

Vote
**Giselle
Burton**

For Secretary Treasurer of CUPE National

It's Time To Fight Back!



ELECT

Giselle Burton for Secretary Treasurer

The Harper Government is poised to assert an agenda that takes worker environmental and human rights back decades, while attacking workers whenever they assert their rights to bargain and strike.

The financial elite came close to destroying the economy, but no one is charged and no regulations re-introduced to prevent another crisis.

The provinces and cities are all crying "broke" even as wealth accumulates at the top in record amounts. Tax revenue from the wealthy shrinks, forcing cuts in services, privatization, sell-offs and increased user fees.

Our jobs and services are designated as "essential". Strikers are legislated back to work. As the need for unions grow, it is harder and harder to organize workers.

Is Our Union really ready for the fight of our life?

The CUPE National's financial foundations are now in order.

The CUPE National's bureaucracy has never worked smoother.

The next Secretary Treasurer election is a time for all CUPE activists to take stock and make strategic choices --

Ask yourself one question:

How is this working for YOU and your members?

If you think we need something better, like

- * a strategic plan for all-Canada fight-back campaigns,
- * resources directed at the base to successfully mobilize our Members; and
- * a thorough re-evaluation of CUPE's structure, to meet our current and future needs

This campaign is attempting to use as little paper and create as little waste as possible

Pour Voter
**Giselle
 Burton**

Secrétaire - Trésorier National du SCFP

Il Est Temps De Se Battre!



ÉLIRE

Giselle Burton pour le secrétaire-trésorier

Le gouvernement Harper est sur le point de déclencher un programme qui fera reculer nos droits par des décennies: les droits des travailleurs, les droits environnementaux, les droits de la personne. Ils visent à attaquer tout groupe de travailleur qui affirme son droit de négocier et de faire la grève.

L'élite financière vient de près de détruire notre économie, mais personne n'a été inculpé ni aucun règlement imposé pour empêcher une nouvelle crise.

Les provinces et les municipalités se plaignent d'être fauchés alors même que les fortunes s'accroissent au sommet en montants records. Les impôts sur les riches diminuent, ce qui nécessite des coupures de services, la privatisation, des ventes d'actifs et une hausse des frais d'utilisation.

Nos emplois et nos services sont désignés comme «essentiels». Les grévistes sont forcés par la loi de retourner au travail. De plus en plus a-t-on besoin des syndicats, mais de plus en plus devient-il difficile de les organiser.

Notre Syndicat, est-il vraiment prêt pour le combat de notre vie?

Les bases financières nationales du SCFP sont maintenant dans l'ordre.

L'administration nationale du SCFP n'a jamais travaillé plus lisse.

L'élection prochaine de notre Secrétaire Trésorier est un occasion pour tous les militants du SCFP de faire le point et de faire des choix stratégiques -

Posez-vous une question:

Ça marche pour vous et pour vos membres?

Si vous croyez qu'on a besoin de quelque chose de mieux – comme

- * Un plan stratégique pour des campagnes de riposte à travers le Canada
- * Les ressources dirigées vers la base pour mieux mobiliser nos membres
- * Une réévaluation profonde de la structure du SCFP, pour répondre à nos besoins actuels et futurs

Cette campagne vise à utiliser le moins de papier, et à créer le moins de déchets possible.

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Child Care & Elder Care

For CUPE members, most of whom are women, Child Care (outside of Quebec) & Elder Care are not just universal, long-term social programs for which we continue to fight.

Child and Elder Care provide solutions – right now - to the pressing problems many of our women (and some men) activists face.

A major finding from CUPE's September 2007 *Summary Report on the Results of a National Membership Survey on Women's Participation in the Union* states, "Over three-quarters of respondents (77.7%) felt that addressing women's need for child care was 'very important' or 'important'," when identifying priorities to increase women's leadership.

The responsibility for care of the children and, increasingly, the elderly still fall disproportionately on women. Women cannot become leaders or even activists if they cannot participate in normal Union meetings, political and fight-back campaigns, conferences or conventions. Having to provide one's own individual solution to child care and elder care places an unfair financial burden on the member and becomes a major barrier to participation.

An obvious solution is to provide more resources to members – on the ground – so that child care and elder care become a normal part of how we do business.

For example, child care should be provided at all meetings.

When the Union requires a member to be away where overnight stays are required (conventions or schools, for example), resources have to be made available – again, on the ground – to pay for decent quality care in the home.

Some locals are already providing one or both kinds of care.

An important step in this direction would be to significantly increase the amount of subsidy that is now provided by CUPE for child care during the National Convention, and to extend the subsidy to elder care.

Providing child care and elder care is one of the fundamental steps needed to grow activists and leaders from the ground up. It will allow more women (and some men) to participate more fully and that will make the Union stronger.



CUPE-SCFP Canadian Union of Public Employees
Syndicat canadien de la fonction publique



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ACCESS TO PAID UNION LEAVE

Access to paid Union leave was identified by 77.7% of respondents as important to women (CUPE's September 2007 *Summary Report on the Results of a National Membership Survey on Women's Participation in the Union*).

The reason is clear: after working a full time job, one or more part time jobs or any variation, while balancing responsibilities for home and family, the time and energy available to do Union work is severely limited. This, ultimately, weakens the Union as a local organization as well as a movement.

The kind of experience that allows Union members to take more responsibility and, later, leadership in Union

structures, campaigns or activities, comes from having the time and material support to do build the Union and practice new skills.

To "grow" strength, experience & leadership among our members, the majority of whom are women, there has to be far more resources given to the base – locals, district councils, sectors – even Provinces.

One learns to lead by leading. Local 4400 has extensive experience in "growing" leaders as a result of providing resources to work and develop on paid Union time.

Within the last 14+ years, we have provided the movement with:

Chair & Representative - Ontario School Board Co-ordinating Committee <i>Terri Preston</i>	OSBCC WSIB Representative <i>Darrell Day</i>
CUPE Ontario Committees * <i>Bill Hanna</i> - Pink Triangle * <i>Suby Kerr</i> - International Solidarity * <i>Sanjit Rehal</i> - Racial Justice * <i>Jayne Warner</i> - Workers with Disabilities	Second Vice-President - CUPE Ontario * <i>Yolanda McClean</i>
CUPE Staff <i>Steve Lillico</i> - Pay Equity <i>Helen Manning</i> - Representative * <i>Bobby Nand</i> - Representative <i>Deb Oldfield</i> - Organizing	Toronto & York Region Labour Council * <i>Cherill Hiebert</i> - Women's Committee * <i>Katie McGovern</i> - Executive Member * <i>Sanjit Rehal</i> - Equity Committee
Executive Board Member - CUPE National * <i>Yolanda McClean</i>	Toronto City Councillor <i>Janet Davis</i>
National Committee Members <i>Colleen Costa</i> - Political Action * <i>Suby Kerr</i> - Literacy * <i>Martine Stonehouse</i> - Pink Triangle	Toronto District CUPE Council * <i>Lisa Skeete</i> - Secretary * <i>Michelle Sokovnin</i> - Treasurer
OSBCC Toronto Representative <i>Dave Smith</i>	Vice-President - Canadian Labour of Congress * <i>Marie Clarke-Walker</i>

*identifies self as member of an equity-seeking group, not including the category of "women".

The list above does not include the hundreds of Local 4400 members who are currently working on and leading committees, fight-back campaigns, political election campaigns and community organizations.

If CUPE is serious about its commitment to developing a strong and powerful Union to meet the serious challenges posed by the economic elite with its program of shrinking public services, selling and privatizing "whatever is not nailed down" and driving wages and working conditions to the lowest common denominator, then far more resources will have to be made available to the base.



CUPE·SCFP / Canadian Union of Public Employees
 Syndicat canadien de la fonction publique



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ENVIRONMENT

In a time of economic uncertainty and unparalleled aggression towards organized labour, a question persists among those who care deeply for the environment:

Is there room for thought and study on how we, as Unionists, can do our part to ensure that future generations enjoy the same benefits of living in this world as the previous generations did?

Take a look at that question and then ask if it applies to the Green Movement or the Labour Movement. Answer: It applies to both. Thankfully, CUPE National is leading the way on both fronts.

Though it has rarely been considered during public debate, the fact remains that there are many parallels between the goals and tactics of the Labour Movement and what we now call the Green Movement.

For example, both movements (at some point) featured a small group of people holding signs and chanting slogan. Both worked hard to be taken as serious, important functions of society who were trying to make changes for the better.

Through job action, legislation, and the will to lay it all on the line, the Labour movement has been able to raise the standard of living for untold millions of Canadian workers. It's that very same determination and sense of shared responsibility that guides CUPE towards achieving a set list of quantifiable environmental workplace goals in the near AND distant future.

As we continue to ask ourselves if an educational assistant's wage is enough to afford a reasonable standard of living, should we not be also asking that the air that worker breathes at work be as toxin-free as possible? Should a cleaning staff worker's exposure to toxic chemicals be any less important than their right to a secure and well-funded pension plan? As we fight to secure pensions and living wages, the fight to create and maintain sustainable employment for our members, we must also fight to maintain a sustainable way of life for Canada. The challenge of that conclusion is upon every CUPE local today.

Politically speaking, CUPE may be a representative, along with various labour groups, on the Green Economy Network, but we are also voters. As such, we have the ability to speak directly to our leaders and, with our combined roles as voters and Unionists, demand that we create equitable and sustainable workplaces.

This means that ensuring that a reduction in industrial and office waste is not a fleeting answer to a fleeting movement. Seen in the larger context, protection of the environment becomes a moral imperative as was said by Nobel-prize winning Environmentalist Al Gore in his award-winning documentary "An Inconvenient Truth".

Just as our predecessors stood tall on the picket lines and fought to keep our employers honest, so too should we fight for the next generation's right to enjoy an affordable and healthy life -- a better one than has ever been seen in this great nation.



CUPE·SCFP

Canadian Union of Public Employees
Syndicat canadien de la fonction publique



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L'ENVIRONNEMENT

Dans cette époque d'incertitude économique, ainsi que d'agressions sans précédent envers les travailleurs organisés, il reste une question persistante pour ceux qui sont profondément préoccupés par l'environnement :

A-t-on la place, en tant que syndicaliste, de considérer et d'étudier comment jouer un rôle positif afin d'assurer que les générations futures jouissent des mêmes avantages de vivre sur notre planète qu'ont connues les générations passées ?

Considérez bien la question. Demandez-vous: s'applique-t-elle plus au mouvement vert, ou bien au mouvement ouvrier ? Réponse: elle s'applique également à tous deux. Heureusement, le SNFP-National c'est un leader sur ces deux fronts.

C'est une chose qu'on ne constate que rarement dans le débat public, mais le fait demeure qu'il y a beaucoup de parallèles entre les objectifs et les tactiques du mouvement ouvrier et ceux du « mouvement vert ».

Par exemple, à un certain moment, tous deux existaient en tant que petits groupes de gens, brandissant des pancartes et scandant des slogans. Tous deux ont dû mener une lutte acharnée pour se faire prendre au sérieux, pour devenir considéré comme jouer un rôle important dans la société, par leurs efforts pour effectuer des transformations bénéfiques.

Grâce à ses actions en milieu de travail, par moyen de législation, et par le biais de sa volonté de tout risquer, le mouvement syndical a réussi à élever le niveau de vie pour des millions de travailleurs canadiens. Cette détermination-là, ainsi que notre sentiment de responsabilité partagée, servent à orienter le SNFP vers une liste fixe d'objectifs environnementaux au travail, mesurables et réalisables dans un avenir tant proche et lointain.

Tout en continuant à discuter si le salaire d'un assistant d'éducation n'est suffisant pour lui donner un niveau de vie raisonnable, n'aurions-nous pas aussi demander que l'air respiré par ce travailleur dans son lieu de travail soit aussi libre de toxines que possible ? L'exposition du personnel de nettoyage aux produits chimiques toxiques, est-ce moins important que leur droit à un régime de retraite sûr et bien financé? Tout en luttant pour garantir la retraite et un salaire décent, et pour créer et maintenir des emplois durables pour nos membres, il faut également nous battre pour préserver un mode de vie durable pour le Canada. Aujourd'hui, chaque section locale du SNFP est confrontée par le défi posé par cette conclusion

Du point de vue politique, le SNFP participe, avec d'autres organisations syndicales, au sein du «réseau de l'économie verte ». Mais nous sommes aussi des électeurs. En tant que tels, nous avons la capacité de parler directement à nos dirigeants, et, par le biais de notre rôle combiné d'électeur et de syndicaliste, d'exiger que les lieux de travail soient aussi justes que durables. Cela veut dire que la réalisation d'une réduction des déchets industriels et des déchets au bureau n'est pas qu'une réponse éphémère à un moment éphémère. Vu dans la contexte plus large, la protection de l'environnement devient un impératif moral, comme l'écologiste et le gagnant du prix Nobel Al Gore nous a expliqué, dans son documentaire primé « Une vérité qui dérange

De même que nos prédécesseurs se sont démarqués avec courage sur les lignes de piquetage, luttant pour rendre nos employeurs honnêtes, nous devons nous aussi nous battre pour le droit de la prochaine génération à jouir d'une vie saine et abordable – une vie meilleure qu'on a jamais connue dans notre grande nation.

