

**NUPGE Advisory Committee on Women's Issues
October 3 & 4, 2005 – Ottawa, Ontario**

MINUTES

In attendance:

NUPGE	Marie Bean Brenda Hildahl
BCGEU	Colleen Jones
SGEU	Linda Anweiler
MGEU	Kelly-Ann Ivory
OPSEU	Cindy Haynes Shelly Gingerich
HSAA	Mary Dahr
PEIUPSE	Eileen LeClair
NBUPPE	Susie Proulx-Daigle
NSGEU	Martha Brown
NAPE	Sheila Beaton



CALL TO ORDER

The meeting was called to order at 9:20 a.m. by Chair Marie Bean. Sister Bean wished the committee a Happy Herstory Month. On behalf of National President James Clancy, a copy of the 2006 Herstory Calendar was given to each of the committee members. Sister Bean welcomed the committee members and introductions were made around the table. A special welcome was extended to the three new members – Sister Cindy Haynes (OPSEU), Sister Colleen Jones (BCGEU) and Sister Mary Dahr (HSAA). Chair Bean extended a warm thank you for all her hard work to Sister Helen Riehl who has left the committee and advised that a NUPGE jacket was given to Helen at the CLC Convention in June 2005 as a thank you from the committee.

1. Adoption of Agenda

Chair Bean directed the committee to the agenda for the meeting and advised that an addition was being made. NUPGE has arranged for two Colombian labour activists to speak to the committee regarding the growing humanitarian crisis in Colombia. Sister Beaton requested that the addition of religious arbitration be added under New Business. Sister Dahr requested that the addition of welfare in Canada be added under New Business. Sister LeClair moved, and Sister Beaton seconded, that the agenda be adopted with the noted changes. Carried.

2. Adoption of Minutes – March 7 & 8, 2005

The minutes of the March 7 & 8, 2005 meeting were reviewed. Sister Jones noted that under Component Reports for BCGEU the minutes should be corrected to indicate that Sister Catherine Bell provided the BCGEU report. Sister Brown moved and Sister Jones seconded the adoption of the minutes with the noted correction. Motion was passed.

3. Building International Sisterhood Around the World

Chair Bean directed the committee to Tab 3 of the meeting binder which contains a draft outline of the conference. Sister Bean gave a verbal overview and objectives of the conference to the three new sisters on the committee – Sisters Jones, Dahr and Haynes – and described the research the Women’s Committee has completed to date. The committee was advised that the National Union has begun initial contact with possible speakers from the three regions – Asia, Central and South America and Africa. At this point, each of the new sisters selected a region.

President James Clancy and Managing Director Carol Meyer then joined the meeting. Brother Clancy welcomed the sisters and wished them a Happy Herstory Month. He gave a brief overview of what is happening within the Components and highlighted some of the National Union’s activities. The “Freedom of Association” campaign that NUPGE and UFCW have jointly worked on has been a great success. A CD containing a video clip called “Wal-Mart: Justice is Coming” will be available soon. President Clancy advised the committee that the Supreme Court decision on Charilo has empowered the P3s supporters. NUPGE will continue to campaign against for-profit health care. Brother Clancy stated that NUPGE is following through with a convention commitment to produce a policy paper on long-term care. He stated that this is an issue which is important to the women’s committee as women tend to be the care providers. He emphasized the fact that in Canada, care is based on the family’s wealth – if there are lots of funds a family can afford 24 hour in-house home care whereas if a family is poor the ailing and elderly are warehoused.

International Sisterhood Conference – President Clancy addressed the committee regarding the details of the International Sisterhood Conference. He confirmed that the hotel (The Marriott) and dates (October 1 – 3, 2006) for the conference have been committed. The number of participants will be a maximum of 110. The National Union has been working on the availability and costs for speakers for the conference. He advised the committee that a ‘call to conference’ leaflet will be produced and available by mid March 2006 for distribution.

Colombia – Brother Clancy spoke to the committee regarding the continuing violence against labour leaders in Colombia. He stated that in the last two weeks alone two leaders have been killed in Colombia. He stressed that we have to keep driving this

issue forward to the federal government. There has been a move in England and in Australia to bring the agenda forward to their respective governments.

COLOMBIAN SPEAKERS

The Colombia Action Solidarity Alliance (CASA) and various local partners have organized a Trade Union Speaking and Solidarity Tour in order to give greater visibility to Colombia's growing humanitarian crisis. The tour participants are Domingo Tovar Arrieta and Luis Eduardo Garcia. Brother Arrieta is a teacher and Human Rights Director of CUT (Colombian Unified Trade Union Federation – Colombia's largest union federation). He is also a member of the CUT Executive and a member of FECODES (National Colombian Teachers' Federation). Brother Garcia is a member of SINALTRAINAL (Colombian Food & Beverage Workers' Union) and is responsible for their "social economy" department. He is an employee of Coca-Cola Co. at its Santander S.A. bottling plant in Bucaramanga. He was jailed for six months in 1996 due to the criminalization of his trade union activities. In July 2003 SINALTRAINAL launched a worldwide consumer campaign against Coca-Cola Co. due to its complicity in the murder and repression of trade unionists at its bottling plants.

The brothers thanked the committee for the opportunity to speak to them. They stated they are doing this tour to denounce the profound human rights violations happening in Colombia mainly by the government. Colombia is the second highest violator of human rights in the world – not only to union activists but to the general public as well. Ninety-eight activists were killed in 2004 of which 34 were women. To date in 2005, 39 activists have been killed which includes 14 women. Colombian people have lost many universal rights such as health care in the last 10 years. The majority of the population of Colombia is female. There has been an increase in sexual violations (largely committed by the army and police). There has been an increase in child labour and child prostitution and a reduction in maternity benefits. The speakers concluded with a proposal to work in solidarity with Canada's unions regarding the Colombia issue.

Chair Bean thanked the brothers for speaking to the committee and offered the committee's support in their efforts to fight the injustices in Colombia.

INTERNATIONAL SISTERHOOD CONFERENCE

The committee continued their discussion regarding the International Sisterhood Conference. The draft outline for the conference – including dates, themes and events was reviewed, as well as the roles of the committee members at the conference. For each regional speaker at the conference there will be a committee member who will do the introduction of the speaker, one member to take notes and one member to do the thank you at the conclusion of the speaker's session.

At the workshops, there will be a committee member to facilitate the workshop, a member to take notes and a member for recording on the flip charts. It was determined that the objective of the workshops would be to come out with at least three 'do-able' actions and not a multitude of 'wish-list' actions. The next meeting of the committee will focus on the set-up and delivery of the workshops.

The committee worked on a number count for participants from each Component based on the size of the Component.

A lengthy discussion followed regarding a possible slogan for the conference. Two slogans were selected from all the suggestions: "International Seeds of Sisterhood" and "International Sisterhood in Action".

4. Component Reports

NBUPPE

Sister Susie Proulx-Daigle reported:

GENERAL INFORMATION

The AGM proved to be a very successful one. Our President was re-elected for a two year term and not many contentious issues were on the floor. We had more members attend than any previous year and we were certainly very pleased.

As for labour unrest in the province of New Brunswick, the Court Stenos were not successful in negotiating a contract and are presently gathering their troops around the province. Last round, they were on strike for four months before both sides were ordered back to the table. We also have the Red Cross Homemakers who are presently on strike.

NEGOTIATIONS

As for the negotiating process within NB Union, we are currently engaged in the bargaining cycle that will see the re-negotiations of the collective agreements for each of our negotiating units. My last report stated that our Resource Officers, who started the negotiation process in January 2004, were in conciliation. As of September, contract negotiations have broken off after failure to reach an agreement.

As reported previously, Specialized Health Care Professionals, Paramedical, Clerical and Regulatory, Administrative Assistants, Office Data & Duplicating Process and the Nursing Homes are all awaiting new contracts as their contracts have all expired. The process is taking up more time than usual and the Union has had a lot harder time in establishing designations. For example, I'm part of the Administrative Assistants' Group and October 5 has finally been scheduled as the first meeting date. Our contract expired on December 31, 2004. The government's message has never been clearer – the bar has been set – a strike vote is needed to be deserving of a fair wage settlement.

WOMEN'S COMMITTEE

The committee has met twice since my last report – May 26 and September 8, 2005. For the May meeting, the committee attended the Fredericton Sexual Assault Crisis Centre's 30th Anniversary celebration luncheon. To highlight this event, Judy Rebeck launched her new book titled "Ten Thousand Roses – The Making of a Feminist Revolution". As for the September 8 meeting, we met with the Fredericton Sexual

Assault Crisis Centre so they could provide us with a more in depth view of their role, mission and vision. We also finished preparations for our first sweatshop fashion show as well as the Annual Women's Committee Breakfast.

NSGEU

Sister Martha Brown reported:

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

GENERAL ISSUES

Biennial Convention

NSGEU held their Biennial Convention on May 4 – 7, 2005. This year's theme was "We're Stronger Together".

A few of the many highlights of Convention were:

- This year's Convention welcomed 109 first time delegates.
- Keynote speaker Avi Lewis showed his film "The Take" about unemployed workers reclaiming the abandoned factories in Argentina. The delegates passed the hat and almost \$8,000.00 was raised for the workers in Argentina.
- For the first time in the history of NSGEU all three provincial party leaders addressed convention; Premier John Hamm – PC, party leaders Darrell Dexter (NDP) and Francis MacKenzie (Liberal). In addition Federal NDP leader Jack Layton, Alexa MacDonough (NDP MP) and Mike Savage (Liberal MP) also brought greetings to the delegates.

Joan Jessome, President, and Martha Brown, First Vice-President, were both re-elected for a fourth term. Larry Stewart was acclaimed for his second term as Second Vice-President. Jason MacLean was elected for his first time as Third Vice-President and Darren McPhee was re-elected for his second term as Secretary-Treasurer.

Staffing

We welcome Matt Hebb on staff as our new Education Officer.

Public Awareness Campaigns

NSGEU has launched three public campaigns – Home Support Workers, Local 1995 Cape Breton Regional Police and the Nova Scotia Civil Service members. (I have a DVD of the TV ads for the first two campaigns which we can view – time permitting.)

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 prep. to arbitration). Some tables have reached agreements, which have been ratified by the membership.

Go to www.nsg.eu.ns.ca for our recent settlements, arbitration decisions, etc.

WOMEN'S ISSUES

A new women's committee will be established and ratified at the upcoming Board of Directors meeting September 29 – October 1, 2005.

Biennial Convention 2005

The committee spearheaded the "Shampoos for Shelters" in addition to a food drive where the delegates and locals collected both \$\$\$ and food items for FEED NOVA SCOTIA.

Susan Ivany from the NS Silent Witness Project addressed the women in attendance at the women's breakfast.

Convention endorsed support for the Nova Scotia "Silent Witness Project" initiative.

Silent Witness Project

NSGEU continues to work with other women's organizations in the province on the NS Silent Witness Project.

Breast Cancer Awareness Month

This year as a fundraiser for breast cancer the committee will be selling the pink bracelets.

December 6th Day of Remembrance

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

FUTURE PLANS

The 7th Annual Women's Conference is scheduled for April 2006.

Some of our committee members plan to attend NUPGE's International Sisterhood 2006 Conference.

The next meeting of the committee is scheduled for October 21 & 22, 2005.

PEIUPSE

Sister Eileen LeClair reported:

Our Women's Committee has had another busy and very satisfying year. We reviewed UPSE's Harassment Policy and will be proposing an amendment at our Annual Convention in November. Thank you to the sisters of NAPE, NSGEU, NBUPPE and NUPGE for supplying us with a copy of their union's Harassment Policy, which gave us additional information and allowed us to come to an informed decision.

UPSE now has three completed Silhouettes for the Silent Witness Project and three additional Silhouettes to be dedicated in the upcoming year. Information material about the project now bears the name, "Prince Edward Island Silent Witness Project" and has the UPSE name and logo printed on it as well. This material is available at various locations across PEI. We have made three presentations of this project across the Island to date, one being at the local Chamber of Commerce. We were approached by the Deputy Director of the Atlantic Police Academy for permission to display the Silent Witness Silhouettes and printed material in their Hall of Honour, which is dedicated to fallen Peace Officers. What an honourable place of rest for the Silhouettes.

Our Committee sponsored a team in the yearly golf tournament with proceeds going to the PEI Rape Crisis Centre, as well as monetary donations to women's shelters, the Canadian Breast Cancer Foundation, Run for the Cure and the Terry Fox Run.

One of our committee members has been appointed to the PEI Diversity Committee; congratulations Nancy Reeves.

The Binns' Tory government is determined to make drastic cuts to both Health Care and Civil Service Employees, at the expense of services to Islanders. Since April 29, there have been over 700 job losses either through retirement and / or layoffs. UPSE has been hit harder than any other union on PEI, since we are the largest union on PEI; makes one wonder if this government is trying to weaken us by decreasing our numbers. Bill 44 was introduced in April, which places all government employees in the Civil Service which was previously UPSE members. Now the legislation has changed so that PEINU, IOUE and CUPE also have members under Civil Service. What was once UPSE turf is no longer the case.

We are also dealing with two collective agreements, one for Health and one for Civil Service. How do we combine these two agreements when the language is so different because of the occupations? Our two negotiation teams have our work cut out for us. Do we maintain two separate agreements or try to combine the two?

We had 130 layoff notices given to our members and to date we have been successful in placing 73 and continue to work with the 57 remaining. Hopefully, there will be a job somewhere for them at the end of all this mess.

BCGEU

Sister Colleen Jones reported:

Following the BCGEU's 46th Constitutional Convention all committee members step down and new members are appointed. The full Women's Committee has not been appointed at the time of writing this but we do know that the newly elected Secretary Treasurer, Judi Fillion, will chair our Women's Committee and newly elected Vice-Presidents, Lorene Oikawa and I (Colleen Jones) will be co-chairing the committee.

Two regional conferences are being planned this fall – location and agenda are to be determined.

Women's History Month – we have discussed ideas for continuation of a series of fridge magnets with the theme of Women's History. Committee members are encouraged to find quotes from Canadian and labour history to be quoted for Women's History Month and onward.

The following two resolutions passed at our Convention are examples of how the BCGEU continues to support the efforts of our members and the public overall:

C-84 LOCAL 403

WHEREAS privatization of health care has been demonstrated clearly NOT to be an effective cost saving measure; and

WHEREAS privatization exploits workers by forcing workers to accept lower pay with reduced or no benefits and by greatly increasing the number of casual positions; and

WHEREAS women form the majority of the health care workforce and women will therefore be disproportionately impacted by the wage and benefit losses resulting from privatization; and

WHEREAS women are predominantly the head of single parent families and the loss of living wage and benefits will increase the amount of poverty in single parent families and in our society as a whole; and

WHEREAS poverty has been proven to be a major source of health and educational problems leading to increased social costs; and

WHEREAS the loss of living wage and benefits further widens the gap between the rich and the working poor;

THEREFORE BE IT RESOLVED that the British Columbia Government and Service Employees' Union renew it's efforts to lobby, conduct research, provide education, sponsor forums and support coalitions regarding the negative impacts of privatization on working women and families in BC.

C-88 LOCAL 403

WHEREAS access to community based services and supports is essential to promoting equality, protecting the health and safety and social conditions for women; and

WHEREAS organizations and individuals work in our communities across British Columbia to support women, promote gender equality and to bring an end to violence against women and children; and

WHEREAS the BC Liberal government has stated that the interests of women will be satisfied and that gender equality will be achieved through economic security and improvement of personal safety and security conditions in our communities; and

WHEREAS poverty persists and is growing for elderly women, single mothers, women with disabilities, immigrant and women of colour; and

WHEREAS the BC Liberal government has adversely affected all women in need or at risk by cutting funding for Women's Centres, Legal Aid, Income Assistance, Aboriginal and Domestic Violence and other relevant health and social agencies; and

WHEREAS the United Nations Committee for the Elimination of Discrimination Against Women (CEDAW) 5TH report cited the BC Liberal government for its sweeping program cuts that have resulted in negative impacts upon women and girls;

THEREFORE BE IT RESOLVED that the BCGEU continue to demand that the BC provincial government immediately restore funding for vital services and programs intended to protect the health, safety and livelihood of BC women and girls; and

BE IT FINALLY RESOLVED that the BCGEU continue to work in partnership with all levels of government towards the advancement of women's equality and to end gender discrimination in BC.

SGEU

Sister Linda Anweiler reported:

In SGEU the following has taken place since the last NUPGE Women's Committee meeting of March 7 – 8, 2004.

SECTOR REPORTS

Community Services Sector

Urgent e-mail campaign – Don't Leave CBO Workers Behind!

As Saskatchewan's economy improves, there is room for public sector wage improvements. But right now there is also a real danger that community-based organization employees – who provide valuable public services at unfair low wages –

will be left out of the equation. Your help is needed to let politicians know this isn't acceptable. Send an e-mail NOW!

Health Sector

Health service providers have completed the job evaluation and are now going through the payout process.

Adult Education Sector

SGEU members of the SIAST Academic and Administrative Support Bargaining Units recently reached agreement with SIAST that will see the two bargaining units receive a cost-of-living allowance (COLA) at the end of their contract and a 2% wage increase effective July 1, 2005. The 2% increase is in addition to the 1% wage hike already in place in the current collective agreement.

Retail Regulator Sector

Tentative Agreement reached in August 2005 where they have a 0% wage increase for April 2005, 1% for April 2006, 1% for 2007 and 3% effective at top of scale similar to PSGE effective April 2006 and cost of living first day of the pay period for 2007. Red circled is shift differential weekend pay. Extended Health Plan – \$80,000.00 into plan and enhanced dental benefits. Pension plan increases from 6% – 6.25%.

Crowns Sector

Annual General Meeting on September 24 where they will be having elections.

Public Service Sector

Provincial employees negotiate Long Service Salary Adjustment. On June 1, 2005, the SGEU PS/GE Negotiating Committee was successful in negotiating with the government a 3% top of the range salary adjustment for our members. This means that all employees who are currently at the TOP of their range.

SGEU Strategic Plan

SGEU is looking to the future; we have developed a strategic plan that includes the following goals for 2005:

- Explore and develop a plan to foster a respectful environment within the union.
- Create a governance model that includes equity-promoting guidelines and tools at all levels.
- Administration systems in place to meet all aspects of union business including financial systems.
- Develop clear bargaining strategies.
- Improve administration of steward structure and overhaul steward educational.
- Implement a targeted advertising campaign on public education / awareness / community involvement.
- Poll membership on union services and communications.
- Hire an Aboriginal Coordinator.
- Organize new units and complete first contracts.

- The expectation is that all committees review this and develop one for their committee.

WOMEN'S COMMITTEE REPORT MAY 16 & 17, 2005

The Women's Committee met for two days where we discussed sponsorship for eight women to attend Prairie School for Union Women in June 2005.

At the school they held a rally at the legislation building for universal day care as follows:

List View

- Child Care Rally – Video.
- Union members and others rallied for quality, universal child care on Wednesday, June 15.
- Participants in the Prairie School for Union Women and the wider community gathered outside the provincial legislature at noon to demand publicly funded care, and improved training and resources for child care providers.
- View Video – Windows Media View Video – Real Video.
- 2005 SGEU Convention – reviewed the convention and our committee's presentation and luncheon. Highs were our presentation to convention and video Women of Saskatchewan. Luncheon was very well attended but decided in year to not show video and allow more time for networking and discussion. Sponsored a Shampoo for Shelters for the first time which was well received.
- CPP brochure that the Women's Committee made and printed was very well received; lot of people wanting copies of this. The lows of convention were low union moral, and some disrespectful behavior of some of the delegates, much discussion about budget and how some committees might be cut.
- NUPGE report discussed the International Sisterhood around the World Conference. Looking into ways that can help to get sponsorship from our union due to our financial crisis in SGEU. Whole Loaf update request was made which will be sent to NUPGE. Also organizational chart of SGEU to be sent.

Silent Witness Project

- Contacting women's shelters in Saskatchewan to see if interested in project as well as Saskatchewan Federation. We looked into updating our Women's Committee brochure and getting updated information with statistics on women in our union, similar to the NBUPPE Women's pamphlet.
- We spent two days reviewing material that we gathered from our SGEU Conference in November 2004. We developed an Action Plan for Women in SGEU brochure which included the problems, what to change, long range vision and immediate plans along with a Women's Information Network Application. These were sent out to all the participants from the conference and we will be working on this project.
- Presentation by Judy Martin from Saskatchewan who discussed labour force shortages coming up and how it is now time for labour to press forward with stronger language and policies; need convergence, language, practice and culture change.

SEPTEMBER 12, 2005 MEETING

Women's Committee met for a one-day meeting on this date. We went over the remaining budget for 2005 for our committee and draft one for 2006. We included the NUPGE International Women's Conference, and strategies as to how our committee could gain support of union members and Provincial Council to pass the budget for this. We discussed ways that we could raise funds to get to the conference but decided that no other committee would have to do this, so why should the Women's Committee do this. We also discussed our 2006 SGEU Women's Conference and how we could connect our conference to the NUPGE conference.

We discussed again the Silent Witness Project and have networked with many of the women's shelters in Saskatchewan to inquire about helping us set this up. All of the shelters we have contacted so far have not heard about the project but are very interested in assisting us to start the project. Our goal is to present this at the SGEU 2006 convention. We discussed our mandate and decision was that until SGEU convention and the decision as to what committees are to be combined or deleted we cannot look at this.

Reviewed information that was returned by women's information and mentorship program. We looked into ways for strategies about how to evoke more support from the Provincial Council. We will be lobbying each council member by sending them a copy of the Action Plan for Women in SGEU and asking for both their financial support and support for the Women's Committee to continue within SGEU. We revised the Women's Committee proposals from last year's convention that we passed and are looking into ones from this year's convention.

Next meeting is November 28, 2005.

Pay Equity in Saskatchewan Update

CUPE will be running two different television ads by the end of October regarding pay equity as their union is one of the most affected. They have over half their members not covered by pay equity. One TV ad will be targeted to the community based employees and the other will be for libraries and schools. In 1999 there was a Pay Policy for Work introduced, but since Lorne Calvert was elected Premier of the province in 2000 not one workplace has been added to have pay equity implemented. The campaign will also focus on this. There is nothing specific for SGEU as most occupations are now covered.

MGEU

Sister Kelly-Ann Ivory reported:

ACTIVITIES OF THE MGEU WOMEN'S COMMITTEE

Over the spring and summer of 2005 the MGEU Women's Committee has been preparing for our own conference to be held March 2006. The conference will be entitled "Balancing Act: Encore", a follow-up to the successful Balancing Act conference of February 2004. This conference on women and the labour movement will address

the issues, services, and supports that women may use in the various stages of their lives. A variety of women from the labour movement will talk about their experiences in balancing their lives in the movement, with their work and personal lives.

On Tuesday, May 3, 2005 the committee attended the World Women's March activities. The focus for Winnipeg was child care. The Committee along with representatives from various child care agencies (including some of the children) started the day by greeting the arrival of the sister who was traveling with the World Charter at the airport. Then later the Committee marshaled the March that was held downtown Winnipeg. The March concluded at the provincial legislature where there was a wide selection of entertainment and speakers. The last stop for the Charter while in Winnipeg was held at the Union Centre where again there were more speakers and entertainment. It was an exciting and memorable day for all.

During the spring two of our sisters attended the CLC Conference Balancing Family and Work and in June 2005 two sisters attended the Prairie Union Women's School and very positive reports were received from those who attended these conferences. In recognition of the fact that October is Women's History Month, the Women's Committee has also put together a quiz on women and the labour movement which will be published in our local MGEU publication the Cont@ct and the full quiz can be completed by going to the MGEU website and following the links.

The Committee along with elected MGEU members will be attending and or facilitating at the Manitoba Federation of Labour Women's Conference on November 24, 25 and 26 in Winnipeg entitled "Maximizing Women's Potential".

SUMMARY OF EVENTS FROM THE MGEU

Bargaining

Health Care Support Services negotiations are ongoing; recently they received a monetary offer and are attempting to standardize wages throughout the province.

Currently various components of our Civil Service Collective agreement are preparing for bargaining – collecting proposals and hopefully commencing with bargaining early in the New Year.

Other locals including Community Support – Home Care Workers, Manitoba Public Insurance and Colleges components – are currently at the bargaining table.

Campaigns

Child Care Campaign – In January 2005 the MGEU launched a ground-breaking postcard campaign to focus government attention on the plight of Manitoba's early childhood educators (ECEs). On March 15, 10,000 signed cards were presented to Minister Christine Melnick, and then in May 2005 the Manitoba Child Care Association and staff from MGEU met with Minister Christine Melnick on child care issues. Government is resisting our request for a common bargaining table. MGEU continues

to work on various bargaining strategies. Manitoba signed a five year agreement with the federal government which would see \$25 – \$30 million for day care.

Public Service Workers Awareness Campaign “Proud to Work for You” – The first part of the campaign involved hundreds of workplace contacts speaking one-to-one with fellow MGEU members in their workplaces, arranging workplace meetings to discuss topics and issues of mutual concern, and facilitating the distribution and collection of membership questionnaires. Between March 1 and May 4, 2005, approximately 21,000 membership questionnaires were distributed at workplaces across the province and members could access the questionnaires on our website.

Throughout the questionnaire, members were asked to rate: overall satisfaction with their jobs; satisfaction with level of pay and benefits; the atmosphere at their workplaces and whether it has changed in the recent past; the perceived value the public places on the work of MGEU members; how MGEU members rate training opportunities and opportunities for promotion and advancement.

In addition, members were given the opportunity, through an open-ended question, to respond in their own words, and to identify the single biggest issue of concern for people in their workplaces. The union received many thousands of responses to the question which help to provide an even clearer picture of how MGEU members are feeling about what’s happening where they work. The detailed analysis and outcomes of the questionnaires are on the MGEU website.

The findings in the questionnaire underline a range of issues that must be addressed in our workplaces. MGEU, in consultation with its members, will now use this important information to prepare for upcoming collective bargaining, and to lobby government as they prepare for upcoming budgets, future staffing decisions, or upcoming program announcements.

The second phase of the campaign will be 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 province is beginning to schedule pre-budget consultations in October and we will be offering “coaching” sessions so that our members will be better prepared to attend these regional meetings and tell their stories in their own words.

The third phase will be lobbying the local MLA’s starting in early 2006.

Other Events

Youth Committee – A youth conference was organized for our MGEU members and 80 MGEU youth were invited to attend this conference held in Winnipeg on September 29 & 30, 2005. Guest speakers included Linda McQuaid and President Brother James Clancy.

Manitoba Lotteries Corporation – At the time of this report the Teamsters have been charged with raiding of our bargaining unit members at the Manitoba Lotteries Corporation – under Article IV of the CLC Constitution through NUPGE.

NAPE

Sister Sheila Beaton reported:

NAPE had a busy year, with many changes. In May the election was held for the positions of President and Secretary-Treasurer. Carol Ann Furlong became NAPE's first female president and Cynthia Burke is once again our secretary treasurer. In June NAPE had their bi-annual conference, which brought some changes in the Board of Directors.

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.

HOME CARE

We have been successful in certifying many of our home care agencies and for the past year 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 four integrated Boards. We are unsure at this time how many jobs will be lost as a result of the merger.

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.

NAPE with the help of the National Union launched a national wide petition drive against the Supreme Court decision. This drive is not going well in NL. I believe members are disheartened and feel they have no recourse.

ACTIVITIES OF THE COMMITTEE

In May of this year the Women's Committee held a Provincial Women's Conference. Topics at the conference were: Women and Health, Women and the Law and Women and Contract Language.

The Silent Witness Project was launched at the bi-annual convention.

We had a women's luncheon at the bi-annual convention. The guest speaker spoke on juggling work and families.

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. This brochure was sent to every member of NAPE.

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 Cindy Haynes reported:

The OPSEU Provincial Women's Committee has been busy planning for our provincial women's conference. The theme is "CHANGING ONTARIO – OPSEU Women Take on Economics and Equity". This conference will take place Nov 4, 5 and 6, at the Kempenfelt Centre in Barrie, Ontario. MP Andrea Horvath will kick off the conference Friday evening followed by panels and workshops designed to equip OPSEU women to be active in their locals and communities especially regarding issues of violence, homelessness and poverty.

Region 1 is holding an equity conference, Sept 24 & 25 in Sarnia, Ontario, with workshops on HIV/AIDS, Conflict Resolution and Bullying.

The PWC is in the process of finalizing plans for fundraising for our Live and Let Live Fund – a union program dedicated to stemming the HIV/AIDS pandemic in Africa and supporting education and prevention programs here in Ontario. This initiative will involve a specialty charm bracelet, which shall have some union specific charms, e.g. president, vice-president, steward, etc. When we have this project up and running, ordering will be possible through a link on our website.

The PWC has completed selection to fill vacancies for regional advisors and investigators to implement the OPSEU Discrimination and Harassment Prevention Policy. An in-depth training session shall take place at the end of October.

OLBEU

Sister Shelly Gingerich reported:

OPSEU-LIQUOR BOARD EMPLOYEES DIVISION LOCAL # 800 (Formerly OLBEU)

Negotiations

We were in face-to-face negotiations for 75 days until we were able to hammer out a fair contract. We came within 15 hours of a strike. We have since then ratified this agreement.

OPSEU-LIQUOR BOARD EMPLOYEES DIVISION LOCAL # 800

As of June 23, 2005 we officially merged with OPSEU. We had an astounding 80 0/0 turnout for the vote. We have a transition team in place and have until December 31, 2007 for everything to be changed over. They are currently working on realigning the districts to conform to OPSEU's. There will be a flurry of educationals coming up in the near future so that the Executives can become familiar with OPSEU. We will likely also need to have new local elections for the newly realigned districts.

HSA

Sister Mary Dahr reported:

On September 13, 2005 a joint meeting of the Alberta Federation of Labour's four committees was held – the women's committee, committee for the gays, lesbians and transsexuals, human rights and political action. President Gil McGowan gave an information session talking about Alberta Federation of Labour's work this summer with the lockout at Telus and at CBC; also what he wanted the committees to do that day. Secretary-Treasurer Kerry Barrett next gave us a talk followed by a question and answer period.

After lunch we met with our own committees. We made an action plan which consisted of the following:

1. International Women's Day March 8.
2. Events for December 6.
3. Stolen Sisters – will be requesting information from Amnesty International.
4. Day Care – will be monitoring the provincial government plans.
5. Pay Equity – Poverty – an ongoing battle.

A reminder went out to attend Take Back the Night in Edmonton on September 23, 2005, 7 – 9 p.m. at City Hall. This began in England in 1877 as it was unsafe for the women to walk the streets of London at night. That was the first March; now they take place all over the world.

A suggestion was put forward to HSA to start up a Women's Committee. Things are getting worse for women in Canada, not better. A women's committee has a lot of work

to do. Alberta for example has the second lowest social assistance rates in Canada yet it has enough money to pay every person in Alberta a dividend.

Thank you to sisters for their Component reports.

Day one recessed at 4:50 p.m.

Meeting reconvened at 9:30 a.m. on Tuesday, October 4, 2005.

5. National Union Report

Sister Marie Bean presented the National Union report as follows:

NEW NUPGE NEB MEMBERS

Two new NUPGE NEB members were sworn in at the most recent NEB meeting:

- Sister Judy Filion (Secretary-Treasurer BCGEU) is now a NUPGE Executive Board Member; and
- Sister Sue Brown (Fourth Vice-President OPSEU) is now a NUPGE Executive Board Member.

At the next meeting, another new Board Member will be sworn in:

- Sister Carol Furlong (President NAPE) will be a NUPGE National Vice-President (NF&L).

Sister Debbie Lacelle was recently re-elected as President of NBUPPE and will continue on as NUPGE National VP (New Brunswick).

CLC

Sister Leah Casselman has been appointed to the position of NUPGE CLC Vice-President at Large (she is replacing Diane Wood who has retired). Sister Ethel Birkett-Lavalley (OPSEU/NUPGE) was re-elected at the recent CLC Convention to the position of CLC Aboriginal Vice-President.

PSI

Sister Wood has agreed to continue as NUPGE's representative on the PSI Women's Committee.

NUPGE CAMPAIGNS

- Cooperative unionism campaign
 - NUPGE & UFCW campaign
 - We continue to support and assist the UFCW efforts to unionize Wal-Mart employees.

- We have created a short video called: “Wal-Mart: Justice is Coming” (speak with Derek Fudge if you’d like to order a copy) – we’ll also be loading clips of the video onto the NUPGE website by the end of this week.
- Labour Rights are Human Rights campaign
 - a) This campaign is ongoing (there are a few copies of the book still available) or check out the information on www.labourrights.ca .
 - b) The ILO ruled on NUPGE’s complaint about Newfoundland’s Bill 16. The ILO took the unusual step of requesting that the Government of Newfoundland and Labrador renegotiate their current collective agreement imposed on NAPE members through the proclamation of Bill 16.
 - c) NUPGE recently filed another complaint with the ILO on behalf of OPSEU college part-time employees who are denied the right to join a union and bargain collectively by legislation.
 - d) In the months ahead NUPGE will be working with Components to arrange meetings with their respective Ministers of Labour to discuss the implementation of the ILO’s rulings on various complaints submitted by NUPGE as well as their governments’ position with respect to the ratification of the ILO’s core Conventions Nos. 98 and 138.
- Medicare campaign
 - a) NUPGE responded to the recent Supreme Court decision on private medical insurance in Quebec (please see pamphlets) and continues working with other unions, health coalitions, and social justice groups to figure out the best way to address the decision.
 - b) In November NUPGE will be releasing a new publication on the state of the long-term care sector (i.e. nursing homes) in Canada (we have members that work in this sector but almost all of our members have family or friends that are or will be staying in a long-term facility, so this is a big public policy priority for NUPGE).
 - c) NUPGE is working with other unions to release a new publication on a National Pharmaceutical Strategy – it will focus on how to contain the rising costs of benefit programs, universal access to affordable medicine, and improving the safety and effectiveness of prescription drugs.
 - d) NUPGE continues to work with other unions and health coalitions on the issue of Public-Private Partnerships (P3s).
- Anti-poverty campaign
 - a) NUPGE has donated \$10,000 to the National Anti-Poverty Organization (NAPO) in support of their Living Wage Campaign and the issue of Labour Rights will be part of this campaign. Also, in the fight to eliminate poverty,

community social services are seen as the “poor cousin” to the health care and education sectors – so this campaign will also highlight the need for enhanced community social services. As part of the campaign, NUPGE will be mailing out postcards to activists that look like a paycheque – and we’re asking activists to send the postcard to their Premier with the request that they increase the provincial minimum wage.

- b) NUPGE has also actively participated in the international campaign called: “Make Poverty History”. Brother Larry Brown attended the pre-G8 Meeting demonstrations that took place on July 2 & 3 in Edinburgh, Scotland.
- Child care
 - a) NUPGE continues to work with coalition partners to get the federal government to sign child care deals with provinces and to get the money flowing. This advocacy work is intended to support our Components who already represent workers in the child care sector and also complement the work of Components who have active organizing drives underway in the child care sector (for example, UPSE & MGEU).
 - b) We’re also active partners and financial supporters of the Child Care Advocacy Association and the Ontario Coalition for Better Care.
- Health sciences professionals campaign
 - a) This lobby campaign is intended to draw attention to the large and growing shortages of health science professionals across the country – if people would like copies of the lobby materials they can contact Shelley Wilson.

HIGHLIGHTS OF NUPGE CALENDAR OF EVENTS

- Pensions Working Session was held April 24 – 26
- The 7th Annual Leadership Development School was held August 27 – September 2
- Working session for Correctional Officers and Youth Facility Workers was held September 22 & 23
- NBUPPE AGM was held September 23 – 25
- The 5th Annual Staff Negotiators’ Leadership School is October 23 – 28
- CHPS meeting is November 3 & 4
- PEIUPSE Annual Convention is November 18 & 19
- CLC Solidarity and Pride Conference is November 13 – 15
- NUPGE NEB meeting is December 12 & 13

6. CLC Women’s Committee Report

As the NUPGE representative on the CLC Women’s Committee, Sister Marie Bean will attend the next meeting scheduled for October 25 & 26, 2005. The first part will be a joint meeting with the Solidarity and Pride Working Group. The main issue for the joint

meeting is the topic of Sex Trade Workers. At the CLC Convention, the resolution calling on the CLC to encourage the unionization of sex trade workers was presented with non-concurrence.

1. A new Draft Discussion Paper will be presented to the joint meeting in October for a more in-depth, inclusive discussion of the issue.

The new draft will essentially:

- Outline the issue and the urgency of the situation, given the number of women who have been murdered across Canada working on the streets. It will review the current situation, including the current state of the law and some of the different approaches proposed by various groups.
- Canvass the various legal options available, without taking a position in favour of any of the options. The key options include:
 - Decriminalization
 - Partial-decriminalization (maintaining criminal sanctions against those who procure minors for prostitution)
 - The Swedish model (users of prostitutes are fined; prostitutes are not – in conjunction with social measures, like housing, access to training, health care, education, etc.)
- The paper will be designed to solicit input from affiliates about what approach the labour movement should be taking.

2. Women's Economic Security postcards

The CLC is to begin a campaign on December 6 and end on International Women's Day 2006. The idea is that economic security issues are fundamental to women's ability to escape violent situations and to women's equality rights generally. The campaign would focus on postcards and electronic collection of names from December to March – with a media event / action on Parliament Hill on March 8 combined with lobbying if the House is in session or with an intervention into the federal election if we are in the middle of one in March. The postcards may focus on three of the Women's March demands – core funding for women's groups, shelters, etc., a proactive pay equity law and a national child care program.

The CLC is widely advertising a conference entitled "Imagining Public Policy to Meet Women's Economic Security Needs". This conference is in Vancouver on October 13 – 15, 2005. The conference will be opened by the Honourable Monique Begin on the evening of the 13th. The following two days will feature a total of 16 panel presentation, four roundtable discussions and plenary sessions.

3. From September – October 21, 2005, the Status of Women is conducting an on-line consultation on Gender Equality. The CLC is encouraging members to complete the questionnaire located at: www.swc-cfc.gc.ca/ges/index_e.html.

4. Upcoming events are:

- CLC Solidarity and Pride Conference, November 13 – 15, 2005 in Quebec City
- International GLBT Conference, July 26 – 28, 2006 in Montreal
- CLC Women's Conference, June 11 – 14, 2006 in Ottawa.

7. 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. The World Women's March has called for a Vigil: '24 Hours of Feminist Action and Solidarity' for October 17, 2005 (material in binder). They are calling on Canadian women to join women in all time zones of the world to join together for one hour of action between noon and 1:00 p.m. on October 17. This is to show commitment for the elimination of women's poverty and support the blueprint for society depicted in the Global Charter for Humanity. The committee members were encouraged to send in their Components' activities. The National Union will then compile a story for the National Union website and also submit to the World March of Women website.

8. Pay Equity

Chair Bean directed the sisters to Tab 6 of the meeting binder which contained material on pay equity. The National Union posted a story on the website on September 19, 2005 regarding the continuing pay equity fight. The story featured a provincial overview of the current status of pay equity. Also contained in the binder is a copy of Public Services International (PSI) September 2005 Pay Equity Now! PSI and its affiliates have declared October 3 – 7 as Pay Equity Action Week. Chair Bean noted that the Canadian submission to the newsletter is from NUPGE. Sister Bean advised the committee that the Pay Equity Action Week poster shown on the first page was designed by Skip Hambling of the National Union. Additional copies of the poster were available for the committee members.

9. Follow-ups

Committee members were directed to Tab 7 of the committee binder. Provided in this tab was material on the Amnesty International Canada's Campaign to Stop Violence Against Women. The slogan of the campaign is Silence is Violence. Committee members were encouraged to sign onto the 10,000 Voices campaign which can be done on their website at www.amnesty.ca. Chair Bean asked the committee members to submit information to the National Union on the Silent Witness Project in their province. It was noted that substantial progress has been made in some provinces in advancing and promoting this project. Once the information is received, the National

Union will compile a story for the website. Members were encouraged to forward this information by early November so that the story can be posted for December 6.

Sister Bean also encouraged the committee members to provide links and website stories regarding Breast Cancer. The committee was also advised that Sister Cindy Stewart of HSABC/NUPGE is once again participating in the Run for The Cure. The committee was provided with a copy of the letter sent to Sister Stewart from President Clancy congratulating her on her participation and advising that the National Union has made a donation in her name on the CIBC Run for the Cure website in the amount of \$300.

Chair Bean requested that the sisters continue to send in their victory updates for the Whole Loaf. The victories will be compiled into a website story and a pamphlet in time for March 2006 to celebrate International Women's Day. The theme of the story and the pamphlet will be based on the fact that while we continue to support women in their struggles both in Canada and internationally, we should also take time to pause and consider the victories of the women in the National Union.

OTHER BUSINESS

WELFARE IN CANADA

Sister Dahr distributed a copy of The National Council of Welfare Reports – “Welfare Incomes 2004”. A discussion followed regarding why the number of people on welfare continues to be so high. It was noted from the report that there are half as many people on welfare as there was 10 years ago. Because of stringent rules and cutbacks to the system, there are now 1.5 million people on welfare compared to 3 million people 10 years ago. As well, the “living wage” under social assistance has not changed between 1986 and 2005. The committee was encouraged to lobby their MPs and write letters to the editors of local and national newspapers.

RELIGIOUS ARBITRATION

Material was distributed to the committee on Sharia Law. The material contained definitions of Sharia Law and why it must be opposed. The material also contained news stories on the recent rejection of attempts to allow Muslims to use Sharia Law in family disputes by the Ontario government.

RURAL VOICES FOR EARLY CHILDHOOD EDUCATION AND CARE

The committee members were each given a Rural Voices package which contains a public education package including a CD and Poster. Rural Voices is a national network which works to build child care services to meet the needs of rural, remote and northern families across Canada. The goal of Rural Voices is to ensure that children living in rural, remote and northern Canada have access to universal, quality, inclusive and developmentally appropriate child care services in their own community.

NEXT MEETING

The tentative date for the next meeting is February 27 & 28, 2006 in Ottawa and members will be booked into the Marriott Hotel (same hotel where International Women's Conference will be held).

ADJOURNMENT

Meeting adjourned at 1:30 p.m.

Minutes: B. Hildahl