

# **NUPGE Advisory Committee on Women's Issues**

## **March 20<sup>th</sup>/21<sup>st</sup>, 2003 – Ottawa**

### **In Attendance:**

NUPGE	James Clancy Carol Meyer Marie Bean Brenda Hildahl
NAPE	Cynthia Burke
NSGEU	Martha Brown
NBPEA	Jocelyn Campbell
PEIUPSE	Eileen Leclair
OPSEU	Helen Riehl
OLBEU	Teresa Davey
MGEU	Sheila Gordon Kelly-Ann Ivory
SGEU	Linda Anweiler
BCGEU	Catherine Bell

### **1. Call to Order**

The meeting was called to order at 9:30 a.m. by Chair Carol Meyer. A warm welcome was given to Sister Kelly-Ann Ivory from Manitoba who is replacing Sister Gayle Hofmeister and to Sister Eileen Leclair from Prince Edward Island who is replacing Sister Marsha Halsall. Introductions were made around the table.

Contact information sheets were circulated and Sister Meyer emphasized that email addresses were especially important as most of the Committee's future communications would be done via email. Members were to advise of names of any secondary contact person if required. For future meetings, distribution lists will be attached to material so that members may indicate which ones they would like to receive – or – email links will be provided for subsequent downloading.

For the benefit of the new members, Sister Meyer outlined what should be included in the agenda item 'component reports' – which is negotiation details, major campaigns, other significant initiatives, and the work of component women's committees. Also, as these reports are contained within the minutes of the meeting, these reports are to be provided in written format at the meeting (or post meeting if not readily available).

Sister Meyer referred to the National Union report which would be given by National Union president James Clancy upon his attendance on day two of the meeting. Sister Meyer indicated that information contained in the National Union report should be disseminated at component women's committee meetings for their information.

2. **Adoption of Agenda**

No amendments or additions were presented to the distributed agenda.

3. **Adoption of Minutes – October 19<sup>th</sup>/20<sup>th</sup>, 2002**

As Sister Anweiler expressed concern at that meeting about the scheduling of meetings on weekends, Sister Meyer advised that particular meeting was held on those days to accommodate a commitment the National Union had with the hotel to host a function. A change in the contract would have meant a financial penalty.

Sister Meyer asked the members on which days of the week are preferable and the consensus reached was for Thursdays and Fridays as the best option.

It was pointed out that the NUPGE Women's webpage would see an increase in activity and usage.

Sister Meyer will be responding to the questions posed about the Women's Leadership Development Workshop under that item on this meeting's agenda.

4. **Component Reports**

**SGEU**

Sister Anweiler screened the SGEU Front Line Office Worker Video for the Advisory Committee on Women's Issues. The Committee was very positive about the project which was discussed following the video.

Within SGEU the following has taken place since the last NUPGE Women's Committee meeting on October 19, 20, 2002

1. COMMUNITY SERVICE SECTOR

Community service workers held a rally in front of the Legislature at noon on March 7th to press for greater support for Community Based Workers and the services they deliver. They are pressing the government for wage parity with others in the same or similar professions. A group met the Minister of Social Services to discuss concern as there is no wage parity.

They will be awaiting his response.

## 2. HEALTH SECTOR

The Cancer Health Sector is presently in bargaining and completing job evolutions. In October 2002 health care workers voted to rejoin SGEU and 1200 health care workers are now within SGEU. They will be having their election for representatives.

## 3. PUBLIC SERVICE SECTOR

The PSGE has been doing around the province meetings for Proposal gathering and elections for the Proposal Conference to be held in May 2003.

Electronic Data System's (EDS) move to Saskatchewan was blocked in a move to privatize Government information services which would have affected approximately 300 union employees. EDS Canada offered to create 1,000 new jobs if it received an untended contract to restructure the government's IT system. The contract was worth about \$100 million over 10 years. The government said the proposal wouldn't save the province enough money. Those savings were lower than anticipated because the government has committed to keeping its unionized workforce intact even if much of its IT work was being done by private contractor. The union's response to this was we don't agree with whether it's the opposition or the government of the day, saying it was the cost of unionized jobs that put this in jeopardy; the Union disagreed with the government contention that its savings would have been reduced because of the decision to keep its unionized work force.

## 4. RETAIL REGULATORY SECTOR

In November 2002 they suffered a set back as the government opened spirit sales to hotels. In exchange they allowed the government liquor stores to extend their hours.

They are now awaiting the NUPGE report on Liquor Privatization and will be doing a province wide campaign.

## 5. ADULT EDUCATION SECTOR

The Adult Education has been looking into changes in the Program changes at their Institutes.

## FRONT LINE OFFICE WORKERS (FLOW) CONFERENCE NOV 14, 15TH, 2002

Was held in Saskatoon with the theme "Transforming Our Workplaces. There were 35 members who attended from all sectors. After a brief discussion of sharing their workplace concerns, the members got down to the task of identifying actions they can take in their workplaces throughout

their union. Ideas for bargaining were developed as well as ideas for promoting more union involvement among FLOWs. The participants left the conference with a commitment to promote improved union participation in their workplaces.

One area of immediate activity will be to hold noon-hour workplace meetings to show the FLOW video and get the conversation started, and about how FLOW can become more involved in their union. A discussion booklet will guide the workplace volunteers in making these presentations. In addition Hear Our Voices will be shown at major union gatherings so that other members of the union become more aware of FLOW issues.

#### THE PRAIRIE SCHOOL FOR UNION WOMEN MARCH 16-20, 2003

SGEU Women's committee sponsored 13 women from SGEU to attend. Our goal had been 15 but due to budget cuts to our committee of over \$8000.00 we had to reconsider this. We hope to have a report back from each of these women shortly after the school.

#### SGEU ANNUAL CONVENTION MARCH 27-29, 2003 IN SASKATOON

Our SGEU Women's committee submitted our annual report and has submitted 9 resolutions to convention. We will be holding a noon hour luncheon where women will have a chance to network with other women. We will give reports of our committee as well as NUPGE Women's Committee and the Saskatchewan Federation of Labor Women's Committee. We will also be discussing our Front Line Office Worker Campaign. We will distribute a Questionnaire about what women would like to see in our 2004 Women's conference i.e. location, theme, willingness to come on a weekend, time of year. There will be door prizes and discussion about the resolutions the women's committee submitted.

#### SGEU WOMEN'S COMMITTEE ACTIVITY

Dec 2, 2002 meeting where we discussed the Flow Conference and viewed the video Hear Our Voices. Discussion and ideas of how to continue and promote the activity was discussed. A budget was submitted to have noon hour luncheons for the FLOW. We reviewed our work plan and budget proposal for 2003.

Our committee composed and submitted 9 resolutions to convention. There was discussion about convention and whether a Women's Luncheon should be held. The matter will be brought back to the next meeting.

March 3, 2003 meeting - we discussed the Women's Budget which was cut \$8000.00 leaving our committee only enough funding for sponsoring women to the Prairie School and our meetings leaving only \$1000.00 to carry on our other activities. A letter of reconsideration has been submitted to the Finance Committee and this will also be brought up at

convention. Also a letter to the President and Provincial council was sent expressing our concern about the lack of support we have received from them.

We discussed the Prairie School for Union Women sponsorship in view of the fact of our cut to funding and our work plan review.

We finalized our Women's Luncheon at convention and will be doing gift bags for each person with information packages. We hope that this is a time for women to be able to network with each other to discuss issues.

Our committee is hoping to be able to sponsor 2 women to the CLC Conference on June 8-11. This is now pending.

We reviewed our resolutions to convention and comprised a speakers list from our committee as to who will speak on each one.

Our next meeting will be May 12th, 2003.

## **BCGEU**

First I want to wish all my NUPGE sisters a belated Happy International Women's Day. As we work in the struggles here in Canada to gain equality at the workplace, home and community, it is important to remember that we have sisters all over the world who are counting on us to keep up that fight in the face of global economic threats. If we allow our work to be devalued and contracted to the lowest bidder, it lessens the standards to which others aspire.

Secondly I'd like to recognize March 21st the International Day for the Elimination of Racism. As governments tighten up security at borders, and create stricter immigration laws we will see more "racial profiling" and less access to those seeking asylum in Canada. It is up to us as citizens to speak out, to counter the oppressive messages of the war makers. I am optimistic, we have a lot of work to do, but I see people all over Canada speaking out, from all walks of life, in many small communities and cities. Now is the time to join hands with those who don't look like us and stand together against racism in all its forms.

In BC we are still speaking out and opposing the Liberal Cuts to public services and, in particular, services to women. In sectors where women predominantly work such as childcare, health care, elder care and the service sector, we have seen attacks on wages and benefits. In some cases such as health care the work has been contracted out and because of Bill 29 the workers have no successor rights.

The new funding formula for childcare spaces comes into effect April 1. Child care centres are laying off workers and reducing wages to save money while maintaining a balance of child to staff ratios. The workers who are left will be forced to go back to holding bake sales and subsidizing the system from their own pockets to keep day care centres open.

Home supports to seniors have been cut and workers have lost their jobs; seniors who are able to live independently with some support are being forced to rely on friends and neighbours or move into costly "Independent living" centres to access services, or do without and suffer the consequences.

The UN Committee on the Elimination of the Discrimination of Women recently singled out BC for the negative impacts on women and girls because of the funding cuts and policy changes. Women are getting increasingly angry as the cuts take their toll. Women are demanding that Lynn Stephens, the Minister of State for Women's Equality resign.

BCGEU women are active in coalitions and community campaigns around the province, working to stop the cuts, reduce the impact of the cuts and raise awareness of what the cuts mean to women and children and their communities. The popularity of the Liberals is decreasing and the popularity of the two NDP women in opposition is increasing. The Women's movement in BC is alive and well and kicking butt!!

## **OPSEU**

October 2002 to March 2003

### Elections

Elections to the OPSEU Executive Board were held March 8, 2003. Very few new members were elected. Ten women out of 21 Board members will serve two-year terms.

Delegates to the Regional Elections also elected their representatives to the Provincial Women's Committee (PWC) and the Provincial Human Rights Committee (PHRC).

The women's committee will have two new members, one in region 4 and also in region 7, where longest-serving member Doris Rossi resigned to pursue other activities.

In almost every region, positions on these two committees were highly contested, suggesting that the committees' work is increasingly pertinent to the well-being of the membership.

### HIV/AIDS Project

Following up on the Public Services International meetings last year, the OPSEU Board has voted to make HIV/AIDS the Union's primary international humanitarian issue. The Board voted a standing (yearly) donation of \$50,000 to the Stephen Lewis Foundation with this objective. In addition, a motion will be coming to the Convention floor recommending the creation of an OPSEU *LIVE AND LET LIVE FUND*. The aim is to encourage locals to do fundraising for HIV/AIDS projects and agencies in their communities. The central union will match whatever contributions are collected by the Fund and 75 % will be for African work and 25 % for Ontario-based projects.

### Upcoming Ontario Provincial Election - OPSEU Women's Agenda

In preparation for the upcoming election, the PWC has formed a political action subcommittee to develop material on the OPSEU Women's Agenda. We are researching each of the parties positions on such issues as health care, child care, dependant care, education and violence against women. Our members will be provided with the results in order to help make their vote count.

A Central political action committee is also working on behalf of the union and ridings are being targeted where we think the incumbent Conservative could be unseated. OPSEU will make use of the Women's Vote Kits distributed by the OFL. Finally, the central union will be assigning some members to work on paid leaves in targeted ridings.

### Collective Bargaining

There are no strikes at the present time. The Colleges have begun bargaining and for the first time, the academic staff and support staff units will be bargaining at the same time. It is thought that this coordination, along with the double cohort dilemma, boosts our bargaining power. There are 24 colleges in Ontario.

### More on Community Colleges

A new Charter for Colleges in Ontario is meant to be proclaimed in April 2003. It centralizes administration of the colleges to the provincial government but decentralizes accountability. Colleges will no longer be required to have a Labour representative on their Board of Governors. These changes will also affect the accessibility of student loans since individual colleges will be on the hook should a student default. Colleges can also now charge higher tuition fees as these are no longer regulated provincially.

### Ontario Public Service

Our union continues to organize workers in services, such as the Super jail, that have been divested from government. Organizing of new units

such as The Ontario Dairy Herd, childcare workers, and others has also occurred.

#### Hospital Professional Division - One day illegal walkout

OPSEU professional workers at forty hospitals have had the fight of their lives over the last several months...and it appears they are winning. Trying to maintain central bargaining, these physiotherapists, dieticians, technologists, social workers and many more were facing an intransigent Ontario Hospital Association.

February 13th was the culmination of a major mobilizing effort and almost every hospital participated in a one-day illegal walk out. The Employer did finally come around although of course the OHA wants hospitals to impose 3-day suspensions on "ringleaders" and 1-day suspensions on other participants. In fact, each hospital can make its own decision about discipline and OPSEU will defend all members.

#### International Women's Day

The Women's Committee designed a colourful poster to commemorate twenty years of our committee's activities that was circulated to all locals. It is dedicated to all those who have come before us and to all those who will follow... "and still we rise".

#### Twentieth Anniversary Booklet - The Herstory Project

2003 is an historic year for the committee - our 20th anniversary in OPSEU. In a major project to be carried out in the next few months, the committee will identify concretely the role women have played in OPSEU, the impetus and origins of the committee, as well as the contributions women have made to the development of OPSEU. We plan to create a publication to be released this year at the women's conference in September recognizing 20 years of OPSEU "Herstory".

#### 2003 OPSEU Convention

The Women's committee is organizing the first International Foods Bread and Roses Breakfast at Convention 2003. Several women in the Toronto area will be providing breakfast foods characteristic of their particular culture. The Bread and Roses Award will also be presented to one outstanding woman activist and seven new recognition awards have been created to acknowledge one woman activist in each region.

### **NSGEU**

#### GENERAL ISSUES:

##### Health Care:

Early in December NSGEU, Canadian Auto Workers (CAW) and the Capital District Health Authority (CDHA) agreed to conduct a run-off vote

to allow the employees of the Support Services Bargaining Unit to choose which Union they wanted to represent them. Following the vote count on February 3, 2003, 63% of Support Services workers at the CDHA choose NSGEU over CAW.

As yet no decision has been made with respect to a potential vote in the Nurses Bargaining Unit. To date six days of hearing before the Labour Relations Board have taken place, with an additional eight days scheduled for June 2003 in order to deal with the objections raised by the Nova Scotia Nurses Union (NSNU) with respect to our Labour Relation Board application to include all employees of the CDHA in bargaining units represented by NSGEU.

Paramedics:

As a result of a decertification vote, the International Union of Operating Engineers (IUOE) now represents Nova Scotia's 650 paramedics formerly represented by NSGEU. The majority of paramedics (350 to 179) voted in favour of the IUOE.

MediCare Campaign:

Public Forums on the Future of Nova Scotia Health Care have been scheduled across the province for March 23 and 30. The themes of the forums are "Healthy Tomorrows".

NSGEU Biennial Convention:

Preparations are underway for convention to be held May 7-10, 2003, at the Westin Hotel, Halifax, NS. The theme of this year's convention is "NSGEU: On Your Side", a reflection of the Union's commitment to our membership.

NSGEU'S Website

I invite you to visit NSGEU'S website at [www.nsgeu.ns.ca](http://www.nsgeu.ns.ca)

BARGAINING ISSUES/UPDATES:

Strike Votes:

Four of our Health Care bargaining units (Local 86 – Mountain Lea Lodge, Local 43 – Canadian Blood Services, Local 41 – Duncan MacMillan Nursing Home and Local 66 – Regional Residential Services Society Employees) have conducted strike votes and all of them voted in favour of strike action.

UCCB:

Highlights of the new contract for the trades and technology instructors at the University College of Cape Breton (UCCB) include wage increases of 2.5% in each year of a five-year contract and an enhanced layoff/service award. They voted 89% in favour of this agreement.

### WOMEN'S ISSUES:

Our Women's Committee last met on March 7-8, 2003. This Committee's term will soon be coming to a close, and a new committee will be established following Convention.

### Transition Houses:

This committee has continued to support Transition Houses by making nominal donations to twelve houses from all regions across the province. Donations were made during Family Violence Awareness Week, usually near February 14th. The thank you cards and notes this committee received, clearly indicates how much these donations are appreciated, especially during these times of government cutbacks and reduced funding.

### Breast Cancer Awareness Month:

Our committee supported this cause by selling pink enameled pins for the Canadian Breast Cancer Society. The money raised through the sale was forwarded to the Society.

### National Day of Remembrance and Action against Violence:

Our committee distributed purple ribbons embossed with the Women's Committee logo to all locals and board members with a letter encouraging donations to be made to the Purple Ribbon Campaign in Nova Scotia.

### FemJEPP:

As NSGEU representatives one of our Committee members Rocky Beals, along with our President Joan Jessome, participates on the Feminists for Just and Equitable Public Policy (FemJEPP) Women's Election Committee. Partnered with non-government organizations and other labour groups, the Women's Election Committee mapped out a campaign to encourage women to vote based on the party's stand on women and family issues.

### International Women's Day:

International Women's Day saw the launch of the first NSGEU Women's Committee poster. The launch took place at NSGEU Head Office during a very successful Open House hosted by the Women's Committee. The event featured the presentation of a poem by award winning published poet, Jessica LeBlanc entitled 'Don't Cry, Mommy' (about an abused woman and how her son notices the abuse).

### FUTURE PLANS:

- Hosting a Women's breakfast at NSGEU Biennial Convention
- Annual Women's Conference is scheduled for the fall of 2003

## MGEU

Since the last Committee meeting (October 2002), the MGEU held its biennial convention. On the eve prior to convention, the MGEU Women's Committee held a Women's forum and approximately 40 women attended this event. Sisters Lois Wales, 1st Vice President, and Sister Gayle Hofmeister, former Chairperson of the Women's Committee, facilitated a discussion and reviewed some of the convention resolutions that affected women and our issues. Other events that occurred at this convention included:

- We encouraged all women to participate in our mentoring program by either forwarding their names to Committee members to either be mentors or mentorees.
- We also asked MGEU women who were long standing activists to wear a visible sticker on their credential badges indicating that they were willing to "mentor" any first time women delegates at this convention.
- At the convention, we launched our first ever MGEU Women's Committee pamphlet and MGEU Women's Committee pin.

Since Convention, there have been elections to the MGEU Board of Directors and just under half of our Board positions are now filled by women. Previous Chairperson of the MGEU Women's Committee, Gayle Hofmeister, declined from being re-elected and a new Chairperson, Kelly-Ann Ivory, 4th Vice-President, was elected.

Also, since Convention the MGEU Women's Committee membership has changed slightly and we have been welcoming new members and sharing fond farewells to those who did not return back to the committee. With a change in membership also comes a change in goals and vision for the Committee. Some of current goals of the Committee are:

- Developing another MGEU Women Conference tentatively for February 2004. The unconfirmed theme is - Women through the stages - highlighting various stages of a woman's life and the challenges they face during each phases of life while being an active member in the Union.
- The Committee is speculating and considering the development of a one-day workshop addressing the issue(s) of Women's activism that could be delivered throughout the province.
- Education of women continues to be an important and valued opportunity by the Committee. Recently, the Committee elected two Committee members to attend the SFL Prairie School of Union Women. Two other Committee members will be attending the

- Prairie CLC regional educational program in Brandon, Manitoba.
- The Committee recently attended the MFL "Ya Her" Conference which was held on IWD March 8th. The theme of this conference was for women to discuss issues of maximizing women's participation in elections, identifying issues effecting women and making our vote count. This was in preparation for anticipated provincial election.
  - Upon the conclusion of the "Ya Her" conference Committee members participated in a Women's March for Peace held in downtown Winnipeg with -35 degree wind-chill factor.
  - The MGEU is very busy with bargaining at this time; Civil Service bargaining has commenced.
  - Homecare / Community support recently ratified their agreement with a 13.6% wage increase negotiated in their two year contract.
  - Facility Support - Personal Care Homes - ratified their agreements with a 6.6% wage increase in their two year contracts.
  - Organizing continues; currently there are 49 Child Care centers signed with the MGEU and soon we will be approaching the Government to develop a central industrial table.

Committee continues to affiliate and participate in various Women's Community activities and organizations:

- Affiliation with the Manitoba Women's Advisory Council
- Association with Provincial Council of Women of Manitoba
- Sponsorship and association with NEW WAVES - New Women's Action against Violence and for Equal Status
- Recently Kelly-Ann Ivory was elected as Chairperson of the Manitoba NDP Status of Women's Committee

## **PEIUPSE**

Conference is planned for April 25-26, 2003 with 90 seats.

We are co-hosting this conference with our Education Committee and the Stewards Council. Topics include:

- Pay Equity and the Reclassification Process
- Women and Pensions
- Training and Educational Session re: Legalities of the Shop Steward
- Close with a motivational speaker - Nancy Riche - not yet confirmed

Last year, a two-day conference was held on Domestic Abuse with speakers from the RCMP and Transition House. The increase of domestic abuse on P.E.I. has shown a marked increase in the past two years with five women murdered by their ex-spouses.

For the first time in UPSE's history, an election in the fall of 2002, was held for the election of our President by a mail-in ballot by every member of our union. We had three candidates, two males and one female - the first time a women has offered her name for the position of President.

### **Health Care Negotiations**

Our collective agreement expires on March 31, 2003. Demand forms were mailed out to every member. Demands are calling for - to mention a few:

- Increase in Pay
- Stronger language in family leave clauses
- Increases in week-end and shift differential
- Save Medicare Campaign

The Health Care Committee will be buying full page advertisements in the Island-wide newspapers informing the public and politicians what we, as health care providers, do and where our health care dollars need to be spent. These timely advertisements will coincide with the beginning of health care negotiations.

Good luck to our Health Care Negotiating Committee from our 1300 members.

### **OLBEU**

The OLBEU is in the 2nd year of a 3 year contract.

Elections for Executive have been held and we are glad to say that the new 1st Vice President is Joanne Fisher and 2nd Vice President is Joan Moffat. We are happy to say that Joan is back from a long illness and is doing very well. We congratulate both women for winning the election and know they will do a great job with all our union issues.

A concern for members is the opening of 160 agency stores in Ontario. These privately run stores are taking away business from the unionized stores which could result in store closures after the present collective agreement runs out. The threat of privatization of the LCBO is still present and a continued problem for the union.

Present projects our committee is working on are:

1. Survey on "Modified Work Plans in the Work Place" - does the LCBO administered plan really help the injured employee return to workplace and does it effectively rehabilitate the worker back to their original work level.
2. The EOC wrote an article for our union newsletter on "Seniority in the Workplace", what are your rights under the collective agreement.
3. The committee has brought to the attention of the LCBO the continued use of sexually explicit ads found in the "FOOD and DRINK" magazine over the last few years. The winter issue of 2003 was the first Food and Drink magazine published without any inappropriate sponsorship advertisements in a long time. This free magazine is produced by the LCBO for its customers and is widely circulated around the province.
4. An ongoing project that the committee has been working on and will continue to develop is an Equal Opportunity web site for members to correspond with us and also to keep them updated on the projects we are working on.

## **NAPE**

NAPE's Women's Conference was held from December 6 to 8, 2002. Over 60 members attended. Sessions included:

- Balancing Work and Family
- Taking Care of Your Health
- What It Takes to be a Leader

- Family Violence: A Closer Look
- Are You Managing Stress or Is Stress Managing You?

This gave conference participants a means to network and the opportunity to learn. The conference is also a great way to encourage women to become more active in their union. Preference is given to members who haven't attended a prior conference and, for many women, the conference is their first NAPE activity outside their Local.

Participants heard presentations on NAPE's medicare campaign and took part in a candlelight memorial service marking the National Day of Remembrance and Action on Violence Against Women. Tom Hanlon, President of NAPE, lit the first candle at a ceremony marking the National Day of Remembrance.

The weekend conference also included a question and answer session about opportunities for leadership and growth within NAPE with members of NAPE's Women's Committee. Throughout the weekend the Women's Committee sold tickets on a number of donated gifts with the proceeds going to a woman's shelter.

Promotion on activities marking March 8 as International Women's Day and International Women's Week from March 2 to March 8 encouraged members to take part in some activity in their community, plan something, maybe show an appropriate film, lunch speaker, or organize a single fundraiser.

Negotiating Meetings: Dates have been set for negotiating meetings for several NAPE groups. Many of NAPE's public sector contracts will expire March 31, 2004. It is proposed that NAPE return to co-ordinated bargaining for all groups.

#### NAPE Fights Nursing Home Cuts

On February 5, 2003, the St. John's Nursing Home Board announced it would cut some 30,000 hours from licensed practical nurses and registered nurses positions at Nursing Homes throughout the area.

NAPE is determined to do everything it can to stop this attack on patients and workers. NAPE has held a public forum in St. John's. Workers talked about what the cuts meant to the residents and that they would have to wait to be fed and cleaned. Workers also talked about the cuts meaning they would no longer have time to talk to residents or to sit with the dying.

#### NAPE Organizing Home Care Workers

In December 2002 NAPE began the process of organizing approximately 6,000 workers in this Province who provide home care. Home care workers and the services they provide allow the elderly and people with disabilities to remain within the comfort and security of their own homes. NAPE is now the bargaining agent for two groups and continues to organize the home support employees.

#### Biennial Convention Dates

June 5, 6 and 7, 2003 - Held at Holiday Inn, St. John's. Please visit our web site at [www.nape.nf.ca](http://www.nape.nf.ca) for further information and updates.

## **NBPEA**

#### NBPEA General Information

The Board of Directors and Presidents participated in a strategic planning weekend in early January. This session was facilitated by Larry Brown. The focus was to solidify the group and bring forth our code of solidarity

and to look at our present structure and what changes are or will be required to meet future needs (e.g. for expansion of the Union). The weekend was one that saw the Board grow and seek to improve its effectiveness. It was adopted that at a yearly session, the Board would evaluate itself.

We have entered into a service agreement with NBGEU and hope this will cement the relationship between the two organizations.

NBPEA is also working very hard to make our first convention where the Unit annual meetings are being held the same weekend as our AGM. It is anticipated we would have 300 - 400 people attending.

### Medicare Campaign

The NB Health Coalition that has been quite active during this campaign is narrowing its focus to stopping private for profit health care and continuing the pressure on government to be more accountable for the spending of our tax dollars. The Coalition has grown in strength and activism. Several news conferences around the province have been held, accompanied by a series of radio ads challenging the Premier directly on accountability.

NBPEA one to one campaign where we are asking union activists to discuss the Healthcare concerns in their workplace and provide members with the pamphlet and requesting in turn they do the same. Each Union member talks to one other person about Medicare and asks them to do the same.

### Negotiations

We have achieved tentative agreements with the last 2 of our bargaining groups.

1. Technical groups achieving a 9% wage increase over 4 years, no roll backs on language plus an additional 4.8% for the same groups to address inequities.
2. Education Instructional achieving a 9 1/2 % increase over 4 years plus reinstating some of the vacation benefits lost in the previous collective agreement.

Both groups will be holding their ratification votes in the near future.

### Women's Committee

The Committee has initiated and continues to work on several projects including:

1. Membership survey: its purpose to understand the factors that influence participation in union activities.

2. Preparing articles for submission to the New Brunswicker (NBPEA's quarterly newsletter, women's committee has 1 page of allotted space).
  3. Shampoo for Shelters campaign: collection of toiletries from members for distribution to Women's Shelters in the province.
  4. Fund raising with 50/50 draws: some of the proceeds donated to Women's Shelters.
  5. Updating of our calendar of events on the NBPEA's website.
  6. Hosting a session at our Union Activist Training event in June on "Women in Leadership Roles".
  7. Hosting 2 activities for our AGM weekend:
    - (a) Meet and Greet on the first evening
    - (b) Women's Breakfast on the last day of the Annual General Meeting
  8. Reissuing of our NBPEA's Women's Committee pamphlet to reflect current activities of the committee.
5. **CLC Women's Committee Report**

A brief outline of the issues discussed at the February 10<sup>th</sup>/11<sup>th</sup>, 2003 meeting in Ottawa of the CLC Women's Committee was contained in the distributed binders.

As Sister Bean sits on the CLC Women's Committee as the NUPGE representative, a more expansive verbal report was presented.

Sister Bean also reported on the National Child Care Strategy and the formation of a Child Care Sector Council.

Pre-federal budget, specifically December 13th, President Clancy lent the voice of the National Union for the Federal Government to put quality child care and early learning opportunities as a priority item in the Budget. Human Resources Minister Jane Stewart and the provincial and territorial social services ministers and First Nations now have to determine how to spend the \$900 million child care program funds over the next five years.

Sister Bean provided some background to the project. In 1996, Human Resources Development Canada sponsored a Child Care Sector Study. Under the guidance of a 36-member Steering Committee, a two year study was done by a team of researchers. The study report was released

in May 1998 and was the first study to examine the human resources and labour market issues facing the 300,000 caregivers who work both the regulated and unregulated sectors of child care.

Following consultation on the recommendations of the report, the Child Care Human Resources Round Table was established in April 2000 of which NUPGE was involved. The Round Table is a formalized mechanism through which child care and labour organizations, together with constituents of the child care workforce, address human resource issues.

In September 2002, Human Resources Partnerships informed the Round Table Coordinating Group that HRDC had changed the conditions and requirements for Sector Councils. The Round Table Group was told that they would be able to design a structure that meets its own needs - supports the sector and the work of child care organizations. The Child Care Sector Council will be in place by the end of 2003 and NUPGE will have a representative on the Council. The Council is a significant step on the long road to recognition of the child care sector's value to the economy and society.

#### 6. **CLC Women's Conference**

The CLC Twelfth National Women's Conference will be held in Ottawa from June 8<sup>th</sup> to 11<sup>th</sup>, 2003. All information and forms for the Conference were contained in the distributed binders.

#### 7. **National Union Report**

National President James Clancy joined the meeting and gave introductory remarks surrounding the current war situation and his understanding of the true state of affairs via his contacts in the international community. He referred to the NUPGE resolution adopted at our last convention regarding Afganistan and our current statement on Iraq (on NUPGE website). NUPGE is actively participating in an anti-war rally on Parliament Hill scheduled for Saturday, March 22<sup>nd</sup>. Some discussion ensued around the table on whether Canada has put itself in jeopardy by not supporting the U.S.

#### **Report**

##### Medicare Campaign

NUPGE's position is that Romanow was a success. Effectively, the report supported the maintenance of public medical services for all Canadians. Gains were made in other areas as well (i.e. Pharmacare introductions) even if the door was left open for possible ancillary service privatization.

NUPGE components across the country made and continue to make tremendous efforts on the Medicare campaign. The National Union will now move to the next mode in the campaign entitled “Medicare Watch”, which will monitor the implementation of the Romanow report and the continued fight against privatization. Updates on this phase of the campaign can be viewed on the NUPGE website by clicking on the “Medicare Watch” icon.

#### NUPGE Workplan

Brother Clancy referred to the overall workplan of the National Union. With regard to the Women’s Advisory Committee, Sister Meyer will continue the lead up to and including the National Union Women’s Forum. Following the Forum, Sister Bean will continue the role, with assistance from Sister Hildahl.

Brother Clancy identified the effectiveness of the website as a tool for communications. NUPGE is actively working on making our website even more viable and relevant to the membership.

#### Canadian Health Professionals Secretariat

The first meeting was held with occupational sectors such as physiotherapists, audiologists, occupational therapists, radiologists (non-nursing/non-support groups).

NUPGE represents 60% of these occupational sectors across the country. It is anticipated that more of these sectors will affiliate with NUPGE. The next meeting is scheduled at the end of April.

#### Leadership Development Course

The week-long course will be held in late June. This is the 5th year that the National Union has conducted this successful and well-received school.

#### Negotiator’s Course

The course which will be held in the fall is designed for staff training.

#### Globalization

Brother Clancy gave a thumb-nail sketch of globalization, describing the ever-widening gap between “have” countries and “have-not” countries. He also outlined the work the National Union is doing on the issue of GATS (General Agreement on Trades and Services), which is a public service issue.

He invited participants to view NUPGE’s continued work on GATS on the NUPGE website.

## 8. **Overview of National Union Women's Forum**

Sister Meyer reviewed the Women's Workplan which was presented at the 2001 NUPGE Convention. The undervaluing of Women's committees and the serious under-representation of women at leadership levels are two of the main concerns. A workplan was developed which outlined the various objectives and the 'deliverables' pertaining to those objectives.

Sister Meyer referred to the minutes of the previous NUPGE Women's meeting wherein there was confusion expressed by members as to who should receive the questionnaire that was distributed, and who should attend the 'Leadership Development Workshop and Mentoring Program' that was being designed. Sister Meyer identified that the questionnaire (as indicated in her May 22<sup>nd</sup>, 2002 letter to the committee) was to be distributed to component Women's Committee members. As for who should attend, Sister Meyer stated that the Workshop was intended for members of National Union Component Women's Committees.

In any event, it was felt that a structured, formalized mentoring program may exclude participants who were interested in attending. Therefore, the National Union is now developing a Women's Forum and it is expected that up to 50 people will participate. Component Women's Committee Chairs would be in attendance, plus three or four members from the larger components and two or three from the smaller components.

The Forum will be held this October but the final dates will not be set until the end of May.

The Forum is expected to have a Sunday evening start, with the opening plenary on the Monday morning, and continuing until late Tuesday afternoon.

## 9. **FYI Publications**

Resource publications were distributed to the members for review. In future, these publications will be provided via email links, or via a distribution check-off list.

## 10. **Adjournment**

Prior to adjournment, Sister Brown on behalf of the committee expressed thanks and appreciation to Sister Meyer for all her hard work, efforts and achievements on behalf of the Women's Committee.

The meeting adjourned at 1:15 p.m. on March 21<sup>st</sup>, 2003.