



L'équité d'abord
It starts with equity
June 2-4 Juin Vancouver

REPORTS TO CONVENTION

WESTIN BAYSHORE HOTEL, VANCOUVER (BC)



L'équité d'abord It starts with equity

June 2-4 Juin Vancouver

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REPORT OF THE NATIONAL PRESIDENT

DAVID BLACK PRESIDENT



CHANGES IN OUR NATIONAL UNION

Shortly after our Convention adjourned in 2019 our National Secretary-Treasurer, Kateri Lefebvre, resigned due to health reasons. Vice-President for Region 3, Kim Wilson, stepped in as acting Secretary-Treasurer until Pierrick Choinière-Lapointe was elected as per our Constitution to the permanent role. This abrupt resignation led COPE, for the first time in its history, to have CIS men in the two major leadership positions.

At the end of 2021 Kim Wilson retired from her job resulting in a vacancy in the Regional Vice-President for Region 3 position. After consulting with the locals in Region 3, Stephanie Kerr, the President of Local 397, was accepted as the new Vice-President for Region 3.

EQUITY ISSUES

Many of us came out of our convention in June 2019 with a bad taste in our mouth due to the way some of the resolutions around equity had been dealt with. Myself and the National Executive were no exception.

That fall we committed to a full workshop over several days on anti-oppression training. We also invited the Chair of the Canadian Equity Council, Kathia Narcisse, to attend our National Executive Meetings with voice and amended the budget to extend the honouraria enjoyed by Vice-Presidents to her as well.

The National Executive has remained seized of the need to address the needs of equity deserving groups in a meaningful way and I'm pleased to see progress has been made by funding projects of the Canadian Equity Council and major commitments coming to this Convention to ensure equity is a major focus of the National Executive going forward.

The National Executive has laid out plans to assign a further \$1 million to fund equity related events in our regions and locals, pending approval of associated financial changes at our national convention.

COVID-19 PANDEMIC

Less than a year after our last National Convention the global COVID-19 pandemic began. Our National Union, like many other bodies, abandoned in person meetings in favour of online meetings in the spring of 2020 and only resumed in person meetings a few months ago (at the time of the writing of this report).

The CLC Convention planned for the spring of 2020 in Vancouver was also postponed and conducted online in the spring of 2021. COPE held our customary caucus meetings online in conjunction with the convention.

Particularly hard hit by the pandemic were members working in public transit in Montreal, Gatineau, Metro Vancouver and Victoria. I worked closely with Hassan Yussuff, President of the Canadian Labour Congress, to lobby the Prime Minister and provincial governments for emergency funding to keep our

members employed and to keep the systems running for the public. A third round of funding assistance from the federal government was announced earlier this spring.

CLC SANCTIONS AND ARTICLE 4 ALLEGATIONS

In the summer of 2020 the Teamsters union alleged that MoveUP, our local in British Columbia, had raided their certification at Budget Rent-a-Car at the Vancouver Airport. This allegation was found to be substantiated by the CLC President and COPE was put under stage one sanctions. The CLC Constitution provides that unless the offending affiliate changed their behaviour the affiliate moves to Stage II sanction after three months, which would have been September 2020. As COPE and MoveUP disagreed with the CLC President's finding we launched an appeal of his decision and forwarded it to the President for submission to the CLC Canada Council. For some reason the President chose not to submit our appeal to the Canada Council, but also did not move COPE to Stage II (or after another three months, Stage III) sanctions. Instead, we were left in limbo.

Preceding these events the Teamsters had successfully raided one of our certifications in Alberta. They had also raided a large Steelworker certification in Alberta. Once the allegations of raiding had been levied against COPE, we responded with counter-charges of raiding. The Steelworkers had also made charges of raiding against the Teamsters six months prior to the allegations against COPE. Eventually, the CLC President put the Teamsters under sanction as well. In the spring of 2021 the Teamster chose to leave the Canadian Labour Congress entirely. We were advised by the CLC that with the departure of the Teamsters the sanctions against COPE were null and void.

In the spring of 2021 a new president of the CLC, Bea Bruske, was elected. COPE was invited to participate on the Executive Committee of the CLC at that time and Patty Clancy was added to the CLC Canada Council.

GLOBAL UNION FEDERATIONS

I have participated in online meetings and seminars of the three global union federations that COPE is affiliated with; Public Services International (PSI), UNI Global Union and IndustriALL. Since the pandemic these organizations have been meeting and conducting business online. This presents an opportunity for members of COPE to participate without incurring the travel costs normally associated with these organizations (although they do often take place at odd hours in our time zones).

I was elected to the Executive of UNI Americas Finance and have participated in those meetings online. COPE was unable to participate in the UNI organized observation mission for the Colombian election this past spring due to the pandemic, but donated to enable the participation of other affiliates.

Vice-President for Region 4, Annette Toth, was elected to the World Executive Board of IndustriALL for a period of two years

REPORT OF THE NATIONAL PRESIDENT

CONTINUED

during their online Congress in September 2021.

We have continued to participate in PSI online activities including their equity caucuses and their North American meetings.

APPEALS AND COMPLAINTS TO THE NATIONAL UNION

We have had a number of appeals and complaints filed against members and officers of COPE over the past three years. The pandemic has made these a greater logistical challenge to deal with than they would be were it not for the pandemic, but they are proceeding to be processed.

LABOUR COLLEGE

Despite challenges related to the global pandemic the Labour College of Canada has continued to run in its new format. COPE continues to support students to the college, and some locals have sponsored additional participants. As National President I also participate as a Governor of the Labour College of Canada.

GOVERNOR-GENERAL'S CANADIAN LEADERSHIP CONFERENCE

I was asked to join the executive of the Governor-General's Canadian Leadership conference prior to our last Convention. We had been planning a conference for June of 2020, but had to postpone it due to the global pandemic.

We continued to keep a watch on the pandemic and considered both online and hybrid versions of the conference.

I'm pleased to say that the full conference is taking place this year, and in fact is starting in Deerhurst Ontario while we are at our National Convention.

BROADBENT INSTITUTE

COPE has continued to support the Broadbent Institute through the pandemic, however the signature Progress Summit for 2020 was cancelled due to the pandemic, and the 2021 Summit took place online. I attended the 2022 Summit at the beginning of April in Ottawa.

REGIONAL EVENTS

I was pleased to participate as National President in person at the SEPB Convention in the fall of 2021, and bring greetings online to the COPE Ontario Convention in early 2022.

POLITICAL ACTION

In 2021 I participated in the NDP online Convention on behalf of COPE. I was joined by many delegates and activists from COPE from regions, locals and their NDP associations. Jagmeet Singh was re-affirmed by a strong margin to continue as Leader of Canada's NDP.

Respectfully submitted,

David Black,

President



REPORT OF THE NATIONAL SECRETARY-TREASURER

PIERRICK CHOINIÈRE-LAPOINTE SECRETARY-TREASURER



Sisters, Brothers:

At our last National Convention held in Gatineau, QC, in June of 2019, our National Union was made up of approximately 34,500 members in 36 Locals across Canada. Today, our National Union still represents just over 34,500 members in 35 Locals. Membership is divided into four regions as follows:

- Region 1 consists of the province of Québec, a group of 11 Locals representing over 15,000 members, which is serviced by the SEPB-Québec Council;
- Region 2 consists of the province of Ontario, representing a little less than 6,000 members in 20 Locals, which is serviced by the COPE Ontario Council;
- Region 3 encompasses the provinces of Alberta, Saskatchewan, Manitoba, Nunavut and the Northwest Territories, comprised of 3 Locals and representing nearly 2,000 members;
- Region 4 includes the province of British Columbia and the Yukon Territory with one Local representing slightly over 11,000 members.

Three major trends summarize the last years since the 2019 convention.

Firstly, the amounts spent under the National Organizing Program have been one of the two largest expenses for our National Union. In fact, over the past three (3) years, more than \$1 million has been spent on organizing subsidies. However, if we have been able to maintain a stable number of members over the years, the organizing objectives that we had set ourselves at the creation of our Union have never been achieved. Indeed, our organization has roughly the same number of members as it had when it was created back in 2004.

Secondly, it should be noted that significant expenditures were made from the Strike and Lockout Benefit and Defence Fund (Defence Fund). However, it should be pointed out that most of the said expenditures were not made in strike and lockout benefits payments to members. Indeed, they were mainly used to finance structuring projects in the regions. Here is a summary of the expenses incurred:

- Campaign to save school boards in Region 1: \$1,296,735.88
- Political Assault on Ontario Campaign in Region 2: \$495,563.95
- Public Insurance in Saskatchewan Campaign in Region 3: \$175,089.18
- Driving Public Campaign in Region 4 (MoveUP): \$1 million

Conversely, strike and lockout benefits have only amounted to \$57,373.47 for the past three years.

It should be noted that these figures are not surprising given the overall decrease in labour disputes in the country in recent years.

Finally, most of our usual activities have been disrupted due to the COVID-19 pandemic. While this saved on operating costs, namely with meetings that did not take place, several initiatives were put on hold. For example, the National Executive was scheduled to meet for a union training session in British Columbia in March 2020. As you can imagine, this activity did not take place.

Financial Situation

Four distinct funds are used to carry out the activities of the National Union. They are:

- General Fund;
- Defence Fund;
- National Organizing Program Fund;
- Convention Fund.

The National Union revenues come mainly from the Per Capita tax collected by our Local Unions and Councils and from interest earned on these monies.

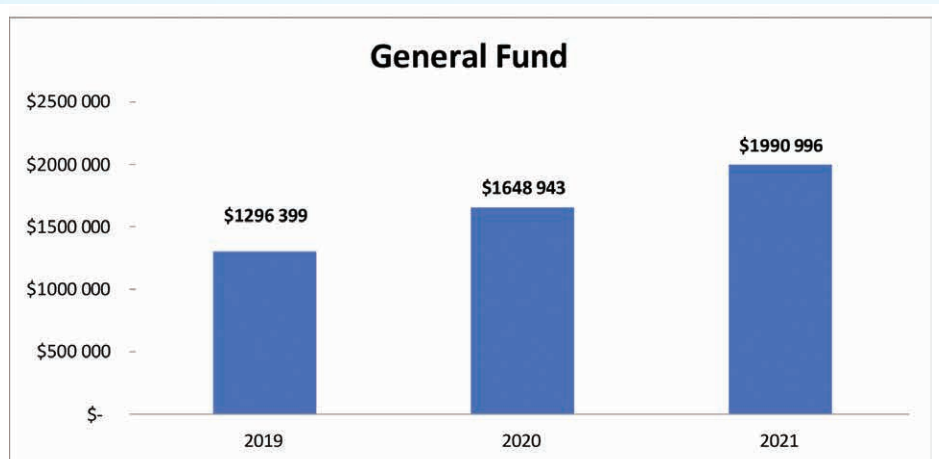
The total amount currently paid to the National Union is \$7.20 per person per month which is apportioned as follows:

- \$3.95 General Fund (\$0.90 of which is transferred to the National Organizing Program Fund);
- \$3.25 Defence Fund.

In addition, each Local Union pays \$77.56 monthly to the National Convention Fund.

Fund Balances for the years ending December 31, 2019, to December 31, 2021

General Fund

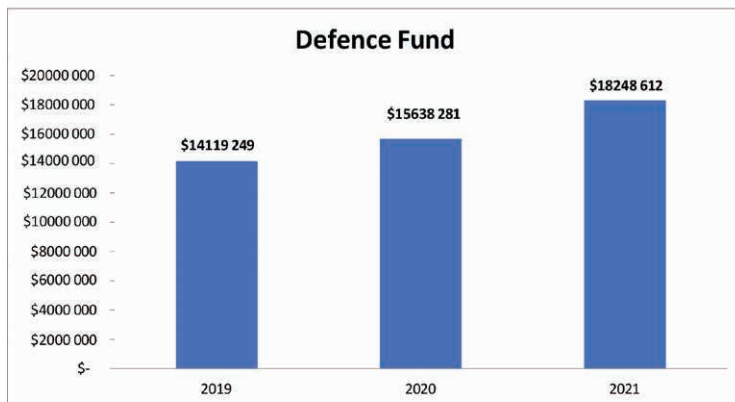


REPORT OF THE NATIONAL SECRETARY-TREASURER

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As we can see, the General Fund contains the highest assets of the last six (6) years. Moreover, even during years of usual activities, that is to say without sanitary measures or lockdown, our organization always generates a surplus at the end of the financial year.

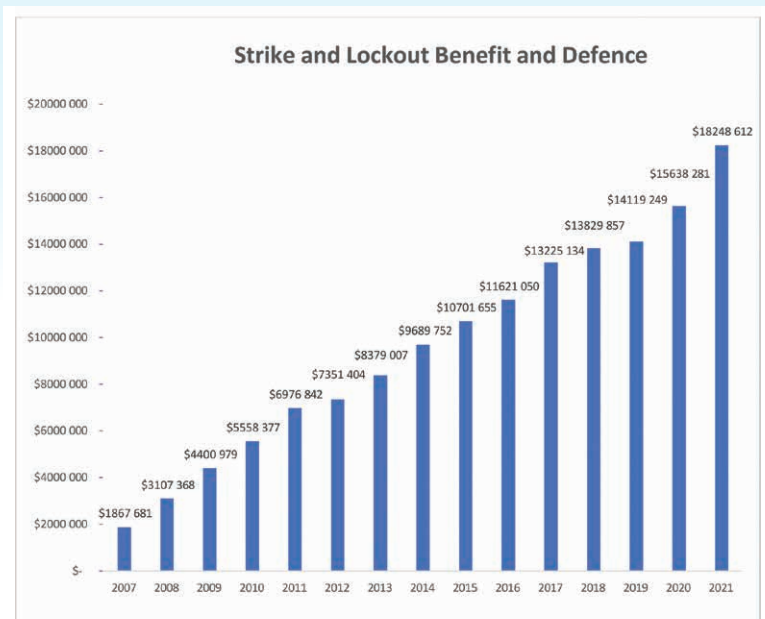
Defence Fund



Between January 1, 2019, and December 31, 2021, the sum of \$3,024,762.48 was paid from the Defence Fund. Currently, we hold part of this Funds' assets in cash in a chequing account at *La Caisse des travailleuses et travailleurs unis* (unionized with us) and the other part in stocks and bonds with an asset manager. Here are the total amounts we hold in our Defence Fund for the period between January 1, 2020, and January 1, 2022.

Even taking into account the transfers made to the regions in 2019 and 2020, we still disbursed less than what we gained in the last three years, which includes interests and profits. In other words, our Fund, which includes an amount of approximately \$500 per member, is one of the best capitalized defence funds in Canada among national unions. Moreover, it is important to remember the following regarding the creation and evolution of our Defence Fund.

At its humble beginnings, the Fund consisted of \$ 1 million that the then CAWs had lent us. Today we are approaching eighteen million dollars. Considering the disbursements we made each year, it is quite a tour de force to have managed to grow the Fund. As the Fund became bigger, the National Executive analyzed better ways to invest these funds to ensure the Fund's sustainability and continued growth. Thus, it was decided to adopt a Policy on responsible investments and to invest an amount of eight million dollars. After several undertakings, we decided upon the asset management firm Seamark, based in Halifax, Nova Scotia. They were able to fully respect our Policy on responsible investments. In addition, this firm, associated with Share, allowed us to put forward our participation as a shareholder in order to make a difference to a number of social and economic issues that are important to us.



Moreover, after several years of existence, it is now time to review, in collaboration with Share, our investment objectives in accordance with the evolution of our values and those of society. This work has yet to be completed and a resolution will be presented on the matter during the convention.

Extract from our Statement of investment policies and procedures.

SOCIALLY RESPONSIBLE INVESTMENT

The Fund Manager will invest all Fund assets in a socially responsible manner, incorporating financial, corporate governance, social and environmental criteria in all investment decisions.

Preference should be given to investing in securities of companies that:

- Do not employ anti-union policies;
- Promote occupational health and safety;
- Provide equal employment and opportunity; and
- Do not engage in child labour practices.

The National Secretary-Treasurer will review the portfolio of securities quarterly and provide feedback to the Fund Manager on any securities that do not meet the socially responsible philosophies of COPE.

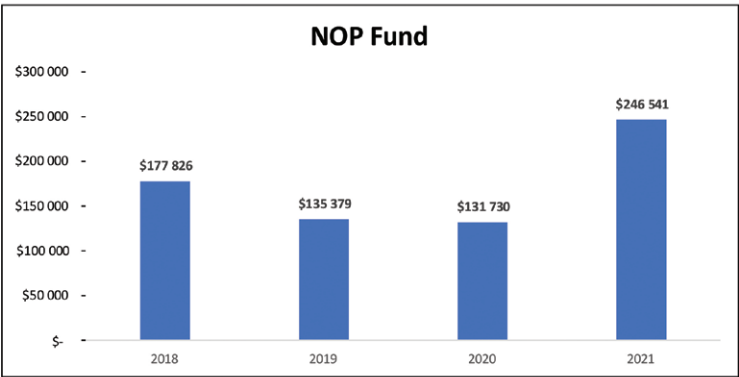
The following investments are not permitted:

- Securities of banks, unless they are unionized and their investments are aligned with socially responsible investing
- Securities of companies that derive a majority of their revenues from sale of any of the following:
 - o Tobacco
 - o Nuclear power
 - o Military weapons

REPORT OF THE NATIONAL SECRETARY-TREASURER

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National Organizing Program Fund



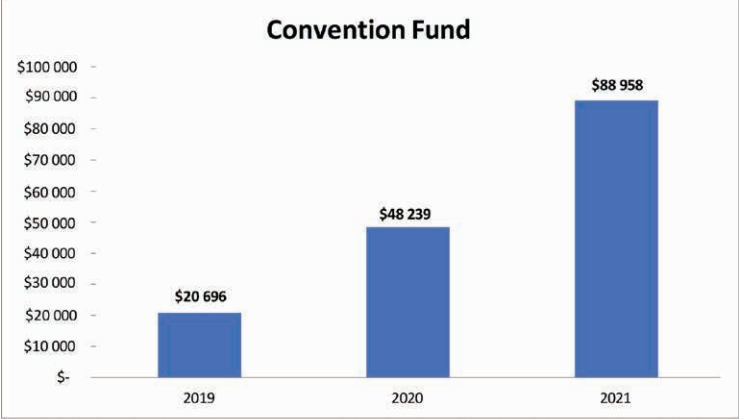
Between April 1, 2019, and March 31, 2022, a total of \$1,047,588.51 was paid in subsidies to the regions for organizing. The sum is divided as follows:

Region 1	\$411,625.23
Region 2	\$260,160.14
Region 3	\$ 44,327.64
Region 4	\$331,475.50

The National Organizing Program was implemented so that each region would be entitled to receive a subsidy from the National Union to hire up to two (2) temporary, full-time or part-time organizers. 75% of the salary and benefits paid by the Council or Local Union to the organizers would be reimbursed up to \$85,000 per year per organizer.

The implementation of the National Organizing Program has allowed each region the ability to focus its resources on expanding its membership. As mentioned previously, while this program allowed us to strengthen and protect our regions, it did not allow us to meet our objectives by allowing a net increase in new members.

Convention Fund



During the three years between Conventions, we build up the balance of the Convention Fund in order to meet the needs of the delegates for such an event. This is supplemented with additional transfers from the General Fund to ensure sufficient monies are available for Convention.

Originally, The Convention Fund was created to encourage small locals to merge. Indeed, at the creation of our National Union, we hoped that imposing the same sum to be paid to the Convention Fund on small and large locals would have an incentive effect to merge. However, in the past six (6) years, only one merger has been recorded for a reason other than the sum to be paid to the Convention Fund.

The impact of the pandemic on our finances

The significant assets in our General Fund are at an historic high and it demonstrates two things. Firstly, the automatic per capita tax increase to the CPI has created even larger surpluses than we have had in the past. Secondly, in a context of reduced face-to-face activities, the surplus was found to be even greater. The rule of cause and effect is simple. We are a National Union whose representatives are based all across Canada. Thus, meeting is expensive. Conversely, canceling these meetings saves money. In that regard, the pandemic has greatly contributed to creating a surplus in our General Fund. These monies are kept in a current account, which ensures capital protection.

However, the situation is quite different with regards to the assets managed by Seamark in stocks and bonds. A few figures will illustrate very clearly the effect that the pandemic has had on the latter. On January 31, 2020, the market value of our assets was \$8,904,179.67. At the worst of the lockdown, in March 2020, our assets lost 14% of the previous mentioned value with a market value of \$7,670,601.76. By the end of the same year, the markets had recovered, and the market value of the asset was \$9,202,270.25 as of November 2020. As of April 31, 2022, the market value of the asset was \$10,520,810.53. We can say with certainty that the impact of the pandemic is truly behind us.

Equity issues

Our activities related to the promotion of equity-seeking groups are more and more present in our finances. Firstly, as the National President mentioned in his report, we decided to disburse a sixth Vice President's compensation for the President of the Canadian Equity Council (CEC), whom we invite to all our meetings and who is entitled to the same compensation system as we are. Secondly, we granted a budget of a maximum of \$50,000 annually for the activities of the CEC. This budget is equivalent to the highest budget of any of the standing committees in our regions and requires significant funds, especially given the translation needs. Finally, in the event that the National Executive's reform proposals are adopted, the National Executive has budgeted

REPORT OF THE NATIONAL SECRETARY-TREASURER

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\$1 million for the next three years to fund regional projects that will be approved by the National Executive and which aim to promote the rights of equity-seeking groups.

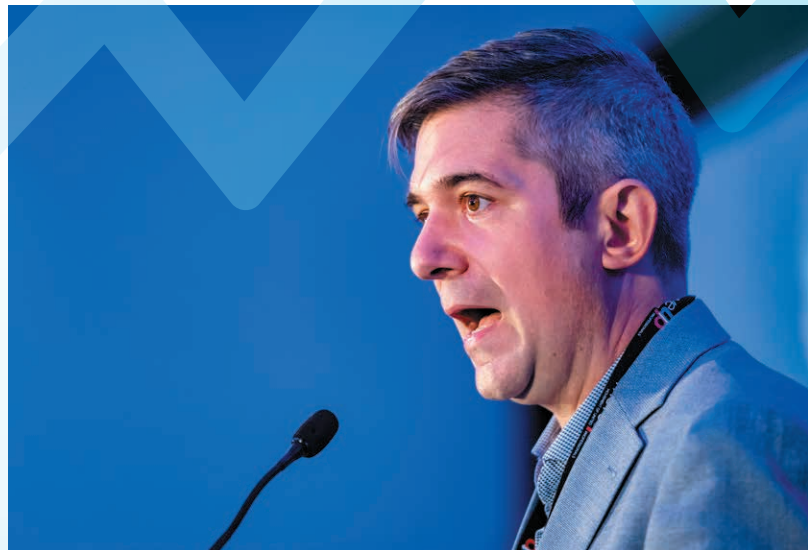
The next three years

The finances of the National Union are solid. In fact, they are better now than they have ever been since the founding of our National Union.

However, a conclusion emerges: our needs are at the regional level. The impressive sums that we had to return to the regions in terms of organizing and financing of defence activities are there to prove it. While our National Union retains its relevance in certain matters (constitutional compliance, strike and lockout benefits for long labour disputes, disciplinary appeals, etc.), it is nevertheless a not very useful intermediary for matters of local interest, such as organizing.

Moreover, today we have the means to match our ambitions. Our National Union has always been a place where equity issues converge. These issues are relevant and can be financed at the national level. We must innovate to move forward. It is now time to look forward by reviewing certain functions carried out since our creation to fund others that better meet our current needs.

National Secretary-Treasurer,
Pierrick Choinière-Lapointe,
Lawyer



CANADIAN EQUITY COUNCIL CHAIR REPORT

KATHIA A. NARCISSE CEC CHAIR



Good morning delegates of the COPE SEPB National Convention of 2022,

Let me start by describing the structure that we call the CEC, the Canadian Equity Council. This council represents members from 4 regions of Canada. Region 1- Quebec, Region 2- Ontario, Region 3- The Prairies, and Region 4- British-Columbia. Each region is allowed to have four representatives from equity seeking groups on the CEC. Namely, Indigenous workers, Racialized workers, 2SLGBTQIA+, Workers living with a disability, and Young workers.

The role of the CEC is to offer guidance to the National Executive Board regarding questions of equity such as, inclusive lines of conduct, submit resolutions to convention floor, and prepare campaigns in order to favor the inclusivity of all COPE SEPB members. It can also be called upon to analyze and suggest changes on policies elaborated by the NEB and the locals of COPE SEPB to ensure that they are viewed through an equity lens. The council also organizes workshops on issues that affect equity seeking communities and cultural events in order to stimulate discussions and debate on issues of importance.

Let me introduce you to the current members of the council:

Representing Region 1: Kathia A. Narcisse, Maryève Boyer, Sebastien Barraud, and Tamarah Banks.

From Region 2: Tanya LaRush, Rachel Roberts, and Valerie Francis-Roberts

From Region 3: Jeremy Koskie, and Marshall Moya.

And from Region 4: Anderson Charles, Dora Wong, Gunter Seifert, and Sheela Kumar.

As you can see there are still a few seats available in region 2 and 3, so if you self-identify as an equity seeking member, and you are from one of these regions do not hesitate to discuss the possibilities of you joining the council with your leadership.

Since the last convention of June 2019, a lot has changed for the Canadian Equity Council.

First, a resolution from the National Executive Board established that the CEC would now have a chair who would represent the CEC at National Executive Board (NEB) meetings. An election process followed on December 11th, 2019, and Kathia A. Narcisse was elected as first chair for the CEC and Valerie Francis-Roberts offered to assume a supporting role to the chair when need be.

In addition, this convention will offer the CEC its first opportunity to submit its own resolutions. Two resolutions were redacted by the CEC for this first exercise and we hope to have great support for them once they hit the floor.

Just like organizations all over the world, the global pandemic slowed down the activities of our committee. Although we were unable to hold physical meetings, we took advantage of this time to reinvent ourselves and define our role more clearly. Together we have constructed and clarified our mandate and later submitted the document to the NEB for approval. It has yet to be officially approved, although it seems to be approved in spirit by a majority of the board.

The council was later solicited for the endorsement of a MoveUP campaign in collaboration with the Migrant Rights Network and supporters, calling for a single-tier immigration system, where everyone in the country would have the same rights (migrants, refugees, and the undocumented). The committee gladly endorsed this campaign as it was directly in line with its values.

Multiple members of the CEC have been selected to sit on CLC, IndustriALL, and PSI committees. Namely, Sheela Kumar, was selected as the representative for young workers on the IndustriALL and CLC Youth committees. Kathia A. Narcisse was selected to sit on the PSI Anti-Racism committee. Kathia Narcisse and Valerie Francis-Roberts were selected as representatives



CANADIAN EQUITY COUNCIL CHAIR REPORT

CONTINUED

of the CLC workers of colour committee and Human Rights committee. The CEC is very excited to see its members actively participate on such important committees.

Furthermore, we were consulted on the elaboration of a gender-neutral constitution for COPE SEPB. All members were invited to read the constitution and provide their inputs and suggestions for improvements.

On another note, the CEC was faced with the possibility of disbandment when discussions arose about the pertinence of such a council once improvements would be put in place on the national structure. We reminded the NEB of the important role occupied by the council in terms of representation. Now that the council is better aligned, that the role of this body is defined better, and that its powers were broadened in order to give it a voice, it definitely isn't the time to close shop as there is still a lot of work to do. I am happy to say that they have heard us; We are here to stay!

Despite the restrictions preventing us from meeting physically, the CEC was still able to meet on nine occasions although, it was in a virtual format. We also exchanged numerous emails in order to discuss possible areas of action. Multiple ideas came to light. One of them, *Culture with COPE*, a series of virtual cultural events to informally introduce various cultures to the membership, was enthusiastically approved by leadership. The first event of the series was a beading circle event, that was held on March 2nd and March 4th 2022. Participants were invited to follow the guidelines of instructor Marissa Magneson while beading an orange shirt in the spirit of truth and reconciliation with the Indigenous people (In honour of the *Every Child Matters Movement*). We were very

excited to see that there was a hunger for that kind of activity as we received over 120 registration forms. Unfortunately, because of the participant restriction imposed by the facilitator, we couldn't sign everyone up. As a remedy to that situation, the NEB has already approved of us hosting another session in which we will be prioritizing those who were unable to participate the first time around.

I want to conclude by offering a big thank you to each and every one of you for your tremendous work and for your continued devotion to the cause of the advancement of equity seeking groups and issues within our structure. Although it has not always been an easy road, the Canadian Equity Council never gave up and continued to show up and fight for the recognition of all members of COPE SEPB. Without you, none of this would be possible. We truly have a great team! The pandemic may have slowed us down, but it simply couldn't stop us! I look forward to continue working with the CEC to further attain improvements for us all.

Have a great Convention,

Respectfully submitted on behalf of the CEC

Kathia A. Narcisse

CEC Chair



VICE-PRESIDENT'S REPORT SEAT RESERVED FOR WOMEN

PATTY CLANCY VICE-PRESIDENT

The past three years have been unprecedented

in our lifetimes. We have dealt with a global pandemic that has taken the lives of millions of people worldwide and continues today. We have seen governments politicize the response to the pandemic ignoring health and scientific experts. We have seen the impact of privatization of long-term care and the increased number of deaths in privatized facilities. The COVID-19 pandemic has had a disproportionate impact on women, racialized and other marginalized women even more so. There are real concerns that gains made previously toward achieving gender equality may be slotted loss of jobs, the increased burden of care has impacted women in greater numbers than their male counterparts. Women have been at higher risk for job loss, food insecurity, poverty, housing loss and domestic violence. Women occupy more of the frontline jobs and jobs that do not provide work-from-home options and often don't have adequate sick leave. Competing demands on women including childcare, online schooling for their children and paid work have impacted women's mental health as well.

We need to ensure that as strategies arise to address the impacts of the pandemic that they include an intersectional feminist approach and a focus on gender equality.

I have had the opportunity to attend several events over the past three years, most virtually because of the COVID-19 pandemic.

I had the opportunity to attend IndustriAll World Women's Conference in November 2019. Participants included 205 women trade unionists from 60 countries who looked at gender equality in our unions and how to transform trade union structures, cultures and practices.

Women united to call on their unions to practice what they preach in terms of the fight for equality. Trade unions must be inclusive diverse structures and must be safe spaces where everyone's opinion is valued. Women must feel represented and protected by their unions.

Participants noted that bargaining demands related to women rights and equality on the bargaining table were often dropped first. Also, that Unions were not free from violence and harassment. Many women spoke of the harassment they have faced in their unions. We cannot talk about equality in the world of work or in our unions as long as women face violence and harassment.

As with many in-person events impacted by the pandemic, the United Nations Commission on the Status of Women (CSW) was suspended in 2020 and held virtually in 2021 and 2022.

CSW64 was scheduled to take place in New York City from March 9-20, 2020. The theme for the session was Beijing+25 Realizing Gender Equality and the Empowerment of All Women and Girls. Preparations were well under way, when as a result of growing concerns regarding the rise of COVID-19 transmission globally, the Commission convened on March 9 only to make opening statements followed by the adoption of a draft Political Declaration. Following this, the session was then suspended until further notice.

CSW65 was held virtually from March 15-26, 2021. The priority theme for CSW65 was Women's full and effective participation and decision-making in public life, as well as the elimination of violence, for achieving gender equality and the empowerment of all women and girls.

In the Trade Union statement for CSW65, Global Unions called on Governments to urgently live up to promises made in the Beijing Platform for Action and to fulfil commitments made in the 2030 Agenda for Sustainable Development, including the realization of equality and equity in leadership and decision-making by addressing the following gender equal new normal pillars:

- Universal ratification of C190 and its effective implementation, to shape a world of work free from gender-based violence and harassment in the world of work;
- A new gender-equal social contract which builds resilient societies and economies;
- A caring economy based on the recognition of the human right to care and front and centre of macro-economic policy making by securing fiscal space and increased public resources and finance.

CLC delegates attended numerous official Side Events and Parallel Events, participated in trade union delegation meetings, lobbied members of government as well as attended briefings with government. The CLC held a Parallel event entitled #Done Waiting: Making gains toward Women's Economic Justice. The COVID-19 pandemic exposed and exacerbated barriers to economic justice for women. Precarious employment and limited job protections left many vulnerable to financial instability, unsafe work environments, and higher rates of infection. How have unions organized to address the disproportionate impact of the pandemic on women workers? How can we work together to advance inclusive, feminist recovery strategies that capture the objectives of the Beijing Platform for Action?

The CSW66 priority theme was "Achieving gender equality and the empowerment of all women and girls in the context of climate change, environmental and disaster risk reduction policies and programmes". The Agreed Conclusions adopted by consensus on the evening of Friday, March 25 included reference to the decent work agenda of the International Labour Organization and the International Labour Organization Declaration on Fundamental Principles and Rights at Work and the importance of their effective implementation; language on the protection of women journalists and media reporting on climate, environment and disaster issues; language on the need to support and finance gender-responsive, equitable and sustainable transition towards low-emission energy systems; language on the protection and promotion of the right to work and rights at work of all women that "ensure the equal access of women to decent work and quality jobs in all sectors . . . ; language on recognizing, reducing, redistributing and valuing unpaid care work, linked with a call for investments in quality public care services and sustainable



VICE PRESIDENT'S REPORT SEAT RESERVED FOR WOMEN

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infrastructure; language reinforcing the importance of access to quality education, including climate education; paragraphs on Indigenous women and women with disabilities.

Some of the items missing in the agreed Conclusions were clear references to comprehensive sexuality education or sexual and reproductive health and rights, reference to women and girls 'in all their diversity' to ensure LGBTQ+ people are not left out; reference to IL Convention 190.

The CLC hosted a Parallel event entitled Gender, Climate, Labour, and the Role of Decent Work.

GENERATION EQUALITY FORUM

I was fortunate to be able to virtually attend the Generation Equality Forum held in Mexico in March 2021. The Generation Equality Forum - Accelerating Progress for Gender Equality by 2030 - is more critical than ever when not even one country has achieved gender equality since the historic Beijing Women's Conference was held 25 years ago. As a result of COVID-19 Pandemic, the event was held virtually. The event included Thematic Dialogues, Action Coalitions, Cultural events and more.

Opening Ceremonies, focused on Thematic Dialogues on a range of topics. Because of the time zones, sessions were held twice allowing an opportunity to participate in more of the sessions. Sessions attended included Gender-Based Violence – The crisis of gender-based violence – especially in the context of COVID-19 – and the need for awareness, persecution and eradication; Sexual and Reproductive Health and Rights (SRHR) - understanding challenges in bodily autonomy, access, and respect of SRHR, with a focus on the COVID-19 context; Feminist Movements - The challenge of feminist movements and grassroots women's organizations, including in the context of COVID-19.

The second day focused on action and had numerous Action Coalition sessions. Some of the sessions attended included sessions on Gender-Based Violence; Feminist Movements and Leadership; and Feminist Action for Climate Change.

The Generation Equality Forum concluded in Paris from June 30 – July 2, 2021, with \$40 billion in financial commitments, in addition to policy and program commitments. The Forum developed an ambitious action agenda which will be driven by Action Coalition to advance gender equality.

Moving Forward

In 1995, the OPEIU Convention was held in Vancouver, BC. I attended that convention as an alternate along with my son, who was six months old at the time and joined me on the convention floor. Childcare was not offered at the time. One of the more contentious resolutions, submitted by Local 343, was to include affirmative action seats on the International Executive Board, the make-up at that time overwhelmingly consisted of white men. It took the convention three votes to defeat that resolution. Eventually there was some movement toward a similar, more

controlled concept. When we separated from the International and became COPE SEPB, our National Executive included a Vice-President, Seat Reserved for Women. I have had the honour and privilege to serve in that capacity for many years.

There are exciting new constitutional changes being proposed to advance equity and ensure representation at the National Executive Board level. If adopted, resolutions calling for a change to our structure will ensure that at a minimum, 40% of the representatives on the board will be members who identify as women. This change also recognizes the importance of ensuring equity seeking groups are at the table in active decision-making roles. It is important to note that these minimums are the floors, not the ceilings and that we need to ensure that our leaders are representative of our members and communities and that as leaders and activists we ensure that we continue to move forward.

We need to continue to work together to move forward with a strong equity agenda where we can continue to collectively push for change.

The last few weeks have seen a staggering attack by the US Supreme Court on women's equality in their (leaked) initial draft majority opinion which indicates the US Supreme Court has voted to overturn Roe v. Wade after almost 50 years. Roe v. Wade recognized a woman's constitutional right to choose to have an abortion. Restricting a woman's or other pregnant folks' access to abortion does not eliminate abortion but makes it unsafe and puts women and other pregnant folks' lives at risk with possibly life-threatening consequences. We have already seen statements from some states where they are threatening homicide charges against those having and/or assisting a woman or other pregnant person who attempts to obtain an abortion.

A woman's and other pregnant folks' right to choose and control their own body are essential.

We cannot achieve equality without control of our own bodies. We cannot stand idly by while there is such an attack on women's rights and women's equality.

Respectfully submitted,

Patty Clancy

Vice-President





L'équité d'abord It starts with equity

2022 copesepb June 2-4 Juin Vancouver

REGION REPORTS

REGION 1 | QUEBEC

REGION 2 | ONTARIO

**REGION 3 | ALBERTA, SASKATCHEWAN, MANITOBA,
NUNAVUT, NORTHWEST TERRITORIES**

REGION 4 | BRITISH COLUMBIA, YUKON

VICE-PRESIDENT FOR REGION 1 REPORT

LOÏC BRETON,
VICE-PRESIDENT, REGION 1

To sum up three years of union activism always represents a significant challenge both in terms of the interest it may arouse and its relevancy to the audience. Due to the very nature of our Canadian union, I will address in this report more relevant issues or at least those that could have an impact on the National Union. In that respect, my report will concentrate mainly on structural changes adopted to reach out to our membership, issues of concern for equity seeking groups including women, and organizing.

2019 Convention

As the hosting region for our sixth triennial convention region 1 was very proud to welcome delegates coming from other regions and provinces. Efforts and energy were greatly invested to ensure not only a convention rich in debates on the issues of the day, but as enjoyable as much as possible. The sudden departure of the National Secretary-Treasurer and SEPB-Québec executive director forced a quick redeployment of local resources to ensure the convention be a success. Despite all the efforts put forward to make this event a success, we were all left with a bitter taste at the end of convention. Each region including members from region 1 interpreted and perceived the events and behaviours differently.

Refoundation of SEPB-Québec

Shaken up by the way the convention ended, the surprising resignation of our executive director a month later led to some soul-searching from the Locals both in regard to the Canadian and the Québec structure of our union.

In the meantime, since a succession protocol was already in place since the beginning of SEPB-Québec, the arrival of Pierrick Choinière-Lapointe as our new executive director was a mere formality. I would like to underline the fact that at the time Pierrick was not even 40 years old when he reached the highest-ranking position of SEPB-Québec. Moreover, he also soon became the youngest national secretary treasurer in the history of COPE. To assist him at the executive level he surrounded himself by two high calibre women in the persons of Josée Detroz and Andréanne Lemay, who at the time was also a young worker, as was the case for PCL when he joined the executive.

The various events of the summer of 2019 required minimally a consultation of the Locals and to seek out expectations from their members. SEPB-Québec was created more than 15 years ago, and has been doing things in a certain manner, but people change and organizations should too! A personalized consultation process was put in place. Each Local was to meet the director and president of SEPB-Québec. A survey was sent out in advance to all Locals to give them enough time to think over but also to consult their more militant rank and files. The format remained open as to who made up the people representing the Local and the issues they deemed important. It was not a simple task to coordinate the agenda of four executives with that of

11 Locals and yet all answered the call well before the two-day retreat scheduled for September.

That meeting of the executive board solely focused on the issues stemming from the consultation process. Of this came out a series of consensus but also some questioning. The three fundamental principles of this refoundation could be summed up as this: closer attention to the needs of the members, acknowledging and making room for diversity within our militant base and bring back more resources on the ground floor.

We had started to reach out to the members by creating a staff position in communications. We had to reach out to members where there were, instead of hoping they would check out our website or read our umpteenth email. Novel methods in social media, and in particular Facebook Live allowed us to speak and reach out to people that otherwise did not identify with SEPB-Québec. The next logical step was to relaunch mobilization with a staffer entirely dedicated to the cause. It was an ideal moment as public sector bargaining was about to start for roughly half of our 15,000 members who work in the education sector. A crescendo of flash mobs and other marches, one more original than the other, allowed us to stand out amongst all the unions in the public sector and galvanized our members.

Region 1 has been trying for a while to become a leader in matters of inclusion of equity seeking groups. We had to recognize the changing demographics and social make-up of our union and that was the reason why the executive board of SEPB-Québec decided to make room for three people coming from standing committees representing women, young workers and members of equity seeking groups (racialized workers, First Nations, LGBTQ+ or living with a handicap). They brought a perspective on certain issues that, we admit, some leaders do not have for lack of a firsthand experience. Their contribution to our debates demonstrated that we had to reach out and integrate the new living forces of our movement in our decision-making process.

A good chunk of those structural changes came to fruition during our latest triennial convention that was held in November 2021. Enshrined in our constitution, representatives from each of these committees went from guests to holding reserved seats.

The consultation process that we started led to a good number of changes in our procedures, greater involvement of our Locals but also some reassessments. Amongst those conclusions, it became obvious that the dues paid out to a structure as decentralized as COPE SEPB was still too high and offered very little added value to our members. That assessment is reflected in various convention resolutions whose goal is to allow regions and Locals to better serve their members. For example, our public sector members contribute each month to a National Defence fund for which they will never get given the seven-day waiting period and the speed at which governments will introduce back to work legislation almost immediately. Such an important sum of money can be used more efficiently and would represent true value in the eyes of our members.

VICE-PRESIDENT FOR REGION 1 REPORT

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Equity seeking groups, young workers, and women

Even though the beginning of the pandemic and confinement slowed down activities of our various committees at SEPB-Québec, the Equity committee did not stop. Members of the committee lobbied Locals and SEPB-Québec to modify their logos for the one of diversity during the week against homophobia and transphobia, not only to show our solidarity but also to make our members aware of that sad reality. A webinar was also held during world day against homophobia, transphobia and biphobia. A virtual meeting was organized to discuss the biological and cultural foundations of sexual identity and gender, to show diversity throughout history and various population and, in the end, to explain the famous alphabet of sexual, body and gender diversity.

Moreover, three members of the committee facilitated a workshop on intersectionality during a forum organized by the Québec federation of women. The Equity committee even attracted the attention of university academics! And various members of the committee also took part in the triennial convention of the FTQ (Québec federation of labour) and stood out by getting a resolution adopted, amongst others, to have the rights of intersex people recognized.

Black History Month has become a fixture on activities organized by the Equity committee. A video thanking SEPB afro-descendant activists was produced and proudly on our Facebook page. A segment of our February Facebook Live included a question and answer about various afro-descendant Québec personalities they reminded us of their contribution to Québec society. Even our National Secretary-Treasurer took part in the game and performed quite well! The Equity committee also acquired Black Lives Matter flags in support and proudly carry them at various marches and activities. Amongst the more playful activities a Haitian cuisine workshop was quite appreciated.

Other events and activities were organized including conference on the many realities of First Nation people, one being given by a member of the Huron-Wendat nation. Recently we have also started to publicize Asian Heritage Month to recognize the contribution of people of Asian heritage and to fight against anti-Asian racism. I would like here to acknowledge the hard work accomplished by the members of the committee and in particular comrades Kathia Alexandra Narcisse, Doris Brunelle, Sébastien Barraud and the two technical staffers Shanou Desilets and her successor Dona-Lisa Danies.

Due to the fleeting quality required to be a member of the Young workers committee, it is in constant renewal. Aging being a curse! Regardless, the committee has been able to mobilize its members to take part in various activities with the goal of ensuring renewal of our union and address issues like cyber dependency and climate change. And I must mention the Young workers committee's report at our last convention. In

video format (and in song!) the report was one sharp answer to premier François Legault's attempt to demonize young progressives by labelling them wokes. Many thanks to Simon Pelletier and the just as young technical staffer Julien Gagné for their commitment and creativity.

Historically SEPB has always been a union representing and defending mostly women. The sad reality is that even though they represent half the population of Canada, they're still far from equality with men. Most recent statistics confirm still (sadly) that for every dollar earned by a man, a woman receives 89 cents. That gap grows to \$0.59 when we compare earnings for racialized women against that of white men¹. This is one of the reasons why, since its creation, SEPB-Québec has had Women's committee.

On top of its mandate to organize activities to celebrate International Women's Day, the committee addresses some tragic current issues, including providing awareness documentation during the 12 days of action on violence against women. The hashtag *ilfautqueçaarrête* ("it has to stop") with photos showing the stop sign with a hand were also publicized. A video was also prepared by the committee in remembrance of the 30th anniversary of the massacre of women at Polytechnique. The video had over 1000 views within the first few days of its launch. Members also took part in many marches against feminicides and took part in a webinar on marital violence and the workplace organized by Services aux collectivités of the Université du Québec à Montréal (UQAM). And in collaboration with the Equity committee, the women's committee organized a conference on equal opportunity programs with Université de Montréal professor Marie-Thérèse Chicha.

I will now take the time to thank Carol Haywood, a great feminist and trade unionist, for her contribution to the committee she presided over for up until recently. Carol can quietly enjoy her retirement, having passed the torch to a seasoned Maryève Boyer who will be solidly backed by Karine Girard as technical staff.

Organizing

Even though the pandemic did not have a devastating effect on our membership, we were still subjected to some shocks. The most significant one being the loss of our certification at Laurentian Bank (SEPB-434).

After a fourth attempt to have our certification revoked, the Canadian Industrial Relations Board (CIRB) forced a second vote of allegiance, which was held in March 2021. From 2000 members four years ago, we were left with a bit more than 500 people with the right to vote. The participation rate was 90.8%, with a result of 43.4% in favour of the union and 56.6% against the union. We had to face reality. Despite a large block of members that remained loyal, we were incapable of building a union team beyond our last two remaining militants, Julie Tancrede and Sophie Drouin. The

1 <https://canadianwomen.org/the-facts/the-gender-pay-gap/>

VICE-PRESIDENT FOR REGION 1 REPORT

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high turnover of personnel and anti-union tactics had worn down our members. Following a mediation process recommended by the CIRB, SEPB-Québec, Local 434 and Laurentian Bank came to a confidential agreement to settle all litigation, including the revocation of our certification. Fifty years of union history had come to an end.

Revocation of this certification represented obviously a huge loss for both SEPB-Québec and our National Union. However, our team of organizers went back to work and successfully made up for a good chunk of the losses by getting other groups certified. In that respect, we are continuing to make inroads in the retail sector at Renaud-Bray, Archambault, Indigo-Chapters and Randolph pub. We're still growing strong within credit unions with Desjardins and doing just as well with lawyers and other legal staffers who work at the Centres de justice de proximité, Bureau de la sécurité privée and Investissement Québec.

Combined with internal growth in some of the organizations where we are already present (Société de transport de Montréal, Investissement Québec, service centres and school boards), the size of our organization remains the same as three years ago and still stands at 15,000 members.

Conclusion

In many respects, Region 1 has changed since last convention. Leaders of both SEPB-Québec and the Locals have questioned themselves about their future before taking the necessary steps has to remain relevant in the eyes of the workers that we represent and defend. This evolution must continue while still being inspired by certain founding principles of COPE SEPB.

Amongst those founding principles, the most important in our eyes is the autonomy of the regions and its corollary, the limited role the National Union plays as an administrator of certain monies and the guardian of the constitutional and financial integrity of the Locals. The National Union has assumed those fiduciary duties in a very honourable manner and has reached an enviable financial position. However, the reality is - there are urgent needs back on the ground floor and the regions and locals are best positioned to answer quickly and efficiently to those needs. Our realities are so different from one region to another, it would be counterproductive for members that the national structure takes on more responsibilities. It is rather through devolution that we will ensure the future of our union movement.

Respectfully submitted on behalf of Region 1 to the delegates attending the 7th COPE SEPB convention.

Loïc Breton,

Vice-President





VICE-PRESIDENT FOR REGION 2 REPORT

CASEY ORAA
VICE-PRESIDENT, REGION 2

To say the last three years have been unprecedented for many of us in our lifetimes, would be an understatement. Through it all, we've carried on and Region 2 is no exception. I'm proud to share with you all some insight into the last three years in Region 2 – Ontario.

Canadian Equity Council

At the start of the Term, multiple call out emails were sent to Locals advising them of our seats on the Canadian Equity Council (CEC), providing them with information regarding the role of CEC delegates as well as outlining directions on how to submit folks' names for consideration. Arising from this, three activists from three different Locals stepped up and have proudly participated on the Canadian Equity Council. I want to take a moment to thank each of them for their service to our members, our Region and for their work and advocacy to integrate greater equity into COPE SEPB. From myself, on behalf of all the members of Region 2, many thanks to Tanya LaRush (Local 343), Valerie Roberts-Francis (Local 468) and Rachel Roberts (Local 491).

Ontario Government Election/Political Climate in the Province

On June 7, 2018, the Progressive Conservative (PC) Party of Ontario was elected with a majority government which plunged our Province into 5 years of darkness.

Throughout their tenure, the PC government has time and time again put the pockets and care of the wealthy front and foremost through their systemic efforts to defund and dismantle public services. Pre-pandemic, such efforts included: cutting billions from public services; cutting much needed benefits for workers like cutting back WSIB premiums; and, making it harder to advocate and/or challenge the government on their decisions. During the pandemic, their decisions and lack of proper action have led to the needless deaths and suffering of countless of Ontarians who would still be here had a science-first approach been more adhered to. For a more fulsome rundown of the damage the Ford government has done to Ontario, check out the Ontario Federation of Labour's very detailed and informative Ford Tracker that has tracked the damaging efforts of the Ford government from election to now: <https://ofl.ca/ford-tracker/>.

The next election in the Province of Ontario is scheduled for June 2 – the very day this Convention begins. In the lead up to the election, COPE Ontario worked on activating our members to vote for the one party that has their best interests in mind, the Ontario NDP. As Convention begins, I hope the result is positive and we're no longer living under the awful shroud of this self-centred, anti-compassionate, anti-science, anti-fact and pro-wealth government.

COVID-19 Impacts and Updates

The Ford government's handling of the COVID-19 pandemic has been nothing less than reckless and driven by a confusing logic that largely defies facts. Starting with the cuts the PC government made leading up to the pandemic, to the cuts made during and how they've handled the pandemic, the public healthcare system has been being eroded away at the cost of folks' lives. With less resources being devoted to the system and public health decisions seemingly being made based on politics versus science, it's a sad state of affairs for Ontarians who just want to get through this safely together so we can all spend more time with each other when we eventually come out the other end of it.

Our members in frontline positions in healthcare and education continue to be hit hard by the ongoing pandemic with morale levels being pretty low – especially after doing this for years and constantly being put in unsafe working conditions. While it's true that there are shortages of staff in many underpaying, non-union positions, there continues to also be a shortage of staff in healthcare in Ontario with many hospitals still offering incentives to try to bring in folks to work. All these frontline workers are owed a debt of gratitude from all of us for their tireless work in the face of such adversity.

My colleagues, the staff at COPE Ontario, have worked tirelessly for our workers across the workforce. I commend them for their advocacy and for their work to protect our members who are working on the frontlines in many industries.

Sadly, resulting from the pandemic, we've seen a loss in members. Hopefully, three years down the road, we'll see a lot of these positions get filled again eventually and this, partnered with our organizing efforts, will lead to an even more fulsome Region 2 presence both in the workforce and here with our COPE SEPB comrades at Convention.

Organizing

COPE continues to focus its efforts on building up our current units to try to bring in non-union workers in existing bargaining units into focus, onboarding leads across a variety of sectors as well as our targeted focus on the tech sector.

As part of our focus on the tech sector, we began running targeted Facebook ads in different regions to create awareness and generate leads. We continue to focus on the sector, including continued targeting of the tech sector outside of these ads, and we're excited to empower more folks in the tech sector to learn and enjoy the advantages of being unionized.

We look forward to continuing to use a diversity of tactics to grow Region 2 both in sectors we're already in as well as increasing our foothold in emerging new areas like tech, new mining efforts in North Ontario and beyond.

VICE-PRESIDENT FOR REGION 2 REPORT

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COPE Ontario Convention

Resulting from delays brought on by the instability in the province created by the government, COPE Ontario's Convention took place digitally online on the weekend of February 26 & 27, 2022. At Convention, delegates not only dealt with the business of the Convention, including many structural resolutions, but as well were educated on the state of health care by Natalie Mehra, Executive Director of the Ontario Health Coalition, learned of the struggles of workplace violence for our school board workers from Local 527 as well as participated in a workshop facilitated by Labour Relations Specialist, Kiruthiha Kulendiren.

At Convention, elections were held to fill the various positions and the Region welcomed new incoming electees to the positions of President, Treasurer, Recording Secretary, and Young Workers Vice President. Congratulations to Lorrie Vandersluis (Local 468), President, Steve Delorme (Local 81), Treasurer, Linda Kowalski (Local 527), Recording Secretary and Sonya Yalda (Local 343), Young Workers Vice President. Elected to represent Small Locals, Tiana Larocque (Local 24) and Brandi Matthias (Local 24) were both elected to the position of Vice President – Small Locals. Rounding out the compliment, following Convention, Jana Matikainen (Local 454) was elected to the role of Vice Executive President.

Many thanks to our outgoing Executive Board for all their work over the past five years. I continue to be thankful for the many activists that have come before us, and those who will come after, that step up and do their best to make Region 2 a more inclusive place for our members and all workers.

Special thanks to Aldra Pawson (Local 96), outgoing Interim President as well as our other past Presidents during the term – Susan Lucek (Local 527), Vanitha Ethiraju (Local 343) and Valerie Roberts-Francis (Local 468), the latter who was elected at our previous Convention. Big thanks also to Doug Massey (Local 225), Treasurer, Linda Kowalski (Local 527), Recording Secretary and her predecessor during this term, Jana Matikainen (Local 454).

Lots of thanks as well to outgoing Executive Vice President/ Vice President - Small Locals, Natasha Brouillette (Local 523). Lastly thanks to Steve Delorme (Local 81) for his tenure as the other Vice President – Small Locals and to his predecessor Adam Hodgins (Local 225) for his work during this past term.

The new Executive Board is already busy carrying out the work coming out of Convention as well as building on the ongoing efforts and work of COPE Ontario. I'm excited to see what the next chapter is for Region 2 and look forward to assisting the incoming Executive however I can.

As with everyone as we collectively start to emerge out into this new world the pandemic has forged, there are many changes and challenges we've all come to know and more to come ahead. Whatever lies ahead, I hope folks continue to keep each other in our hearts, make decisions that work for the benefit of us all and work together collaboratively to shape whatever the brave new world ahead will be. At times, it can feel like the structures and institutions are insurmountable but an old adage from this movement always remains true – the workers united will never be defeated.

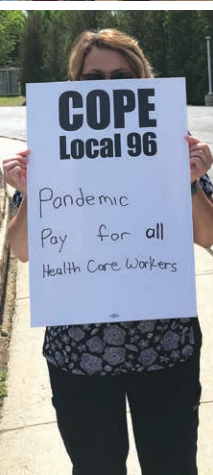
Respectfully submitted on behalf of Region 2,

Casey Oraa,

Vice-President







VICE-PRESIDENT FOR REGION 3 REPORT

STEPHANIE KERR
VICE-PRESIDENT, REGION 3

I would like to thank Erin McGee COPE 342, Mandy Elise-Mercer COPE 458 and the amazing staff of Local 397 for assistance in completing this report. I would also like to thank Kim Wilson for her contributions as former President of Local 397 as well as Vice President of Region 3. Finally, I would like to acknowledge the tremendous work that Jackie Lazar, Treasurer, has done in securing funding from COPE SEPB National to protect Public Insurance in Saskatchewan – and would like to express our absolute gratitude to the National.

Impact of the Pandemic

I think, for all of us, the past three years have been defined and redefined by the pandemic. We have all lived through this moment in history which has fundamentally changed us at an individual and societal level. The challenges of this have adjusted the very way in which we, as a union, have had to adapt to continue to operate and represent our membership. The loss of ability to meet our members, in person, was a challenge I can't imagine any of us could even dream of at our last convention. This has caused a trauma, not only amongst all of us, but also in the labour movement as a whole.

Aside from the adaptation to conducting business by videoconference and the associated technological change there have been challenges specifically linked to health mandates and pandemic restrictions that we, as unions, have had to rise to. We have all had to learn to somehow balance the needs and demands of our membership with the legalities of public health orders and the associated mandates. This has not been easy. We have seen suspensions. We have seen terminations. We have seen members angry and convinced that we, as a union, are refusing to assist. We have spent considerable time and resources in trying to balance what we are able to do with what we simply cannot and, we have spent just as much in trying to explain this to members who are simply exhausted and upset. It has been, truthfully, challenging and at times, exhausting, for all of us.

And yet, Labour has shown its resilience. We have shown the ability to rapidly adapt to new and changing forms of conducting business. We have shown the ability to continue to represent our members while we have been unable to be physically present in meetings, grievances and arbitration. We have shown our steadfast resolve to representing every member in every case in which we have been able. And, we have shown the ability to be caring and empathetic to those members who we have been unable to represent.

Along with the rest of the labour movement, we have been at the forefront of fighting for workers' rights, especially those concerned with health and safety, throughout the course of the pandemic. We strive to see pandemic pay put in place where appropriate, and have fought for workers' abilities to work from home and/or in a protected setting during this unprecedented health crisis. Again, we have done this with a sense of caring and empathy.

And, I believe, this increase in empathy and in care is truly what we should all take out of this experience. As we move forward, as a union and as individuals, the sense of community that has been fostered in spite of the hardship and adversity that we have all faced – this is what I hope we take with us moving forward. We have all rose to the challenge of this pandemic, and the lessons we have learned, especially those of caring and kindness and community, are what I hope will be the legacy of the pandemic.

Saskatchewan

While we have worked to overcome the challenges of COVID-19, we must also note that community-building has not been the priority of all. We have seen the Saskatchewan Party government continue its political assault against the labour movement. Although their attempt to privatize our Crowns with Bill 40 in 2017 failed, there is a continued assault on our Crown Corporations, and a continued outsourcing of union work to contracted workers. As the union representing SGI (Local 397), we have noted, and fought, alarming changes in the past three years that show the continued attempt to outsource union work, including:

- The outsourcing of rebate cheques to a non-unionized company in Ontario
- SGI's back alley deals to contract out Property Adjusters
- Sourcing out heavy trucking examinations
- The current work transformation through technology is always a dreaded word in the labour movement

We must also note our successes in these challenges. Bill 40 was withdrawn, and we have worked diligently since then to ensure that further privatization does not occur. Local 397 bargained, successfully, to end the contracting out of SGI's 'dial-a-claim.' And we continue to fight against any further outsourcing of union work.

We are happy to report the change in legislation that allows for 10 days of unpaid leave for victims of interpersonal violence. This is a protection that we have strived to see legislated over the past number of years.

Alberta – Bill 32

The Kenney (UCP) government has sustained continuous attacks against the union movement in Alberta. This can be seen in their blatant attacks against healthcare workers during the pandemic, education workers since their election, and the labour movement in general. Nowhere can these attacks be better represented than the passing and implementation of Bill 32 in 2021.

Bill 32 represents American-style 'right-to-work' legislation, the consequence of which may have a crippling effect on unions in the province and their ability to represent their membership.

Briefly, this legislation forces unions to require each individual member to agree, in writing, to the collection of dues not deemed 'essential' to the everyday functioning of the union. This requires

VICE-PRESIDENT FOR REGION 3 REPORT

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every local in the province to provide each member with full detailed finances of the local that show every dollar that is used for such things as political or charitable campaigns. This this seemingly allows members the ability to 'opt-out' of their dues going toward a charitable or political cause they do not personally support, the wording of the legislation is deliberately vague and open-ended. Instead, the legislation creates a mandated 'opting in' to allowing dues to be paid to the union that aren't under the ambiguous title of 'core union business.' The impact of this is yet to be clear, as the regulations do not come into effect until July 31. However, the amount of paperwork and physical correspondence required for this is already burdensome. Note, again, there is a reverse onus on the union to obtain, in writing, a member's opting in to pay a percentage of dues that have been regularly paid until this point.

The logistics of this cause a large amount of red tape for unions, for members, and for all HR departments in unionized workplaces. This is ironic coming from a government who previously passed legislation entitled 'the Red Tape Reduction Implementation Act.' Region 3 will continue to advocate against 'right-to-work' legislation, and will work with all of our Alberta locals in support and solidarity.

COPE 397

397 is seeing an all-time high success with the number of arbitrations with employers in 2022. There is a noted number of successful collaborative resolutions with employers, which is a positive sign.

Since 2021, 397 has had an increased focus on communications and membership engagement. This has resulted in the creation of an online Private Members' Forum, a Membership app, and increased online presence available to the membership at large. Members can now connect with us in a number of media, and have the ability to submit all forms/requests electronically. We have noted an increased level of engagement with our members, with an aggregate increase of approximately 600% across all of our existing, and newly created, social media accounts. We have also updated our internal communication systems to include a modern business system, internal databases, digitized and automated forms, and an electronic grievance tracking system.

Education continues to be prioritized, and we are increasing our presence in e-learning. This, as well as the forced-learning of various remote communication methods, has expanded our ability to reach, work with, and represent our members through new platforms. The necessity of being flexible and adaptable during the pandemic has enabled our local to be more responsive and available to our overall membership.

Through our work with the Saskatchewan Federation of Labour,

we have engaged young people across the province in our 'Work Your Rights' campaign, working with the WCB. We are proud of the results.

We were strong advocates for all victims of sexual harassment in the workplace. Through the advocacy of 397, and the provincial labour movement generally, the Government of Saskatchewan amended the Employment Act to finally recognize and include sexual harassment in the workplace.

In 2021, our Union Representatives participated in a complete review of all WCB rules, regulations and policies. At this time, we await the final report/outcome of this review process.

In 2022, 397 elected a new President, Stephanie Kerr. She ran on the values of member engagement, the promotion of inclusion, and the fostering of solidarity.

COPE 342

I would now like to take the time to highlight the activities and successes of our Sisters and Brothers from COPE 342.

In 2019 COPE Local 342 held a two-day strategic planning session. The local also had election in November of that year, and the Executive at that time was: Erin McGee – President, Nathan Markwart – Vice President, Stephanie Mack – Treasurer and Cindy Friesen – Recording Secretary.

The Winnipeg Labour Council had a very rough year, with the President resigning two-thirds of the way through her term. The elections for a new Executive were held in November of that year with a new President, four returning members and five new members.

In 2020, the local was highly impacted by the pandemic. 342 spent most of the year attempting to navigate through meeting with members virtually. We were able to hold all executive meetings, but struggled with holding general meeting as we were all learning Zoom and Teams.

Election 2022, Erin McGee, Nathan Markwart and Stephanie Mack were re-elected, and Wendy Onslow was elected as the Recording Secretary. We also had the National Day for Truth and Reconciliation declared for September 30th, which was #80 in the Calls to Action. Our hearts, along with everyone across the country, were hurting when a small portion of the grave sites from the residential schools were unearthed. We continue to stand with our brothers and sisters as they call on the Church for an apology and for the Federal Government to find all of the children that didn't make it home.

In 2022, the WLC will endorse candidates in the Municipal election in October. They hope to have many union members, including COPE Local 342 members, canvassing in the hopes of new councillors being elected to City Hall.

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We continue to work hard for our members and thank the National Union for all of their help with navigating through this historically troubled time.

In Manitoba, things have been relatively stable with several contracts being renewed, improving conditions for our members. Yet there are a few (Union) Employers that have proposed several concessions at the table which is very unfortunate. We are union members working for union employers.

We have one grievance being argued here at the end of April, with PARC, over the wording of a severance package for a member who recently retired. Counsel for the union has the materials now and is making preparations for the hearing.

The union was forced to file a grievance in the case of Local 5430, which was concession bargaining in the face of a pledge not to, contained in a Successorship Agreement struck to govern the merger. That grievance was ultimately settled after four days of arbitration in favour of COPE. The union will be seeking interim relief in the form of injunction, preventing the unsealing of the ballot box until such time as the decision in the ULP is handed down.

Overall, the past three years have seen tremendous change at a societal level. We believe that the impact the pandemic has had on all workers and the subsequent demands for safety, recognition and fairness are unprecedented. Going forward, it is our hope

that these demands continue to be made and, through them, a revitalized labour movement will emerge out of the catastrophe that was COVID-19. We can see this throughout North America, with unionization of Starbucks and, now Amazon. This movement is spreading. We hope to play a part in this future spread, to be a match in a prairie fire.

Respectfully submitted on behalf of Region 3,

Stephanie Kerr,

Vice-President





VICE-PRESIDENT FOR REGION 4 REPORT

ANNETTE TOTH
VICE-PRESIDENT, REGION 4

As I look back at the previous three years, I am struck by how different our world looks today. None of us anticipated that, within six months of our last national convention, we would be facing a worldwide pandemic. If you had asked any of the delegates back then, I don't think any of us would have predicted that we would soon be living through two years of strict public health orders that required us to work and stay at home, wear masks, get vaccinated, and restrict our ability to see family, attend weddings and funerals, or travel.

The COVID-19 pandemic emphasised the economic and social disparities in our societies. Workers in grocery stores and front-line health care workers were suddenly recognized for their service to our communities. Service sector workers lived and worked with precarity, never sure if they had a job from week to week, as mandates were imposed, changed, cancelled, and then reintroduced. The most vulnerable in our communities, such as the elderly, the poor, marginalized, and Indigenous populations, were impacted by high rates of severe illness (what later became known as 'long COVID') and, most tragically, death.

In Region 4, workers in the car rental and gaming industries, respectively, were without employment overnight. The finance and insurance sectors were also hit hard, as branches suddenly closed, and employers scrambled to figure out how to service their clients who had previously resisted online banking. At the outset of the pandemic, childcare centres closed, while schools and post-secondary institutions pivoted to online learning. Our public sector workers, about 75% of our membership, were suddenly sent home to work, without equipment or proper workstations. As we quickly learned, in the beginning of the pandemic, we weren't working from home. We were trying to figure out how to work while navigating the uncertainty and stress of a worldwide pandemic.

Two years later, we are in a much better place but nowhere out of danger. Most restrictions have been removed or will be soon. Businesses in the service sector are reopening and scrambling to find staff. Where once our members were required to use their own equipment, employers have now been able to provide computers, headsets, and other equipment to make working from home the new reality. New platforms and processes emerged, to help us transition from the old ideas of how to get our work done. We stumbled, struggled, and stressed.

Without question, this pandemic has forever changed our perceptions on how we do our work and where we do it. As unions and leaders, we will need to stay alive to this evolution in our work environments and take proactive steps to ensure it does not erode the power and strength of our union.

Political Landscapes

British Columbia

During this term, and during the first seven months of the pandemic, the BC NDP took a risk and called a snap election.

Although not the first province to call an election during the pandemic, the BC NDP government was riding very strong support from the public thanks to their handling of the pandemic. The risk paid off. John Horgan and BC NDP secured a majority government, which created stability and, more importantly, a labour-friendly government until 2024.

John Horgan remains one of the most popular premiers in Canada and although his support has slipped from its all-time high of over 72%, it remains impressively high at 64% (as of March 16, 2022). Additionally, unemployment in BC continues to drop and the economy appears to be rebounding nicely, even with the uncertainty of the pandemic and the Russian invasion of Ukraine.

National

On March 14, 2022, the federal Liberal Party entered into a confidence and supply agreement with the federal NDP. This is a very similar agreement to the one that the BC NDP struck with the BC Green Party in 2017. Although most Canadians, and even members of each of the respective parties' caucuses were caught off guard by this agreement, there is little doubt that this will be a formative moment for Canadians.

The federal NDP have long called for a national pharmacare and national dental plan for Canadians who do not have such coverage with their employers. This agreement with the federal Liberals will be the catalyst to achieve these important improvements in our national health care system.

Although these two political changes are good for working people and the most vulnerable in our communities, it is critical that we also talk about the not-so-pleasant parts of Canada.

The growing polarization between the left and right that is manifesting itself through racism, antisemitism, misogyny, hate speech, violence, and what appears to be a growing part of society that no longer trusts science or our democratic political structures, can only be described as disturbing if not downright frightening. As progressive leaders, we must do all we can to call out these forms of hate and to show that we will not tolerate hate in any of its ugly forms.

Collective Bargaining, Organizing, and Labour Disputes

With over 95 certifications, MoveUP is in a constant state of collective bargaining. My deepest gratitude and thanks go to our hard-working union representatives, our administrative support staff, and to the members of each bargaining committee for their dedication, commitment, and leadership in achieving agreements at every table.

The pandemic's detrimental effect on bargaining was short-lived. Prior to the pandemic, none of us believed that we could successfully bargain online. Now, two years later, we have adapted our strategies and processes to make online bargaining equally as impactful as in-person.

VICE-PRESIDENT FOR REGION 4 REPORT

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“The Public Sector Employers’ Council was established to oversee the Province’s strategic coordination of labour relations, total compensation planning, and human resource management across the broader public sector. The Minister of Finance is responsible for the *Public Sector Employers Act* and as the Chair to the Public Sector Employers’ Council appoints the members.”

- BC Government

Public Sector Bargaining

The next round of public sector bargaining has commenced. In Region 4, 75% of our members are considered public sector or quasi-public sector. Most of those certifications fall under the control of the Public Sector Employers’ Council (PSEC), which was established in 1997 by the then-NDP government to control public sector bargaining from the inevitable whipsawing between the various bargaining tables.

As bargaining commences around the province, and agreements are reached, the pattern of public sector wages will be established. Our members, regardless of bargaining unit, have been clear that they expect significant and meaningful wage increases to counter the impact of rising inflation. Public sector workers have been instrumental in keeping our economy going throughout the COVID-19 pandemic. They have been tireless in their dedication to the public, ensuring services remain accessible and disruptions are minimized. It will be critical for this government to recognize their contributions and to come to the table with meaningful gains. Failure to do so will create a problem for the next provincial election.

New Certifications

During this term, we have successfully organized workers in eight new workplaces. Unfortunately, two of these employers closed their doors as a reaction to the organizing drive. We are pleased to welcome the following new certifications at MoveUP:

- Surrey Metro Taxi
- VantageOne Credit Union – Armstrong branch
- VantageOne Credit Union – Arrow Lakes branch
- PrairieCoast equipment – Langley location
- Nimbus School of Recording & Media
- BC Civil Liberties Association

Canadian Freightways, a decades long certification with COPE, merged with TST Overland Express (TST) in 2020. It was important to our Canadian Freightways members to remain members of our union. TST was a non-union workplace, with a deeply held anti-union culture. As well, TST had employees as far away as Quebec and Ontario. This federal certification created additional challenges as we were constrained by the Canadian Industrial Relations Board around contact with TST employees prior to a representation vote. Undaunted, and with significant assistance

from organizers in region 1 and 2, we were able to connect with the TST employees and encourage them to vote in favour of unionization. We are pleased to report that our efforts were successful and the workers at TST are now included with the Canadian Freightways certification, and now enjoy significant wage, benefits, and vacation increases.

Labour Disputes

At our 2019 National Convention, our members at Westminster Savings Credit Union (WSCU) were out on strike. The members at the Port Coquitlam branch, the only unionized branch at WSCU, were on strike to protect the defined benefit pension plan – not for themselves but for future employees at that branch.

After six months of the labour dispute, WSCU announced their intention to permanently close the Port Coquitlam location, creating a fully non-union credit union. Sadly, the closure agreement negotiated between our local and the employer resulted in all our members at WSCU losing their employment. However, our support of these workers did not end with the loss of this certification. We were able to help several of them find new and more lucrative employment with Community Savings Credit Union, another MoveUP certification.

On behalf of the workers at WSCU, and all members at MoveUP, we want to thank the overwhelming support we received by the delegates at the 2019 Convention. The strength of our members, backed by their colleagues across Canada, not only helped them through some very dark times, but showed all members the power of collective action.

The events at WSCU, including the resolve of our members, was a critical turning point for the credit union sector in BC. It became clear to the bargaining committee at VantageOne Credit Union that their employer did not want to have a similar experience as they observed at WSCU. A short strike, backed by public support and the mobilization of our members, meant that not only did we secure some of the best improvements for our members that they had ever experienced. Additionally, we were able to organize two additional VantageOne branches.

Our third labour dispute occurred at Kelowna Cabs, a certification of five members who were facing the elimination of their jobs through automation and outsourcing of their work. Unfortunately, our members were divided during this lockout, with some of them connected to the owners’ families. However, those without family ties to the business were active in getting the word out to their community to boycott Kelowna Cabs. An online campaign, directed at the Chair of the Board of Directors, along with multiple wins at the BC Labour Relations Board, resulted in a negotiated settlement with improvement to wages and benefits, but most importantly security from automation and outsourcing.

The final labour dispute was at the end of 2021. Our members, employed by the British Columbia General Employees Union (BCGEU), went on strike over their employer’s intransigence toward long-term work-from-home provisions. After almost two

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years of this pandemic, whereby our members had successfully worked from home, the employer refused to entertain language that would allow for continued, if not modified, working from home. It took only two days of job action for the employer to understand how serious our members were about this issue. A settlement was reached a week later with improvements to wages, benefits and, of course, language for working from home.

Driving Public Campaign

In June 2019, the future of the Insurance Corporation of British Columbia (ICBC) seemed bleak. ICBC is the public car insurance provider in BC. After the change in government in 2017, the ugly secrets of ICBC's finances were revealed. This meant that instead of implementing \$10/day childcare, building treatment facilities for people living with mental health and addiction, or investing in healthcare and education, the BC NDP government had to first fix ICBC and stop the billion-dollar bleeding. Public support for ICBC was at an all-time low and the government was under pressure to make drastic changes, including shutting down ICBC and turning over this important public service to the private sector and the multinational insurance industry.

At MoveUP, we launched our Driving Public campaign. Five thousand of our members work at ICBC, so this was not just a campaign to save ICBC but a campaign to save our union. Our goal was to remind British Columbians why public insurance is always better than private, for-profit insurance.

With the support of our members, the greater labour movement, and the government of the day, we were able to help move the dial on the public's perception of ICBC. This would not have been possible without the significant financial support from our national union, and we are grateful for the funding toward our Driving Public campaign.

We are pleased to report that in 2020, the BC NDP government announced that ICBC would move to a similar model of insurance as enjoyed in Saskatchewan and Manitoba (often referred to as 'no fault insurance') and that this change would result in a 20% reduction in insurance costs for policyholders. From our discussions with government, our Driving Public campaign, along with the support of the labour movement, was instrumental in their decision to fix ICBC.

Diversity, Equity, and Inclusion

In 2021, MoveUP undertook a diversity, equity, and inclusion (DEI) audit. We engaged the services of a DEI consultancy to help us examine our structures, policies, and procedures, and to make recommendations on how we could make consequential and lasting changes. We surveyed job stewards and examined the makeup of our membership, with respect to inclusion and representation at all levels of our union.

Some areas of concern, such as diversity at the top levels of our local including elected officers and staff, had not gone unnoticed or unrecognized by our leadership, and we are working on how to make improvements in these areas now and into the future. We have identified that some of the language we use in our local, and in the broader labour movement, may have a military or paramilitary connotation. These terms are so ingrained in the culture of the labour movement that we did not recognize that they could be barriers for some members to feel connected or welcome in our union.

Words such as 'fight' and 'attack', for instance, are terms we use when we talk about defending our members from employer actions. They may also be a psychological trigger for those who have endured oppression from the police and other institutions of power, including unions. We are now working through all our documents with an eye on this issue and to start the work of decolonizing our structures, policies, and procedures.

The report further highlighted that not all our members, including our job stewards, are at the same place when it comes to the value of DEI. Some stewards spoke up against the need for DEI work, while others felt we needed to move faster. As a progressive union, it is incumbent on us to embrace change even when that change may challenge our sense of security and culture.

It is critical for the long-term success of our local to stay focused on the DEI work ahead of us. We must not allow ourselves to get distracted by all the other issues we face and fall backward to old habits. At MoveUP, we have engaged the same DEI consultants to guide us over the coming months. Eventually, we plan to hire a full-time person that will help us focus on DEI in all areas of our organization, from collective bargaining to staffing, electoral structures, policies, and procedures. Additionally, we plan to have an Elder in Residence who will be able to help us as we tackle the difficult and generational work of decolonization and reconciliation with First Nations peoples.

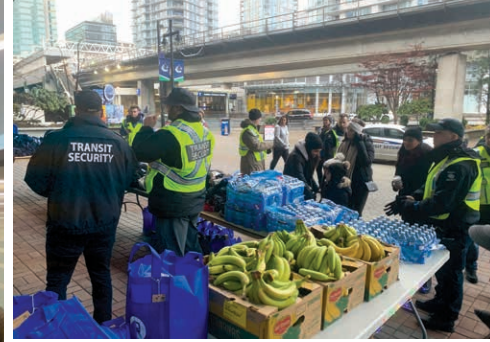
The work of DEI will not be completed in a term, or even a decade. It will be the work of this union, and the labour movement, for many generations to come. We must dedicate ourselves to ensure that diversity, equity, and inclusion become imbedded in our culture, practices, policies, and procedures.

Respectfully submitted on behalf of region 4,

Annette Toth,

Vice-President









REPORTS TO CONVENTION