

May 2008

Dear Members of CUPE Ontario;

I am writing to inform you that I am seeking the position of 4<sup>th</sup> Vice-President of CUPE Ontario at the upcoming Convention in May. I believe strongly that members need to make informed decisions in elected members on the Board and so I hope with this letter you will understand a bit of why I am running for the Executive Board and why I can get the job done.

## **WHO AM I?**

First off, let me tell you a little bit about who I am and what some of my experience is.

I am a University worker and the President of a small composite local, Local 1281; I have been the President of my Local since 2004 to current. Inside my local I have gained a vast experience with bargaining, grievances, dealing with member to member harassment, bully employers and strengthen benefits for members that work in over 42 workplaces across south-western Ontario.

Since 2005 to present I have held a seat as a Member at Large seat on the CUPE OD Exec Board. I was first elected at the Niagara Falls Convention to fill a seat in a by-election and I hope to be re-elected in Niagara once again. Along with being a member at large I have had the opportunity to participate in different arenas within our union, such as: Exec Board liaison to the Women's Committee, 2005, then from February 2008 to present, the Ryerson rep on the CUPE Ontario University Workers Coordinating Committee (OUWCC), 2005 – current, I am a Pink triangle member and was appointed the Board liaison in 2006 to current, a trained CUPE Ombuds person, Co-Chair of the Young Workers' Committee, 2004-05, former Local 3903 picket captain, where I walked the picket line for 12 weeks in 2000 and I have over 15 years of involvement in grassroots progressive movements in Toronto fighting privatization, standing up to the provincial and federal government cut backs and struggling for social change within our communities and around the world. I am a community activist and a supporter of equity that takes equity issues seriously and acts to make a difference. Some of you may also know my name because I moderate the CUPE Ontario women's list-serve.

But behind experience and knowledge making a decision on who to vote for should be based on principles. I am a person with integrity, strong work commitment and a desire to not just talk but act.

**I AM COMMITTED TO** the following principles and if elected I will have the opportunity, with your help, to make these demands a reality!

## **RESOURCES**

- Standing tough with the National union to ensure Ontario gets its fair share of funds
- Ensuring that campaigns are adequately resourced with member involvement and funding
- Funding organising & memberships drives for member participation and collaboration
- Fair and equal funding for all of CUPE's equity committees
- Working together to share resources and expand our capacity for a united fight back against the Liberal's "Harris-style" cut backs and this privatisation agenda

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**VOTE 4 R.E.A.C.T!** ..... ELECT DENISE HAMMOND for 4<sup>th</sup> Vice-President

## **EQUITY**

- Advancing an equity agenda through continual support, resources and funding for CUPE educationals, coalition work and international initiatives
- Sustaining a bi-annual Human Rights Conference and a Women's conference
- Supporting and implementing recommendations from the task force on women and resolutions passed at Conventions
- Developing e-lists, regular member driven e-newsletters for human rights committees to share information outside of conventions and conferences with the membership
- Continuing to learn from struggles and victories of workers around the world

## **ACTION & ACCOUNTABILITY**

- Ensuring that all CUPE campaigns have a long-term strategic plan in place prior to execution to avoid top down decision – making
- Building upon CUPE's strength by supporting coordinated bargaining
- Respecting local autonomy and diversity in participation and action
- Standing up for pensions and a living wage for workers in all sectors
- Taking strike action/aversion and building mass mobilisation that are supported by strike funding and the involvement of CUPE activists

## **COMMUNICATION**

- Improving communication amongst locals and members to reduce silos amongst sector work and isolation of locals
- Supporting District Councils to ensure local activists area meetings take place to involve members in campaigns and to enable members to regularly communicate with elected Executive Board members
- Translating convention resolutions into action and eliminating the process of concurrency and non-concurrency
- Working to build links and a common fight back approach amongst sectors because an injury to one sector is an injury to all of CUPE
- Expand CUPE's public profile to rebuild the union's reputation and to improve the public's perception of CUPE and the benefits of unionisation

## **TRANSPARENCY**

- As a member of the Board, I have and will continue to raise issues, provide a critical voice and ensure active participation reporting to the membership
- Ensure a transparent and democratic process for elections to the Board, committees and CUPE seats on other organisations & bodies
- Demand an open decision-making process on the Board, all members of the Board should be involved and informed of decisions and work to communicate with the membership
- Developing both structure and processes to make elected members accountable

For these all of these reasons, , I am asking you to consider voting for R.E.A.C.T and support my candidacy for the position of 4<sup>th</sup> Vice-President. Feel free to contact me via email [denise.hammond@gmail.com](mailto:denise.hammond@gmail.com) or phone if you have questions 416.937.1126.

See you at convention,



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