members and advancing human rights and equality issues around the world through his work with the union's global partner, Public Services International.

CUPE ONTARIO EXECUTIVE BOARD ENDORSES FRED

The CUPE Ontario executive board unanimously endorsed Brother Fred Hahn to offer for the position of CUPE National President following Brother Moist's



announcement.

An activist since joining CUPE in 1991, Brother Hahn has a track record as a tireless, principled leader at the local, provincial and national levels of our union. He is well known for always putting CUPE members first, mobilizing, rallying picket lines, fighting for equality, campaigning to stop contracting out and privatization, defending public services in the media and demanding better from all levels of government.

Keep North Bay Public

Hot on the heels of a disastrous hospital public-private partnership, residents of North Bay learned of threats that their long-term care home was going P3, and so was a new arena.

To raise awareness of the dangers of the P3 model, CUPE Ontario 4th Vice-President Henri Giroux organized a public forum on public-private partnerships. Speakers in the packed hall included CUPE National President Paul Moist, CUPE Ontario President Fred Hahn, Ontario Health Coalition Executive Director Natalie Mehra and CUPE Senior Economist Toby Sanger.

The meeting was made more poignant as the P3 hospital announced 158 more layoffs just before the gathering. These followed three previous rounds of layoffs resulting from underfunding and \$14 million in extra costs to the hospital because private financing for P3s costs more than public financing.

CUPE Ontario is building public political pressure against the current and threatened P3s and to reverse the hospital layoffs



Mourning a decade of inaction



Ten years ago, two long-term care residents died tragically at the hands of another resident. The Casa Verde Inquest was called in response, and its jury made 85 recommendations, including improved

staffing levels and a minimum care standard for residents.

In the decade that followed, the province failed to act on any of them.

On October 1, CUPE Ontario members joined the Ontario Health Coalition, long-term care workers, and residents and their families for a memorial at Queen's Park that recognized the 29 long-term care residents who have died as a result of violence by another Ontario nursing home resident since 2001.

Busloads of CUPE Ontario members travelled to Queen's Park from Haliburton, Minden, Peterborough, Sudbury, Ottawa, North Bay, New Liskeard, Temiskaming, Sturgeon Falls, and one intrepid group from Timmins who hit the road at 2:00 in the morning to participate.

Long-term care staffing levels in Ontario remain below the Canadian average, despite a 2003 election pledge by the Liberals to fix the problem. CUPE Ontario continues to advocate for a minimum daily care standard for residents.

Hospital readmission rates spiking

Health-care workers across the province are making headlines as local leaders and Michael Hurley, president of the Ontario Council of Hospital Unions (OCHU) and CUPE Ontario 1st vice-president hold press conferences to release new data showing cuts to real funding for hospitals are causing spikes in readmission rates.

"This increase in readmission rates reflects the impacts of four years of deep provincial funding cuts to our hospital. Without enough beds and staff, some patients are sent home before they are well, and larger numbers are returning to hospital because they were too sick to have been discharged in the first place," said John Jackson, president of CUPE Local 2110, which represents staff at the Perth and Smiths Falls District Hospital.

A new study from the Canadian Institute for Health Information (CIHI) using data from 2009 to 2014, shows Ontario hospital inpatient days have fallen 13.4 percent

over the last four years. In the rest of Canada (excluding Quebec), per-capita inpatient days have increased 8.4 percent over the same time period.

Real funding cuts for hospitals, shortened inpatient stays, keeping patients out of hospitals altogether and downsizing hospital capacity are the focus of Liberal health reforms, said Hurley. "There is a direct correlation, we believe, between the provincial budget cuts to hospitals and these readmission rates."

He adds that readmissions are costly because they typically necessitate much longer stays.

"The Liberals have cut hospital budgets by 20 percent over the last four years in real terms, and now the hospital system, with the fewest beds available in the developed world, is failing to properly heal an increasing number of people. The province needs to fund its hospitals properly.

University of Toronto: We are feminist

Following vicious online threats made against women and feminists at the University of Toronto, the Women's Caucus of CUPE Local 3902 held a demonstration to denounce gendered violence.

More than 2000 people, including members of the CUPE Ontario executive board and locals 3902, 3903, 1230, 3261 took part in the September rally and march, which began at Spadina and Bloor in Toronto, before winding its way to the women's studies department at New College. CUPE 3902 brought province-wide attention to the threats

The threats made in June and September were towards women in the departments of Sociology and Women & Gender Studies.

"This violence targets our entire community, not just two departments, and not only women," said Joe



Curnow, a member of CUPE 3902 and co-organizer of the demonstration. "U of T is a feminist community. Misogynist ideas expressed in these threats are extreme and have no place on our campus," she added.

The demonstration highlighted the power of feminism and feminist ideas. These include women's right to work and attend classes without fear.

CUPE 2316-1 solidarity rally



Striking emergency after-hours staff at the Children's Aid Society of Toronto, members of CUPE Local 2316-1 of , were joined on the picket line by CUPE Ontario members and allies in the community and the labour movement.

The solidarity rally took place in front of the CAS Toronto office. Members from across the city representing every sector came out in solidarity with the workers, who went on strike in early August. They have been struggling with their employer for more than two and a half years for a first contract.

Emergency after hours staff provide urgent responses to children facing crisis situations across the City of Toronto at night and on weekends and holidays. Highly trained and skilled EAHS workers operate with minimal support, frequently attending high-risk situations at all hours of the day and night.

They are seeking modest improvements to health and safety, working conditions, wages and benefits in an effort to close the gap with their counterparts at comparable Children's Aid Societies. Our members have not had a raise in the past ten years.

Find out how you can support EAHS workers at cupe.on.ca.



Centre: Labour Day photo contest winner by Amanda Farrow-Giroux, CUPE 146, North Bay.
Clockwise from top left: Local One; Guelph; Sarnia; Local 1156; Toronto; Childcare workers; Hamilton; Oshawa; Peterborough



Labour Day: Politics matter to working people's lives

On the eve of a federal election, thousands of CUPE members across the province kicked off a massive election volunteer campaign at Labour Day parades, picnics and community events. In scores of communities, CUPE Ontario encouraged working people to get involved in politics and vote for a party that will put workers before bankers.

"The provincial election taught us that it's important to vote for positive change, not just against a terrible idea," said CUPE Ontario President Fred Hahn, who marched with several thousand members in Toronto.

"Kathleen Wynne campaigned as a progressive. Since the election, the Liberal government has done a 180. Across the province we're seeing hospital closures, families struggling to find affordable child care, a crisis in our schools with education workers pushed to take job action, and a government bent on selling off public assets like Hydro One, with no regard for what Ontarians want," he said.

Nationwide, CUPE members volunteered on NDP campaigns in a bid to end years of anti-worker policies by Stephen Harper.

"The federal and provincial governments have been disrespectful to working people, particularly those in low-wage and precarious employment. We're seeing this in our schools with a government that has once again ignored education support workers," said CUPE Ontario Secretary-Treasurer Candace Rennick at the Labour Day Parade in Toronto.

She pointed to attacks on workers' rights, anti-democratic laws like Bill C-51 and a mile-long string of

scandals as good reasons to kick out the Harper government.

At the same time, CUPE Ontario used the federal election and Liberal leader Justin Trudeau's close ties to Kathleen Wynne to ramp up pressure to stop Liberal



privatization plans such as the Hydro One sell-off.

The sale follows a privatization playbook that works for Bay Street, not Main Street. So far, that playbook has resulted in repeated multi-billion-dollar scandals such as the cancelled gas plants, Ornge Air Ambulance, eHealth and many others. The Hydro sell-off is one more costly privatization scandal in the making.

"Across Ontario and across Canada, working people must send a clear message to federal and provincial governments that we will not stand for any more of their austerity and privatization," said Hahn. "In every election, we must all get active on campaigns and demand governments that work for everyone."

For information on keeping hydro public, supporting education workers and other CUPE Ontario campaigns, visit cupe.on.ca.

Peterborough Pride

Members of CUPE Ontario, including President Fred Hahn, participated in the Peterborough Pride Parade, capping a summer that saw our union participate in nearly 20 Pride events across the province.

“Pride is Political. It is a public manifestation of the on-going fight for fairness and equality. And it is an important way to support our members and our communities,” said Hahn.

At each event, members celebrated “Pride in Public Power” and drew attention to the government austerity that has put equity and equality on the back burner in too many workplaces.

“Austerity is driving a privatization push in Ontario and around the globe. It’s hurting us all. In the private



sector, the top priority is always profit, not equality. Privatizing services, like Hydro One, impacts everyone, with equity-seeking groups being hardest hit,” said Hahn. “This is one reason why CUPE Ontario fights for reliable public services that are available for everyone.”

Upcoming Events

Election Day

Oct. 19 - For info visit cupe.on.ca

CUPE National Convention

Nov. 2 to 6 - Vancouver Convention Centre

OFL Convention

Nov. 23 to 27, 2016 - Toronto Sheraton Centre

CUPE Fall School

Nov. 30 to Dec. 6 - Toronto Sheraton Centre

Secretary-Treasurers Conference

Jan. 20 to 23 - Sheraton Parkway North, Richmond Hill

2016 Human Rights Conference

Jan. 25 to 28 - Toronto Sheraton Centre



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