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Fred Hahn
President



Candace Rennick
Secretary-Treasurer

POLITICAL PULSE

News from CUPE Ontario

With more than 260,000 members, CUPE Ontario is a strong voice for rights and fairness for our members and our communities.

We work at the provincial level for legislative, policy and political change on issues affecting public services, equality, healthy communities and a better Ontario for everyone.

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Greetings from Fred and Candace

Labour law changes are coming to Ontario and we need to make sure the government gets them right.

Thanks to the hard work of many of you, along with thousands of other workers and advocates, the government has finally acknowledged that we have a serious problem in this province when it comes to workers' rights and compensation.

The problem is that the proposed changes are a long way from what is needed to correct the huge imbalance in our economy that continues to leave workers behind.

Bill 148 proposes many changes to both the Ontario Labour Relations Act and the Employment Standards Act.

Some changes would be positive like increasing the minimum wage to \$14/hour by the end of this year and \$15/hour by the end of 2018. This will be a significant improvement for hundreds of thousands of workers in Ontario including some CUPE members.

But right now, there are lobby organizations like the Chamber of Commerce that have launched a campaign to try and stop this increase from happening. It's very important that we make our support known.

Other proposed improvements such as equal pay for part-timers and vacation time, come with strings that many employers can exploit.

The reality is, without access to a union, workers will still find themselves victims to employers who exploit the loop holes. That is why the government must extend card-based union certification to all workers, not just some.

Card-based certification is the easiest and fairest way for workers to join a union. It eliminates the employer's ability to intimidate workers and scare them out of unionizing. When enough workers have signed cards, they can apply for union certification - simple. Right now the Bill only provides this option to a small segment of workers.

All of us need to let the government know about our support and the changes required. You can find all the details you'll need on our website at cupe.on.ca/bill148.

In solidarity,

Fred Hahn
President

and

Candace Rennick
Secretary-Treasurer

Keep informed! Follow us

[Facebook.com/CUPEOntario](https://www.facebook.com/CUPEOntario)

[Twitter.com/CUPEOntario](https://twitter.com/CUPEOntario)

[YouTube.com/CUPEOntario](https://www.youtube.com/CUPEOntario)

MEMBER SPOTLIGHT

Convention award winners inspire future leaders



Calvin Campbell - a true leader in the fight for racial justice

A human rights and racial justice advocate for 20 years, Calvin Campbell was this year's recipient of the Racialized Worker Award.

An Occupational Therapy Technician at Queen Elizabeth Hospital in Toronto, Calvin quickly became involved in the union movement to ensure all workers were treated fairly. After years as Secretary-Treasurer of his local, he is now the four-term President of Local 1156. Calvin continues his push for equality by promoting education on the need for equal rights for all workers.

Becky Fenn and Heather Nicholson expose violence in their workplace

Becky Fenn and Heather Nicholson are Personal Support Workers at the F J Davey Home in Sault Ste. Marie. Members of Local 4685 they won this year's Health and Safety Award by coming up with a creative way to expose the seriousness of the violence that exists in their workplace.

By asking their members to place dots on a cut-out figure to illustrate where the workers have been injured, Sisters Fenn and Nicholson used 'body mapping' to expose the need for improved health and safety in their workplace.



May Smith - a champion for injured workers

Longtime CUPE 4400 activist and steward, May Smith turned her personal experience into a mission to help injured workers.

Having suffered her own workplace injury she is now determined to develop a Toronto-wide injured workers network to provide support and assistance when it's needed most.

Her tireless commitment to others earned May this year's Injured Workers Award.

Nora Shaughnessy - leads by example

Nora Shaughnessy, vice-president of the CUPE 1453, is selfless in her dedication to ensuring workplace fairness and protections for the workers of the Peterborough Area Catholic School Board.

The winner of the 2017 Sisters in Solidarity Award, Nora draws on her personal experience with precarious work and life challenges to advocate for women's rights. She is not someone who will let you down.





BE BOLD. BE BRAVE.

More than 1000 delegates came together in Toronto, for CUPE Ontario's 54th annual convention, under the banner: "Be Bold. Be Brave," inspiring our members to take risks, raise expectations and demand more.

We recognized the strength and courage our members continue to demonstrate in our collective fight to build a fairer province where people have good jobs and access to the public services they need.

Together we built our plan for the year ahead to increase our collective strength to build a better future for everyone in our communities.



Courage of striking locals inspired convention



In the face of attacks at the bargaining table, CUPE Ontario members are not backing down. Over the past year, we've had more strikes than at any point in our union's history.

In a town hall forum at convention, delegates got the chance to celebrate the strength and bravery of these members and to learn from their experiences.

What fueled their strength and determination? What difficulties did they face? How did it affect their locals?

Representatives from twelve locals that had either gone on strike or been locked out, shared their experiences and their gratitude for the solidarity and support they received, both on the picket line and behind the

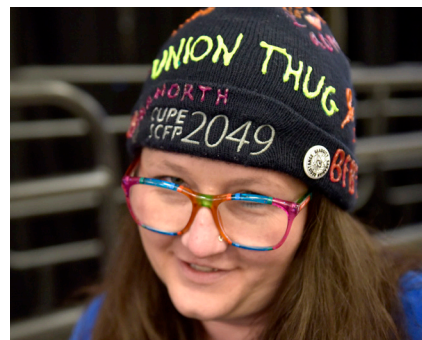
scenes.

These leaders shared their hard-won wisdom:

Communicate what's going on in bargaining, trust your members, then stand back and watch them do the right thing. Be prepared if you can. Don't be afraid of a strike. The support will be there for you.

All emphasized that it was the support from other locals that joined them on the line that gave them the extra strength they needed to keep going on the hardest days.

They all pledged to be there for any other locals who have to put it on the line.



CUPE goes to court for hydro suit - awaiting judge's ruling



In an attempt to have CUPE's lawsuit over the sale of Hydro One, stopped, government lawyers went to court on June 12 to try and have the case dismissed. They argued that the Premier and her Ministers were protected from any wrong doing by their parliamentary privilege.

Claiming the courts should not have jurisdiction in the case and suggesting that the plaintiffs have not been hurt anymore than the rest of the people in Ontario, the government lawyers called on the judge to dismiss the misfeasance suit.

"Their lawyers have thrown every argument, including the kitchen sink, at the court to try and stop our lawsuit from going ahead because, I suspect, the Premier and Ministers are very worried about the details that will come out if the case is allowed to go forward," said CUPE Ontario president Fred Hahn, when scrummed

outside the Toronto courthouse.

"What's at stake here is a misuse of power," Hahn continued. "If the Liberal Party of Ontario and their supporters, directly benefited from their decision to sell shares in Hydro One, when they knew it would hurt the people of Ontario, that is wrong and they must be held accountable by the courts."

Immediately after the first sale of shares went through, those who made tens of millions off the sale, held fundraisers for the Liberal Party of Ontario, one of which was explicitly billed as a celebration of the sale.

Lawyers representing CUPE in the misfeasance suit methodically countered the governments arguments and demonstrated the merits of the case and why it should be allowed to go forward.

"I trust our court system and I am hopeful that the judge will rule against the government's motion to dismiss," said Hahn.

As of the time of print we are still waiting for the judge's ruling.

CUPE Ontario rallies to protect injured workers and put an end to violence in the workplace.

Hundreds of CUPE Ontario members joined the injured workers network to march on the Ministry of Labour and demand better protections and supports for those injured on the job.

Workplace violence is on the rise and the Ontario government must step up to prevent further injuries.

No one should have to face violence at work, yet everyday this is the reality for hundreds of CUPE members working in schools, hospitals, social services and many other public services across Ontario.

To mark Injured Workers Day, CUPE Ontario launched a new campaign to raise awareness and is calling on the provincial government to ensure that:

- Enforcement of workers' health and safety laws is increased;
- Appropriate staffing levels are in place to manage situations before they become violent;
- Employers understand and provide worker with their legal 'Right to Know' when they are assigned to work with individuals known for violent out bursts.



To get involved visit: cupe.on.ca/antiviolence

PRIDE 2017

PRIDE is about standing strong in the face of adversity. It's about facing ignorance and hate head on, and giving others the courage to do the same.

In Ontario, PRIDE is a joyful celebration of LGBTQ culture, but make no mistake – PRIDE is political, and it is critical that we never become complacent. This year CUPE Ontario members will participate in more than 30 PRIDE events in communities all across the province.

PRIDE was born out of police persecution of the gay community. It's not so long ago that gay bashing was a regular occurrence, yet it was the LGBTQ community that was criminalized while the attackers went virtually unpunished. In 1981, Toronto police targeted the gay community by raiding bathhouses, arresting everyone and outing many whose lives were irreparably damaged.

A group of bold and brave people chose to put their own safety at risk and stand strong in the face of hate and discrimination. They gave others the courage they needed to rise up. Friends and allies stood with them. Toronto's small but mighty PRIDE was born as it continues to do in communities all across Ontario.

We've come a long way since then but there are still many within the LGBTQ community who still face discrimination, hate, harassment and violence because of the colour of their skin or how they choose to dress or the fact that who they are doesn't fit with the body parts they were born with.

Toronto Pride is now famous world-wide as a safe space where one can be open about one's sexuality and gender identity. It's a time to be loved without judgement, but this is sadly not true in all communities of even for everyone in Toronto. Our province's LGBTQ communities are as diverse as the world itself, and people have vastly different lived experiences that need to be recognized and understood.

Though we have made many gains over the last twenty years, we are now living through a resurgence of hate and discrimination that is being stoked by some of our province's politicians. None of us can afford to stay silent. It's more important than ever that we be bold and brave and stand together against discrimination and hate in all its forms.





Victory on School Closures!

Parents, education workers and community supporters should be very proud of their success in getting the provincial government to put an end to school closures in Ontario, says CUPE Ontario President Fred Hahn.

“These families and workers never gave up,” said Hahn. “They knew how valuable their local schools were to their communities and they refused to let the government take them away. They are an inspiration in what can happen when you come together and refuse to take no for an answer.”

“Closing local schools is not just bad for the students,” said Terri Preston, coordinator of CUPE Ontario’s School Board Bargaining Committee. “Local schools are at the heart of most communities. They’re the place where people gather to play sports, hold community meetings and engage meaningfully with each other. This announcement is good news.”

The Ontario Liberal government has taken a lot of heat over the past several years for ignoring the needs and voices of local communities by steam rolling ahead with school closures that have left huge holes in some rural communities.

“Given the government has now seen their mistake, we hope they will reconsider the closures that they have already announced,” said Preston. “There are communities that are really struggling with the loss of their school – this still needs to be addressed.”

“We’re pleased the government has finally come to its senses and put in place a moratorium on school closures,” said Hahn. “We just hope that it continues past the next election.”



Upcoming Events

Sep 18 – 19

CACO Conference

Marriott Niagara Falls

Sep 19 – 22

HCWCC Conference

Marriott Niagara Falls

Oct 1 – 21

IWH&S Conference

Holiday Inn Toronto Airport

Oct 31 – Nov 5

Fall School

Toronto Sheraton Centre

Nov 12 – 15

Political Action Conference

Toronto Sheraton Centre

Dec 11 – 14

Human Rights Conference

Sheraton Parkway North

Jan 22 – 25

Secretary Treasurers Conference Sheraton Parkway North