

**NUPGE Advisory Committee on Women's Issues
March 7 & 8, 2005 – Ottawa, Ontario**

MINUTES

In attendance:

NUPGE	Marie Bean Brenda Hildahl
BCGEU	Catherine Bell
SGEU	Linda Anweiler
MGEU	Kelly-Ann Ivory
OPSEU	Helen Riehl
OLBEU	Shelly Gingerich
BGPWU	Marg Ducie
PEIUPSE	Eileen LeClair
NBUPPE	Susie Proulx-Daigle
NSGEU	Martha Brown
NAPE	Sheila Beaton



CALL TO ORDER

The meeting was called to order at 9:40 a.m. by Chair Marie Bean. Sister Bean welcomed the committee members and introductions were made around the table. A special welcome was extended to the two new members – Sisters Susie Proulx-Daigle and Catherine Bell. Sister Bean also introduced Sisters Shelley Wilson and Philippa Jabouin who have recently been hired on staff by the National Union.

1. Adoption of Agenda

Chair Bean directed the committee to the Agenda for the meeting. She noted that a change will be made to the agenda regarding the Pay Equity Issue. Sister Sheila Beaton will only be able to attend the first day of the meeting as she is attending the News Conference on March 8, 2005 in St. John's regarding the pay equity settlement, therefore the agenda will be amended to review the Pay Equity issue on March 7, 2005.

2. Pay Equity

Chair Bean directed the committee to Tab 9 of the meeting binder which contains background information on Pay Equity. Sister Bean asked Sister Beaton to provide a brief background history regarding the Pay Equity issue in Newfoundland. NUPGE and

our Newfoundland and Labrador component – NAPE - are joining forces to lobby for long-overdue pay equity settlements that the province of Newfoundland and Labrador owes to 6,000 health care workers. The unions have picked March 8th, International Women’s Day, to launch the campaign. An on-line petition has been set up and at a news conference on March 8th, both NUPGE President James Clancy and NAPE President Leo Puddister are encouraging members to sign the petition to Premier Danny Williams and his Conservative government demanding that they remit to workers the money due to them. The on-line petition will be launched on March 8th on the NUPGE website at www.nupge.ca

3. Adoption of Minutes – October 4 & 5, 2004

The minutes of the October 4 & 5, 2004 meeting were reviewed. Sister LeClair moved and Sister Riehl seconded the adoption of minutes. Motion was passed.

4. Building International Sisterhood Around the World

Chair Bean directed the committee to Tab 3 of the meeting binder which contains material specific to the Building International Sisterhood Conference. Sister Bean gave a verbal overview and objectives of the Conference to the two new sisters on the committee – Sister Bell and Sister Proulx-Daigle. A draft outline of the Conference Agenda was handed out to the members, which included some of the responsibilities for each of the committee members relative to their assigned region. The full day was devoted to the discussion and strategic planning for the Conference. This discussion included the names of advocates/activists that the committee members have researched since the October 2004 meeting who could best speak on behalf of women living and working in their respective region. At the conclusion of the day, four key items were identified to be completed:

The committee members are to update the ‘Victories’ section of “We Want the Whole Loaf” and submit these updates to Sister Hildahl by the end of August. The National Union will be updating this very popular publication before the Conference.

Committee members are to canvass their component provincial executives to try to establish the number of participants from each component that will be attending the Conference.

The suggested speakers will be compiled and reviewed by the Managing Director and President. Three speakers will be selected to be invited to the Conference.

The National Union will book a venue in Ottawa for the Conference with a tentative date of October 2006.

Day one recessed at 4:30 p.m.

Meeting reconvened at 9:45 a.m. on Tuesday, March 8, 2005.

Before beginning the Component reports, the committee members signed the NAPE/NUPGE pay equity petition on the NUPGE website.

To commemorate *International Women's Day*, the members of the committee wore red. A photo was taken of the committee and the photo and an article regarding the NUPGE Advisory Committee on Women's Issues' International Women's Day activities will be submitted to the PSI as a contribution to the next edition of PSI Women.

5. Component Reports

NBUPPE

Sister Susie Proulx-Daigle reported:

General Information:

The Annual General Meeting (AGM) proved to be a very successful one. The name change went through as well as the full-time president motion. These are very positive changes for our Union. In addition to these, we have added on a new staff position, thus hiring a new Labour Relations Officer. Brother David Brown comes to us with 25 years of labour law experience and we feel very fortunate to have him join us.

As for labour unrest in the province of New Brunswick, the teachers were not successful in negotiating a contract and are presently gathering their troops around the province. It looks like they will get a strong strike mandate from their members.

Negotiations:

As for the negotiating process within the NB Union, we are heavily in the midst of negotiations. Our Resource Officers are presently at the conciliation board stage and are touring the province to let members know where they're at and what the issues continue to be.

The following Components have begun the process: Specialized Health Care Professionals, Paramedical, Clerical and Regulatory, Administrative Assistants, Office Data & Duplicating Process and the Nursing Homes. Contracts have all expired. The process has taken up more time than usual and the Union has had a lot harder time in establishing designations. The government's intent was to raise the designations. However, we have been successful as the designations are not that much higher than in previous years, after several presentations to the Labour Board.

It is becoming very clear that, in order to get a decent contract, the members need to be ready to go the extra mile. The government is only ready to talk if the members are ready and willing to move to a strike vote.

Women's Committee:

The Committee has met twice since Sister Lydia Jaillet's last report – November 8, 2004 and February 10, 2005. For the November meeting, the Committee attended the Provincial Pay Equity Hearings at the Legislature. Our President, Sister Debbie Lacelle, was first to present and did us proud. We met briefly following the presentations and looked at the proposed child care policy developed by the Women's Committee and its usage during our AGM. We were pleasantly surprised at how well it had been introduced and received and how little the costs actually were. The Women's Committee will recommend that we try it again for our next major function in order to track and monitor expenditures.

We also looked at undertaking new projects since the Silent Witness Project had been such a success. Different ideas were to be brought back at our next meeting. The Vitamin Campaign (Healing Hands for Haiti program), which was brought forth to the AGM, was also a great success. As for the February meeting, we mostly looked at different options for new projects. A presentation from the Muriel McQueen Ferguson Foundation was given on the Workplace Toolkit regarding Family Violence. We have opted to go with this project. We will also be looking into adopting a union activist from another country through Women for Women International, Peace X Peace.

NSGEU

Sister Martha Brown reported:

Following are some of the highlights of NSGEU'S activities since our last meeting.

General Issues:

Biennial Convention:

NSGEU Biennial Convention is scheduled for May 4 – 7, 2005 at the Westin Hotel, Halifax, NS. This year's theme is *We're Stronger Together*.

In Mourning:

NSGEU mourns the death of Board Member Brother Bill Hebert who was tragically killed as a result of a motor vehicle accident on February 22, 2005.

Staffing:

We welcome Brother Jeff Brett on staff as our new Occupational Health & Safety Officer. Brother Norman Hebert, Coordinator of Education and Organizing will retire effective April 30, 2005.

Tsunami Relief:

NSGEU made a donation of \$10,000.00 to Oxfam Canada as well as a \$1,000.00 donation to the Red Cross.

Cape Breton Regional Police:

Members of the Cape Breton Regional Police voted overwhelmingly in favour of joining the Nova Scotia Government and General Employees Union. They were previously represented by the Police Association of Nova Scotia (PANS). They are now in preparation for bargaining.

Good Neighbour Protocol:

NSGEU's proposal of an agreement to ensure that, if any of our health care workers want to voluntarily leave the province to assist other provinces with epidemics such as SARS, their rights under the Collective Agreement are protected. This document (as a means of discussion) was well received by our Minister of Health who plans to put it on the agenda of the next meeting of the federal and provincial Health Ministers. Copies of the proposal are available.

NSGEU'S Website:

Be sure to check it out at www.nsgeu.ns.ca.

Bargaining Issues / Updates:

Bargaining:

NSGEU continues to be consumed with bargaining and negotiations with many bargaining tables open at varying stages of negotiations (from bargaining preparation to arbitration). Some tables have reached agreements, which have been ratified by the membership.

Women's Issues:

Silent Witness Project:

NSGEU has come together with a wide range of other women's organizations in the province to form an organizing committee for the NS Silent Witness Project.

Partners include: Metro Interagency on Family Violence Prevention, Crime Prevention Society of NS, Metropolitan Immigrant Settlement Association, THANS, The Native Alcohol & Drug Counselling Association of NS, NS Advisory Council on the Status of Women, Victim Services Volunteer Association of the Halifax Regional Police, Elizabeth Fry Society, Congress of Black Women, CDHA, Women's Institute of the African United Baptist Association, Truro Police Service, Family SOS, Alice Housing (Halifax), Military Family Resource Centre (Halifax), Bryony House and NSGEU.

The goals of the group are to remember the women in Nova Scotia who were murdered by an intimate partner and to create awareness by sharing information in communities around the province about the nature and extent of family violence. Other goals of the group are to promote action by profiling local resources that support women coping with violence in their lives and encouraging community and government action to end all forms of violence in our society.

The focus of the group will be on factors contributing to crimes of domestic violence against women. We will do this by raising awareness, encouraging action and remembering victims of violence.

Phase I – (Community Assessment) started on February 12, 2004 and was completed December 31, 2004.

Phase II – (Conduct Initial Research) will incorporate performing case law searches, acquiring supporting documentation and court files, confirming records and information gathering from survivors. Regional meetings will be held across each of four identified areas in the Province. Promotional materials developed from the research will be used to reach the target audience.

December 6th Day of Remembrance:

NSGEU Women's Committee partnered with the Halifax Dartmouth and District Labour Council to host an *Evening of Remembrance* to commemorate this event.

Future Plans:

- International Women's Day (IWD) events:
 - Create NSGEU newsletter submission reminding the membership of the importance of International Women's Day and its significance. Encourage as many women as possible to commemorate the day by wearing **RED**.
 - Include IWD quiz in our newsletter.
 - Agree that each Committee member should attend an event in her region and a draw will be conducted (for an NSGEU Women's bag & pin).
 - Support the Aeolian Singers annual IWD event that will be honoring four women.
 - Support the Central Nova Scotia Women's Resource Centre by attending their event *The Vagina Monologues*.
- 6th Annual Women's Conference is scheduled for April 8 – 10, 2005. The theme of this year's Conference is *Women Empowered in our Communities*. Once again this year, we have invited our sisters from New Brunswick to attend our Conference.
- Biennial Convention: May 4 – 7, 2005
 - Plans are underway to continue to support *Shampoos for Shelters*. This year, the Women's Committee will be supplying bags (with our logo) in each registration kit for collecting the toiletries.
 - The Committee will host the Women's Breakfast with a guest speaker from the Silent Witness Project.
 - The Committee has taken on the task to spearhead a food drive during Convention.
- Next meeting of the Committee is scheduled for June 10 & 11, 2005.

PEIUPSE

Sister Eileen LeClair reported:

Please find the following minutes from our Committee.

Terms of Reference:

1. Recommend to the Board of Directors a follow-up of the Silent Witness Project to ensure that UPSE is the leader in this effort on PEI.
2. Monitor and recommend to the Board ways and means that will ensure information is provided from time to time to bring about an awareness of equality issues through in-house publications and education programs.
3. Monitor and recommend to the Board any required changes to union policies which may be producing barriers to participation by union members by infringing on equality treatment.
4. Along with the Education Committee, review, recommend and proceed to establish seminars, courses, conferences or other educational methods that ensure membership participation in developing awareness on equality issues.
5. The Chairperson shall sit on the National Union Women's Committee and shall report to the Board on NUPGE activities that involve women and equality.
6. Report on the Women's Committee activities at the Board of Directors' Meetings.
7. Plan and work within Committee budget requirements.
8. Undertake and report on assigned projects, as required.

Activities:

- Unveiled PEI's first Silent Witness Silhouette at UPSE's Annual Convention in November 2004.
- Our first silhouette was erected to honour the memory of one of UPSE's members. Sister Kimberley Ann Bryne was murdered December 10, 2000 by her common-law-husband.
- A second silhouette is being erected by the Committee members. It is dedicated to all the murdered women in cases where no one has been charged with that murder. It will simply say "Remember Me".
- Two additional silhouettes will be constructed this year to remember two other PEI women who were murdered by their partners.
- The Equality Committee, in conjunction with the Education Committee and the Stewards Council, will present a workshop on *Bullying in the Workplace* in April.

- The Committee will meet again on February 21 to discuss projects for the 2005-06 year.
- The Committee will do a presentation of the Silent Witness Project at the University of Prince Edward Island and senior high schools across the Island.
- The Committee did a presentation of the Silent Witness Project to the Summerside Chamber Of Commerce for the Family Violence Prevention Week.
- The Silent Witness Project has received excellent press coverage in the Island's two largest newspapers as well as the French newspaper. The unveiling of this project at our Annual Convention has generated much interest Island wide.
- UPSE's Civil Service members have just reached a tentative agreement with the province which is being mailed out to the membership for a ratification vote. No details have been released until the members have had the opportunity to review.
- UPSE is presently negotiating four other contracts – a first for the Early Childhood Educators on PEI. With the federal dollars earmarked for this initiative, it will be interesting to see if our Binns Government keeps its promise.

Harassment Policy:

Our Committee is reviewing our Union's Harassment Policy and it would be very beneficial if the sisters would share their harassment policies with me. Would the sisters please provide me with a copy of their Union's policy?

BCGEU

Sister Catherine Bell reported:

Political Action:

The countdown to May 17 and our provincial election is on with a vengeance, as we are more determined than ever to get rid of the Campbell Liberal government. Political action strategies are in place through our Federation of Labour, coordinating with individual union plans. BCGEU has been working on our Member to Member Campaign since Fall 2004, with each occupational group Component developing activities based on face-to-face member contact, discussion of issues and encouraging commitment to political involvement and activity. We also have our retirees and young workers involved. Candidate nomination meetings are happening across the province, in some cases hotly contested, with several BCGEU members in the running, including several women.

Women's Committee Activities:

The BCGEU Women's Committee sponsored another Regional Women's Conference in Fall 2004 with the same theme as our Spring one, *Get Wise, Organize*, and with the same resounding success. The BC Federation of Labour also held a conference in the Fall, *Making Our Mark*, which was so popular that it was over-subscribed, but all were

allowed to participate. There will also be a BC Federation of Labour week-long Spring Institute for Union Women, training and educating women on all aspects of political action and the political process. Women in BC are ready to be a force to be reckoned with come election time.

Bargaining:

On the bargaining front, our colleges and institutes support staff bargaining units have all taken strike votes and started rotating strike action January 10, in the middle of frigid winter weather across the province. These bargaining units are predominately women who have been without an agreement for two years and have taken zero increases in the last five of seven contracts, while the college administrators have received double digit increases. Enough is enough! As of the writing of this report, rotating strikes have stopped as we have agreed to enter into mediation with the employer. Clearly, we got our message across.

SGEU

Sister Linda Anweiler reported:

In SGEU, the following has taken place since the last NUPGE Women's Committee Meeting of October 4 & 5th 2004.

Part-time Workers:

"All part-time workers deserve the opportunity to access more hours of work – regardless of who they work for", says SGEU President Brother Bob Bymoan. "The government's recent decision to exclude employers with fewer than 50 employees from 'most available hours' legislation leaves too many workers out in the cold", he adds. "We call on the government to re-think this decision. It simply discriminates against those working in smaller workplaces." The legislation ensures that senior, qualified part-time workers are given the first opportunity to work additional hours as they become available within a workplace. Let the government know that all part-time workers deserve this right. Call Premier Calvert at (306) 787-9433, fax at (306) 787-0885, or email at premier@gov.sk.ca.

Sector Reports:

Community Service Sector:

Public Service Sector:

An agreement has been settled within PSGE for a three-year contract of 0-1-1% wage increase with a COLA clause for cost of living to be reviewed at the end of the three years.

Members of the Public Service / Government bargaining unit voted in favour of a tentative agreement, the Union announced on November 16. The new deal includes

pension and other economic increases, retention of the health plan and improvements in work and family provisions.

Highway Traffic Officers are concerned about an increase in Saskatchewan traffic fatality rates. The increase since 2002 coincides with a management decision to reduce HTO job duties, SGEU President Brother Bob Bymoer noted in a press release.

Health Sector:

The Health Sector is in bargaining. One of the major concerns is the health plan which is presently in a deficit and will need to come up with funds before the present carrier will continue benefits in 2005.

Adult Education Sector:

The Adult Education Sector has settled its contract with a three-year contract of 0-1-1% wage increase. They also have completed a class plan where, after this was completed, there was an average wage increase of 8% on top of the 0-1-1% wage increase.

Retail Regulator Sector:

Emerald Casino's SGEU members have gained their first collective agreement, after two years of struggle. The deal includes salary increases, retro pay, a \$750 signing bonus and provisions in the event of the casino closing.

Crowns Sector:

Bargaining is continuing within this sector.

Prairie School for Union Women will be held on June 12 – 17, 2005. Due to closure of the Echo Valley Conference Centre in Fort Qu'Appelle, it has now been moved to Luther College in Regina. You will be able to access the information on the SFL website at www.SFL.sk.ca for future information.

The SGEU Women's Conference, *Women's Place is in her Union*, was held November 18 & 19, 2004 in Saskatoon.

A Woman's Place is in her Union was the theme of the Conference. The Women's Committee is proud to report we held our Biennial Conference in Saskatoon on November 18 & 19 with over 50 women representing most locals and sectors in the SGEU. Brother Adrian Pavvo, our able education officer, designed conference specific activities to help women visualize their current place in the Union, learn processes for becoming active in the Union and to identify and overcome barriers to participation.

We commenced the Conference with a video called *Saskatchewan Working Women* dealing with how union women came together in Saskatchewan and the gains they have made since the 1960s.

The next morning we started with an activity called *Whose Got the Power?*. This activity was very informational by showing that within the largest sector, PSGE, 57% of employees are women or six out of ten members.

Women in PSGE elected to leadership:

- 52% women are Stewards.
- 119 out of 193 are women in Bargaining.
- Two out of six are women on the Negotiating.
- 50% are women on the Provincial Council.
- Two out of six Vice-Presidents are women.
- The proportion representation of women in senior leadership is 50% Provincial Council and two out of six for Vice-President.
- The proportion representation of women in technical servicing positions (staff rep, etc.) is 5 out of 18.
- Among the membership, not leadership, the estimated percentage of female activists compared to male activists is 50%.
- Among the administrative / support staff, the percentage of staff is 100% female.

We then broke into groups where we divided into three renovation teams of Stewards, Bargaining and Elected Representatives for discussions on identifying problems, what to change and long term vision for women in SGEU.

In the afternoon, we continued with *Building our Dream Home in the Union* and ended the day with how to renovate the Union for women to become more knowledgeable, involved and supported in their endeavors.

We will be doing a follow-up by sending out a report to each of the participants about their recommendations on these issues.

We are also proud to report that members of the Women's Committee, Sisters Linda Anweiler, Cindy Beaulé, Janice Boire and Marian Matlock and education officer, Brother Adrian Pavvo, facilitated the activity modules which included "Stewards", "Elected Representatives" and "Bargaining". These same members were also the speakers at the Conference, which was very cost effective. Sister Charlotte Poirer, our NUPGE VP, was the keynote speaker and also helped facilitate one of the modules when one of the Committee members was unable to attend at the last minute. We would like to thank our staff representatives, Sisters Kelly Diebel and Yvonne Bourgouin for all their assistance behind the scenes and at the Conference.

Due to lack of funds, prizes were donated and made by members of the Women's Committee and some locals.

We found, as facilitators, there was a huge lack of knowledge about the structure of the Union and the process for getting elected. We also noted that jargon and acronyms created barriers for participants.

On-going projects include:

- Updating Women's Committee Brochure;
- CPP brochure which was mandated at Convention is almost complete;
- Consultation on NUPGE Women's Conference in 2006;
- Discussion on creating a sheet on jargon and acronyms;
- Sending out a sheet on structure with Conference update;
- Women's luncheon and display at Convention; and
- SGEU Women's Meeting November 29, 2004.

We discussed SGEU involvement in the NUPGE Building Sisterhood Around the World Conference.

We also discussed the breast cancer information requested from NUPGE and the following information has been gathered:

- The number of women in Saskatchewan diagnosed with breast cancer was 644 cases in 2002 and 610 cases in 2003.
- The length of waiting time is two to three weeks for a mammogram and one week for screening.
- *Treatment:* Radiation takes five to seven weeks average wait based on the type of cancer.
- *Treatment:* Chemotherapy average wait time from the time you become a patient is five weeks. It takes two and a half to three weeks until you start your treatment.
- The website to refer to is www.scf.fk.ca in Saskatchewan for future information.

The discussions regarding the Women's Conference's highs, lows and evaluations were all very positive. The main complaint was that the Conference was not long enough.

2005 SGEU Convention – March 17 – 19, 2005 in Regina:

The Women's Committee has developed a brochure about what women need to know about CPP. This will focus on the drop-out provision and mention other pension issues important for women to know. We will do a presentation about Saskatchewan working women and how women from many unions across Saskatchewan have organized themselves since the 1960s and the gains we have made. We will host a luncheon and show the BCGEU video on the cutbacks in BC. We will discuss our five resolutions to Convention and request their support.

Poster Education – there has been a backlash to the poster. The history of the image (Rosie the Riveter) will be outlined and presented at Convention, as well as be available for others to use.

Our next meeting will be on February 21, 2005. This has been an update as to what has been happening in SGEU.

MGEU

Sister Kelly-Ann Ivory reported:

Activities of the MGEU Women's Committee:

Following our October 2004 Bi-Annual Convention and as per our constitution at the respective Area Council meetings, there was the election of a sister(s) to the MGEU's Women's Standing Committee for a two-year term. The newly-elected Committee's membership has changed significantly and we welcome the new activists and their enthusiasm in working for and with women in the labour movement.

The Committee held its first meeting in early February and the Committee is committed to follow the work plan that was presented at Convention:

1. Expanding Union resources / supports;
2. Developing an MGEU mentoring program for women;
3. Developing accessible educationals for women; and
4. Organizing another MGEU Women's Conference – tentative date March 3 – 5, 2006.

For many years, MGEU Staff Representative Sister Shelia Gordon was a valuable member of the MGEU Women's Committee and NUPGE Advisory Committee on Women's Issues. However, she was recently successful in a promotion with MGEU and is unable to continue her work with both Committees. We wish her well and welcome Sister Diane Mark to the Committee.

Summary of Events from the MGEU:

Bargaining:

- Over 3,000 members in Health Care Support Services are in negotiations and another 3,000 members from community support – home care members are preparing for bargaining.
- Aseneskak Casino in The Pas has applied for conciliation.
- Mediation is scheduled for the first week in February 2005 by Gull Harbour / Hecla members regarding the proposed take-over of the hotel and golf course by private interests.

Arbitration Awards:

- *Corrections Component Arbitration Award* (October 2004) was a result of the proliferation of gangs within the institutions, the serious overcrowding within the institutions, the presence of weapons and drugs within the institutions and the ever-increasing presence of life-threatening, communicable diseases amongst inmates. A substantial material increase in danger in the circumstances in which members of the Corrections Component work has occurred within the last few years. The dangerous conditions justify the award of a special wage adjustment for members of that Component: 3% March 2003, 3% March 2004 and 3% March 2005.
- *Winnipeg Regional Health Authority* (December 2004) – The award was bittersweet. While it addresses substantive pay issues for many and the unilateral imposition of weekend work, it does not address a number of other legitimate pay issues. Some increases were as high as 6.6% April 2003, 6.6% October 2003, 6.6% April 2004 and 3% April 2005.

Campaigns:

- *Child Care Campaign* (January 2005) – MGEU launched a ground-breaking postcard campaign on January 10 at the Discovery Children's Centre to focus government attention on the plight of Manitoba's Early Childhood Educators (ECEs) and to bring about much needed changes to our current child care system. Wages and benefits are key issues that need to be addressed, with retention and recruitment issues as well. MGEU is lobbying government to come to a common table for negotiations. Ten thousand Child Care postcards were distributed and will be delivered to the Legislature.
- *Public Service Workers Awareness Campaign* (early 2005) – MGEU will launch our internal and external campaign. Campaign objectives are to increase the profile and visibility of MGEU workplaces; to promote a greater sense of workplace ownership amongst members; to send a clear message to the provincial government as they finalize their Spring budget; and to lay a solid foundation of membership mobilization, increased organizational capacity and greater public and government awareness. The internal campaign will identify and train 40 – 50 trainers, identify and train hundreds of workplace contacts, hold information meetings and develop promotional materials such as video, leaflets and posters. The external campaign will include TV and billboard ads and a coordinated, province-wide lobby effort targeting MLAs and Cabinet Ministers.
- *Youth Committee* – There was a small invited delegation of youth at our Bi-Annual Convention. Recently, 40 youths from our membership attended a steering committee and campaign.
- *MGEU Training Centre* – Brother Graham Dowdell, Special Assistant to the President, is investigating the possibility of developing an MGEU Training Centre by reviewing all options, such as partnering with Red River College and working towards developing a small conference directed to youth members. A meeting with

the Minister of Education and Training and discussions regarding training initiatives were explored.

- *Tsunami Relief* – MGEU donated \$10,000 to the Tsunami Relief effort. The Finance Committee has agreed in principle to set up a Humanities Fund. This will be for national and international relief efforts.

Other Events:

- *MGEU Equity and Human Rights Committee* – The delegates from Convention approved the changes and expansion of the MGEU Human Rights Committee, now called the *MGEU Equity and Human Rights Committee*. The Committee will be responsible for striving to achieve and maintain a representative membership and equitable environment by initiating and implementing measures to ensure the full participation and advancement of members of the above-designated groups which have traditionally been under-represented; identifying and offering solutions to address barriers our members may face in the workplace; and recommending education and training regarding human rights issues.
- *Membership Development and Training* – Part of the ongoing MGEU succession planning is recruitment and retention. Last year, two members were given the opportunity to participate in a six-month *Membership Development and Training* course. This was a very successful experience and MGEU will be offering this opportunity again to the membership in Spring 2005. Sister Sharon Coffey was one of the members who completed the most recent training and, in January 2005, she was the successful candidate for the new staff representative position with MGEU.

NAPE

Sister Sheila Beaton reported:

Report from the Women's Issues Committee of NAPE:

NAPE continues to face many challenges under the Williams' government. We are facing these challenges head-on and continue to lobby the government to treat our public workers with respect and fairness. With the signing of the Atlantic Accord, members of NAPE have a new hope that Mr. Williams will do the right thing and renegotiate fair collective agreements for our members rather than the legislated collective agreements that were forced upon us. We had a promise from the Premier just as he had a promise from the Prime Minister. At NAPE's Biennial Convention in 2001, Mr. Williams promised the delegates that it will not use the extraordinary power of the Legislature to enforce a collective agreement. No other employer has this power. The Prime Minister has kept his promise. We are saying it's time the Premier kept his.

Home Care:

We have been successful in certifying many of our home care agencies and, for the past six months, we have been trying to set up locals and negotiating teams for these agencies.

More Job Cuts Expected:

On September 10, 2004, the government announced its intention to merge 14 Health Care Boards into 4 integrated boards. Government has yet to provide any explanation for how it decided four Regional Integrated Health Authorities would be appropriate.

According to the Minister of Health and Community Services, it will be some time before the government will know how many jobs will be lost. It will also be some time before the government will tell the public in which communities, other than Corner Brook, Grand Falls-Windsor, Happy Valley-Goose Bay and St. John's, there will be some form of administrative presence.

With the merging of the Boards, there will be a need for a Health Care Transition Agreement. A team has been put in place to negotiate the transition agreement. NAPE's goal is to try to maintain consistent agreements throughout the province.

Pay Equity:

NAPE members were extremely disappointed with the decision by the Supreme Court of Canada. The decision says the Government of Newfoundland and Labrador discriminated against NAPE members employed in health care in 1991 when it withheld retroactive pay equity payments. It also says, however, that the provincial government was justified in discriminating against these workers because of the province's fiscal situation.

Referring to the decision as devastating for NAPE members, NAPE President said during a news conference, "Today is a very sad day". NAPE maintains that discrimination can never be justified by a lack of money. NAPE maintains it will never be good enough to say we cannot afford to treat women equally. Yet that is exactly what the Supreme Court of Canada has said to some 6,000 of our members today, most of them women.

NAPE, with the help of the National Union, will be launching a nation-wide petition drive against the Supreme Court decision.

Plans of the Committee:

The Women's Committee is currently working on the following initiatives:

- Provincial Women's Conference for May 2005;
- Silent Witness Project to honour women who have been killed by their partners in acts of domestic violence, to be unveiled at the Bi-Annual Conference in June;
- web page on NAPE's website highlighting women's health concerns;
- participation in the Newfoundland and Labrador Federation of Labour Women's Conference;
- Women's Luncheon at the Bi-Annual Convention;
- launching petition on pay equity; and
- getting involved in a national campaign for publicly-funded child care.

The Women's Committee has developed a brochure highlighting the mandate of the Women's Committee, reasons a committee is needed and events to remember. Now that the template is developed, this brochure can be easily updated and can be used to inform the women of NAPE about upcoming events directed at our women.

The work of the Women's Committee is far from complete. We continue to strive to meet the needs of our female membership.

OPSEU

Sister Helen Riehl reported:

OPSEU Joins the Gogo Grannies in the Fight against HIV/AIDS:

The Ontario Public Service Employees Union welcomed Rose Letwaba, Coordinator of the Gogo Grannies, to Toronto in October 2004, as part of its commitment to help fight HIV/AIDS in Africa.

The Gogo Grannies is an HIV/AIDS support group based in the township of Alexandra in Johannesburg, South Africa. The Gogo Grannies is made up of 30 grandmothers who run support programs for children living with HIV/AIDS, for AIDS orphans and their caregivers. The Gogo Grannies need funds for their activities as they support children whose parents died or are suffering from HIV/AIDS.

OPSEU is committed to fundraising efforts and raising awareness of the plight affecting the children living with HIV/AIDS – or who have lost their parents to the disease – all over the world. Members have worked to raise money for these ongoing struggles. This is a concerted effort for OPSEU and, to date, members have raised thousands of dollars, 75% of which is directed to projects through the Stephen Lewis Foundation.

Rose Letwaba visited Casey House, a hospice providing compassionate palliative and supportive care for people living with HIV/AIDS . OPSEU continues to support agencies fighting the ravages of HIV/AIDS both in Africa and at home.

Rae Report on Post-Secondary Education:

Bob Rae's report on post-secondary education validates what front-line faculty and support staff has been saying for years, and sets out the necessary funding suggestions to catch up with other jurisdictions. OPSEU represents about 15,000 faculty and support staff at Ontario's Community Colleges, as well as 1,700 support staff at six Universities. OPSEU welcomes Rae's recommendation for increased and more stable post-secondary education dollars and for more full-time faculty. But quality will be undermined if college part-timers are not allowed to join the Union, and if university and college support staff are not recognized for their important role.

Rae did not deal explicitly with the exploitation of part-time workers in the community colleges. The current rampant use of part-timers undermines the quality of education. OPSEU supports Rae's plans to reinvest in post-secondary education, hire additional

faculty, decrease class size, reform the funding formula and include universities in Freedom of Information legislation. Rae's recommendation of better access for Aboriginal students and students with disabilities is positive and will require support staff to play an increasing role. The Union also welcomed the \$20 million increase in base funding to French post-secondary education and the creation of an advisory committee for francophones.

Impact on Quality Home Care:

The Romanow Report called home care the “next essential service”. Yet the Harris Tory government created a home care system in Ontario that is increasingly private, for-profit, low-wage, part-time and erratic.

OPSEU home care workers were optimistic that the McGuinty Liberals would do something to replace the “competitive bidding” system that is playing havoc with the way home care is delivered in the province.

The system selects home care providers through a contracting process. Every three to five years, home care services are put up for tender by each of the 43 Community Care Access Centres. When this results in a change of service providers, patients are often stripped of their existing home care workers they had come to trust.

Faced with angry patients and home care providers, Ontario Health Minister George Smitherman agreed on September 9 to conduct a review of the process. “We will work to create a home care system where a greater premium is placed on continuity of care”, he said. He repeated this in October when he appointed Eleanor Caplan, a former Ontario Health Minister, to conduct a review.

Competitive bidding was creating huge turnovers in staffing that affected continuity of care. Yet despite this, Smitherman set a proviso for the review: The competitive bidding process must remain.

It was clear how Caplan saw her task, "This client-centered review will ensure we are getting the very best quality for patients, the very best price for taxpayers and a fair and equitable process for providers. Workers and continuity of care no longer fit into the equation”.

Home care is the battleground against for-profit privatization that threatens to destabilize the entire health care system.

When a home care agency loses a contract to another agency through this process, the front line workers lose their jobs. They are often forced to reapply to do the same work at the winning agency, but without access to their union contract, their seniority and pension. Often lower wages and benefits are supplied. It's become a race to the bottom and many skilled professionals are leaving the field. The result is a growing shortage of home care workers at a time when they are most needed.

Caplan says she is looking at the idea of a provincially-administered “prequalification process” for home care bidders. She obviously sees no problem with spending even more money on the bureaucracy surrounding the bidding process – money that could be better spent providing direct care.

Beware of Local Health Integrated Networks:

Last summer, the Liberal cabinet quietly approved a plan to create 14 regional Local Health Integration Networks (LHIN). Un-elected LHINs may replace CCACs, district health councils, public health units and Ministry regional offices. This could lead to increased competition for scarce funds and job losses, while allowing politicians to shirk responsibility for funding decisions causing more uncertainty in the health care system and more profit-driven health care delivery.

The LHINs will be unaccountable. When vital services are lost to a community, the Minister of Health will be able to wash his hands of the decision.

Meanwhile, the Liberals are creating chaos in health care:

- Health Minister George Smitherman has announced that hospitals must present balanced budgets. The hospitals responded by announcing layoffs of experienced front line staff.
- Smitherman suggested that health care support workers (who he once called the heroes of SARS) are overpaid.
- The Liberals continue the costly Tory practice of contracting out home care. Managed competition has seriously compromised therapy for patients receiving care at home.
- Our mental health system continues to erode, with bed closures and inadequate community support.

OPSEU is launching an advertising campaign that asks Dalton McGuinty to keep his promises to improve health care. Our radio ads start January 17 in most Ontario communities, with newspaper and transit ads to run in early February. We will also be holding meetings across the province to inform our members about the coming changes to health care.

OPS Bargaining:

OPSEU's Largest Bargaining Unit Continues to Bargain with the Liberal Government:

On February 18, 2005, the Chair of the Ontario Labour Relations Board (OLRB) has decided, in part, on applications by the government and the Union with respect to Essential Services Agreements (ESAs) for Correctional and Youth Institutions, Probation and Probation and Parole Officers.

The government had sought an order from the Board that the “ESAs provide no Correctional Officers and Probation and Parole Officers in the OPSEU bargaining unit”,

which would be necessary to provide essential services in the event of a strike or lockout.

The Union had asked for a declaration that the Crown has failed to bargain in good faith with respect to ESAs, and an order directing it to do so. In his decision, the Chair accepted the Union's interpretation of Section 32. As a result of the Board's decision, ESA negotiations between the Corrections Team and the employer re-commenced on February 17. The process and pace of negotiating essential services agreements have picked up somewhat since it was last reported. We now have the assistance of three Vice-Chairs of the OLRB.

OPSEU's Provincial Women's Committee:

A new Committee will be elected at our regional meetings on March 19, 2005. Four of seven members are not running for re-election. There will be a new representative from OPSEU to this Committee.

As in the past, the Women's Committee has submitted a number of resolutions/constitutional amendments, to be debated at convention.

The Women's Committee will host a breakfast on the Friday morning of Convention. This year, we will honor women from the past. The theme will be *Herstory* and we will launch our book, *OPSEU Women's Herstory*. We will be honoring OPSEU women and presenting the OPSEU Bread and Roses Award. We will also recognize seven women – one from each region – for the contribution they have made in their workplaces, union and communities.

In an effort to raise the profile of the Committee and women activists, we are in the process of developing a flag that can be used at rallies and demonstrations in each region.

The year 2005 will be a busy one for the Committee as it is a conference year for us. The new Committee will no doubt work diligently on this uplifting, empowering project.

OLBEU

Sister Shelly Gingerich reported:

Since we last met, we have had elections for President and Vice-Presidents. Brother John Coones once again defeated the other opponents to hold office for the third term.

Our contract expires March 31, 2005, so we are currently in contract negotiations. They are progressing rather slowly. In the middle of March, our President and Vice-Presidents will be traveling around the province tallying a strike vote. The equal Opportunity Committee is currently working on a project called *Do You Feel Lonely?*. This project addresses the unfair practice of working alone in our stores, potentially putting employees at risk.

BGPWU

Sister Marg Ducie reported:

Sister Ducie extended a heart felt thank you to her sisters on the committee as this will be her last meeting. BGPWU has joined SEIU. Sister Ducie thanked the sisters for “being foot soldiers in the fight for equality” and for their leadership. She reminded the sisters that we are not there yet as ordinary women and ordinary men are still not equal. All the members of the Committee extended their best wishes to Sister Ducie. She will be missed by all.

6. National Union Report

A. Projects on NUPGE’s Work Plan between January 2005 – end of June 2005

1) Joint NUPGE – UFCW Freedom of Association Campaign:

The National Union’s work in this area is based on the policy paper entitled *Freedom of Association: Reversing the Legislative Attack on the Collective Bargaining Rights of Canadian Workers*. This policy paper was adopted by delegates attending the 2004 NUPGE Convention.

The National Union has done a lot of work on this subject since Convention. The highlight of this work is a comprehensive study which the National Union just completed. The study is called *Collective Bargaining in Canada: Human Right or Canadian Illusion?*.

The study has been produced as a book which is jointly published by the National Union and UFCW Canada. The book addresses the disturbing trend of increasing occurrences of restrictive labour legislation in Canada, as well as Canada’s embarrassing record of failing to promote and implement the international labour standards of the ILO. The book will serve as the foundation piece behind a joint NUPGE / UFCW national campaign on Freedom of Association.

Some of the key objectives behind this NUPGE / UFCW campaign will be to:

- Make fair labour laws a central part of labour’s political agenda;
- Start to reverse our government’s poor record at respecting the freedom of association principles of the ILO;
- Insist all governments in Canada give effect to the international human rights norms, which they have made a commitment to comply with;

- Keep a closer eye on the developments at the ILO and the positions the Canadian government takes; and
- Pressure the Canadian government to actively encourage our provincial governments to put into practice the ILO international standards.

A campaign kit has been created to assist our Component leadership to promote the campaign objectives in their respective province. The kit includes research documents, fact sheets, draft Convention resolutions, a summary of all legislation restricting collective bargaining and trade union rights passed in Canada between 1982 and 2004 and a listing of all ILO complaints submitted by Canadian unions.

A website is also in the process of being created. The address is www.labourrights.ca.

The campaign will include regular mailings of campaign material and NUPGE and UFCW will work to ensure the campaign is profiled at the CLC Convention in June.

NUPGE Components are being asked to undertake specific tasks, including:

- Ensuring the campaign is profiled at their conventions;
- Requesting their respective Federation of Labour to endorse the campaign; and
- Submitting resolutions to their respective provincial Federation of Labour for adoption at an Executive Meeting or Convention.

The campaign will be organized through a Committee of NUPGE Component Campaign Coordinators. Each Component Coordinator will be asked to work with a Provincial Campaign Coordinator appointed by UFCW Canada.

2) National Union Support of UFCW Canada's Wal-Mart Campaign:

The National Union has been supporting and cooperating with United Food and Commercial Workers (UFCW) Canada in its current Wal-Mart organizing drive. We recognize that UFCW's organizing drive at Wal-Mart has implications for the entire labour movement and all workers in Canada.

At the most recent NUPGE National Executive Board meeting, a resolution was unanimously adopted to recognize UFCW Canada as the leading union on the globe for its organizing efforts of Wal-Mart stores and to support UFCW Canada's continuing efforts to achieve representation rights and other worker rights for workers employed at Wal-Mart.

NUPGE is currently working with UFCW Canada to produce a membership-based pamphlet aimed at assisting UFCW Canada in its organizing campaign as well as promoting greater public awareness of Wal-Mart's notorious anti-union strategies.

3) Follow-up on the National Union's Current ILO Complaints:

The National Union has submitted complaints to the International Labour Organization (ILO) against the provincial governments of BC, Ontario and Newfoundland & Labrador.

These complaints are currently being investigated by the ILO's Committee on Freedom of Association; however, all three provincial governments have been slow to provide a response to the allegations made in the National Union's complaints.

The next opportunity the Committee will have to consider these complaints is at its next meeting in March. The National Union is monitoring these complaints as they make their way through the ILO's investigative procedures.

4) Pay Equity Petition:

The National Union has been working with NAPE to launch a nation-wide pay equity petition campaign on March 8 – International Women's Day.

5) Canadian Health Professionals Secretariat (CHPS):

The next CHPS meeting is scheduled for April 28 & 29 in Ottawa.

CHPS is currently working on a nation-wide lobby campaign called *Making the Connections*.

This is an advocacy campaign in which CHPS representatives will meet with members of the Advisory Committee on Health Delivery and Human Resources (ACHDHR).

This is a senior level federal / provincial committee which decides how most of the money dedicated for health human resources will be spent.

At these meetings, CHPS members will present information on who CHPS represents, identify the problems of staff shortages amongst allied health professionals, outline the implications for health delivery and present recommendations for addressing these issues.

6) Child Care Campaign:

The National Union has been engaged in the campaign to establish a national, affordable, high-quality, non-profit system of early learning and child care.

The National Union, with the assistance of BCGEU, worked with a number of child care advocacy groups to plan several events and a rally in Vancouver around the February 11 meeting of federal / provincial child care ministers.

The recent federal budget announced \$5 billion over five years for a national child care program and more political meetings are expected over the next few months to work out the details. The National Union will continue monitoring events as they relate to child care.

The National Union has developed several campaign materials to help raise awareness of various child care issues, including:

- a pamphlet highlighting our position on various issues;
- a pamphlet highlighting the challenges facing child care workers;
- a background paper outlining public policy issues and our recommendations; and
- an analysis of the recent federal budget.

7) Campaign for a Fair System of Equalization and Transfer Payments:

The National Union has been working on issues related to a national review of the equalization and transfer payment system in Canada.

8) NUPGE Pensions Advisory Committee and Pensions Working Session:

The Pensions Advisory Committee met on January 31 & February 1.

A two-day working session of the expanded Pensions Working Group is planned for April 24 – 26 in Ottawa. This will provide an opportunity to bring together elected officers, staff and union trustees from our Components and will deal with a range of issues that were identified in our *Pensions Agenda* Convention policy paper.

As well, the National Union hosted a caucus meeting for the 48 NUPGE delegates who attended the CLC's National Pension Conference on October 17 – 19, 2004 in Winnipeg.

9) NUPGE / CUPE Meeting of Canadian Blood Services (CBS) Workers:

A joint NUPGE / CUPE meeting of Canadian Blood Services leadership activists has been tentatively organized for May 13 & 14 in Calgary, Alberta. Participants will discuss common workplace issues and CBS restructuring initiatives that impact on our members. The meeting should also help to build a network of CBS locals across the country.

10) CLC's Legislative Agenda with the New Minority Federal Government:

The Canadian Labour Congress (CLC) has adopted a priority legislative agenda and it has been lobbying the new minority federal government on these issues. The National Union has been actively involved in the CLC's efforts, including participating in the following two events:

- In November 2004, members of the CLC Executive Committee met with several Cabinet Ministers and attended a meeting at 24 Sussex Drive with the Prime Minister.
- On February 21, the CLC hosted a lobby reception for MPs and Cabinet Ministers on Parliament Hill and over 100 MPs attended.

11) CLC Triennial Convention:

The CLC's Triennial Convention is scheduled for the week of June 13 – 17 in Montreal.

There will likely be a short National Executive Board meeting and caucus of National Union delegates attending the Convention on June 12, the day before the Convention starts.

NUPGE is currently in the process of drafting resolutions to be submitted to the CLC Convention. The hope is that the NEB will approve the resolutions at the upcoming meeting scheduled for March 21 & 22.

12) Upcoming Component Conventions:

The National Union always prepares and sends a package of materials to delegates attending Component Conventions. Between now and the end of June, there are eight Component Conventions scheduled: SGEU, HSABC, OPSEU, NSGEU, OLBEU, HSAA, BCGEU and NAPE.

B. Some NUPGE Meetings / Events since the Last Women's Committee Meeting:

- Collective Bargaining Advisory Committee meeting
- Working session of Correctional Officers and Youth Facility Workers
- Conference call of Correctional Officers to discuss needle exchange programs
- 4th Annual Staff Negotiators Leadership Development School
- NUPGE / CUPE meeting of Workers Compensation Board representatives
- Canadian Health Professions Secretariat (CHPS) meeting
- Conference call of Component Highway Safety Officers
- Social Justice Solidarity Fund (SJSF) Board of Directors
(NOTE: The core funding for the SJSF for 2004 and 2005 has already been committed as donations to the Stephen Lewis Foundation and the Tsunami Disaster Relief Fund.)

C. National Union staff changes:

Sisters Shelley Wilson and Philippa Jabouin were appointed in December 2004. Sister Wilson will be primarily working on the CHPS portfolio and Sister Jabouin will be primarily responsible for the Child Care portfolio.

7. Domestic Violence (Silent Witness Project)

This is a standing agenda item. The members reported on the progress of the Silent Witness Project in their provinces.

Sister LeClair reported that the first PEI Silent Witness Silhouette was unveiled at the PEIUPSE/NUPGE Annual Convention in November 2004 to honour the memory of one of PEIUPSE members – Sister Kimberley Ann Bryne. A second silhouette is being erected which is dedicated to all the murdered women in cases where no one has been charged with the murder. Two additional silhouettes will be constructed to remember two other PEI women who were murdered by their partners. The Silent Witness Project has received excellent press coverage. The first silhouette is to be placed in the Provincial Hall of Justice.

Sister Riehl reported that the OPSEU/NUPGE's Women's Committee would like to take the silhouette program and change it to victims of harassment in the workplace.

Sister Anweiler advised that the SGEU/NUPGE's Women's Committee wants to jointly own the Silent Witness program with the Saskatchewan Federation of Labour. They plan to have silhouettes at the next convention in 2006.

Sister Gingerich stated that the OLBEU/NUPGE's Women's Committee is still trying to develop a Silent Witness program. She noted that OLBEU is currently working on a project called Do You Feel Lonely? This project addresses the unfair practice of working alone in LCBO stores, potentially putting employees at risk of violence.

Sister Ivory advised that the MGEU/NUPGE's Women's Committee felt that they should support the Manitoba Federation of Labour's projects in the area of violence against women.

Sister Proulx-Daigle reported that the NBUPPE/NUPGE's Women's Committee is looking at undertaking new projects since the Silent Witness Project has been so successful. They are adding "Remember Me" plaques on their Silent Witness Silhouettes.

Sister Brown stated that the NSGEU/NUPGE's Women's Committee has come together with several other women's organizations in the province to form an organizing committee for the Nova Scotia Silent Witness Project. They have developed three phases to implement the project which will conclude with a silhouette being dedicated. Sister Brown reported that NSGEU donates \$150 to each of the twelve transition houses every February to commemorate "End Violence" week. A resolution will be put forth at the NSGEU convention to support the Silent Witness Project.

Sister Bell reported that the BCGEU/NUPGE has not taken up the Silent Witness Project as they continue to fight the Campbell's government cutbacks which have resulted in the closing of 37 Women's Resource Centres across the province.

Committee members were encouraged to provide links to internet sites that provide relevant statistics and information as well as providing website stories on this issue for posting on the Women's page of the NUPGE website.

8. Women's Health

This is a standing agenda item. Sister Bean discussed with the Committee that there is a concern that providing health statistics on the Breast Cancer page of the NUPGE website could cause some liability issues for the National Union. As well it would be difficult to keep the statistics up to date. It was proposed that the page would be changed to provide links to sites that provide the statistics and information on Women's health issues and include website stories from the members. Committee members were encouraged to provide links and website stories on this issue for posting on the Women's page of the NUPGE website.

9. Women's World March 2005

Sister Bean advised the Committee that information is contained in the meeting binder that provides updated details of the Women's World March 2005. Included in this information is the final version of the Charter as adopted December 10, 2004 in Kigali (Rwanda).

10. CLC Women's Committee Meeting

Chair Bean provided an overview of the CLC Women's Committee Meeting that she attended on January 17th and 18th, 2005, in Ottawa. She advised the committee on the following key points:

World Women's March 2005

May 1-5 The Charter will be in Canada (received in Vancouver on May 1st - travel through Calgary, Winnipeg, Ottawa and Moncton).

May 6-9 Received in Quebec (Quebec City) - there will be rallies, marches, etc. during that timeframe (FTQ).

Pay Equity

Date for launch of CLC campaign is February 14 - Valentine's Day (broken hearts for broken promises). Theme could possibly be 'Show a woman you care - give her pay equity'.

Jean Crowder is to submit Private Member's Motion to get the issue on record and public (even if non-debatable until number comes up).

Question was raised - is there an urgency to the Pay Equity launch? Response was - yes, we have waited too long already and we need to move ahead, why delay again. If Pay Equity is not in the budget, we - as a coalition group - need to be ready to react.

Make MPs sign a petition as to where they stand - and then go back to them again and again, making them live up to their signature.

February 14th is the launch date for the lobby - as follows:

- The 'valentine' will be on the CLC website - download and send
- Press conferences need to be arranged (perhaps an invoice presented to government on what is owing to Canadian women).
- The broken heart valentine will reflect the wider differences other women have (pensioned, aboriginal, etc.).
- Have a blitz on Parliament Hill on February 14th (CLC looking for affiliate union leaders - this is not yet worked out).
- Get MPs to sign on.
- Work at NDP office (sign in as guests thru Jean Crowder's office).
- Perhaps get high profile women outside the labour movement to sign on to the campaign.
- Also need working women at the press conference (perhaps CEP members who are still waiting for pay equity).

IWD - March 8th

In recognition of IWD, postcards were suggested as it was so successful for the December 6th. The issue on the postcards will be on Childcare. The suggested background would be a child building with blocks (taken from the Child Care Advocacy campaign). Of the 13 blocks (representing the 13 demands from the 2000 Women's March) – the block with the word Childcare on it will be highlighted and the child reaching for it. The message on the back of the card, being sent to the Prime Minister.

The design has not yet been done, has yet to be ordered (quantity or price unknown) – but apparently it will all pull together in rapid fashion. The CLC will be advising affiliates of costs, signatories, etc.

Childcare

A reception is being planned on February 21st of the CLC Executive - on Parliament Hill - with MPs. At this time, union leaders will be lobbying on a number of issues - one of which will be Childcare.

Sex Trade

A relatively new issue is that sex trade workers are seeking to be unionized. A lot of discussion centered on this issue (who they are, what they want, what can the union movement do for them, etc.)

11. Statistical Information

Chair Bean directed the committee to Tab 8 of the meeting binder which contains the statistical information that has been sent in by the committee members. This is part of on-going research wherein the members are providing statistics from their respective components on the number of women in leadership positions (at the Executive level, the Board level and in senior leadership positions). The information also includes the number of women members in each component.

Included in the tab are the Component Terms of Reference and Component Organizational Charts that have been received to date from the members. Sister Bean asked that any of the members that have not sent in their information yet to forward it to Sister Hildahl's attention at the National Office. The Organizational Charts, Terms of Reference and statistical information will be kept on file.

12. Other Business

The committee members were encouraged to send in their Union's Harassment Policy as per Sister LeClair's request as PEIUPSE's Women's Committee is reviewing their Union's Harassment Policy. It was agreed that the National Union Harassment policy would be included in the meeting binder from now on.

The tentative date for the next meeting is October 3 & 4, 2005.

ADJOURNMENT

On behalf of the Committee, Chair Bean extended a warm thank you to Sister Ducie for her hard work and commitment to the Women's Committee over the past years. Sister Ducie will not be at our next meeting.

Meeting adjourned at 2:35 p. m.