

CUPE PEI's 38th Annual Convention
May 24 and 25, 2018
Rodd Brudenell Resort

Thursday, May 24th 2018

Convention Call to Order – 10:05 AM

Equality Statement – Rose Lune Goulet (L.3260) and Leonard Gallant (L.1779)

Welcome and Announcements – Leonard Crawford

O Canada -*Bill McKinnon*

Moment of Silence for Deceased Members

Aboriginal Greetings – Leo Cheverie (L.1870) introduces Elder Judy Clark who brings welcome to CUPE PEI members to the unceded Mi'kmaq land.

Adoption of the Agenda – Motioned by Leonard Crawford, seconded John Doucette (L.1775). Motion carried.

Introduction of the CUPE PEI Officers – Linda Jones

Introduction of the Guests – Linda Jones

Introduction of the Convention Committees

- Resolutions Committee – Tracy Carmichael
- Constitutional Committee – Katie Morriscey
- Nominating Committee – Ann Ramsay, Bobby Kennedy
- Credentials Committee – Cheryl Koughan, Maciej Zawadzki, Chris Hopkinson

President's Report – Leonard Crawford moved report, seconded Jason Woodbury (L. 3324). Motion Carried. The full written report in convention booklet.

Minutes of the Previous Annual Meeting – Tracy Carmichael moved minutes, seconded John Doucette (L. 1775)

Credentials Committee - 1st Report – 100 Voting Delegate, 16 guests & staff. Maciej Zawadzki moved the report, seconded by Shelley Burhoe (L.3260). Motion Carried.

National President's Report - *Brother Mark Hancock* - Introduced by Leonard Gallant

Highlights of Report:

- Greetings from National Executive Board
- Task Force on CUPE's Governance
- Elections
- Precarious Work

Announcements- *Brother Kennedy, Division*

LUNCH

Women's Lunch & Meet – *Lobby Lounge*

(Lunch provided for prepaid delegates only)

Call to Order – 1:15 pm

Greetings to Guest Speaker Kimalee Phillip – Donna Dingwell

Domestic violence is a workplace issue, unions have to be prepared to negotiate language in collective agreements for domestic violence leave.

Credentials Committee – 2nd Report – 101 Voting Delegates, 16 Guests & Staff

Chris Hopkinson, Trustee moves the report and John Doucette (L. 1775) seconds the Credential report. Motion Carried.

CUPE PEI Treasurer's Report – Linda Jones motioned to accept her report, seconded by Karyn Noble (L. 3260). Motion Carried.

CUPE PEI Trustee's Report – Cheryl Koughan, Trustee moved report, seconded by Luanne Doucette (L. 1775). Motion Carried.

Committee Reports

Resolutions Committee -All resolutions have been moved and seconded by the Resolutions Committee. All resolutions have been accepted by the delegates of the Convention. See the end of the minutes for the complete list.

Announcements – Bobby Kennedy, Division

Presentation from Darrell Dorey – AIL

Constitution Committee - all constitutional resolutions have been moved and seconded by the Constitutional Committee. All constitutional resolutions have been accepted by the delegates of the convention. See the end of minutes for the complete list

Adjournment – 4:30 p.m

Friday May 25th, 2018

Breakfast with the National Officers – CUPE Governance Review

Convention Call to Order – 9:05 am

Bread and Roses

Introduction of Guests – Leonard Crawford

Greetings - PEI Federation of Labour - *Carl Pursey, President*

National Secretary Treasurer's Report - *Charles Fleury* – Introduced by Linda Jones

Highlights of Report:

- Liberals funding private housing
- 18 new staff
- Provincial governments attack on workers

Credentials Committee – 3rd Report - 98 Voting Delegates, 13 Guests & Staff. Maciej Zawadzki, Trustee moved the report. Seconded by Luanne Doucette (L. 1775). Motion Carried.

Constitutional Resolutions Committee – The Constitutional Resolutions have been moved and seconded by the Committee. The resolutions were accepted by the delegates of the Convention. See the end of the minutes.

Resolutions Committee -All resolutions have been moved and seconded by the Resolutions Committee. All resolutions have been accepted by the delegates of the Convention. See the end of the minutes for the complete list.

Announcements – Bobby Kennedy, Division

Adjournment for Lunch

Call to Order – 1:15 pm

Easter Seals Ambassador – *Brayden White* – There were several donations to the Easter Seals from the Locals on the Convention Floor. Grand donation total \$5525.

CUPE National matched the donations from the floor for \$6025, Grand Total of \$11,050.

Regional Director's Report – *Sandy Harding*

Highlights of Report:

- Video Introduction
- Thank you to Division Executive
- Organizing Projects

Credentials Committee - Final Report - 97 Voting Delegates, 11 Guests & Staff
Maciej Zawadzki, Trustee moved the report & Ron Blue (L.3324) seconds the Credentials report. Motion Carried

Committee Report Cont'd

Presentation from Cooke Insurance

Election of Officers, *Sandy Harding*

- Vice President – Leonard Gallant (by election)
- Recording Secretary – Katie Morriscey (by acclamation)
- Health Care West Employees – Rhonda Mills (by acclamation)
- Education East Employees – Karla Carnegie-MacDonald (by acclamation)
- Municipal Employees & Police – Pauline Gass (by acclamation)
- Trustee – 3 year term – Jane Robinson (by election)

Motion from John Doucette (L. 1775) to destroy the ballots, seconded by Karen Tsistinas (L. 1770). Motion Carried.

Swearing In of New Officers, *Sandy Harding*

Closing Remarks

Solidarity Forever

Adjournment – 4:00 pm

Education West Employees

Education East Employees

UPEI & UPEI Security

Municipal Employees & Police

Island EMS/ Atlantic Baptist
Nursing Home and Group Homes

Young Workers (New)

Because:

- We feel it's very important to have a seat designated for a young worker, so they can have an opportunity to get involved at a higher level within CUPE PEI, get experience and understanding of how CUPE PEI works, all the while working along side many of the very experienced people that currently sit on CUPE PEI.

Committee Recommendation

Concurrence

Convention Decision

Carried

Constitutional Resolution: #C 3

Submitted by: CUPE PEI Division

Article 17 (NEW) – Leo Cheverie Activism Award

CUPE PEI will create an activism award and will add it to the constitution to read as follows:

An activist award named the "~~Brother Leo Cheverie Activism Award~~". This award will be presented each year at the CUPE PEI Annual Convention to recognize a member of CUPE PEI who has shown tremendous leadership, and activism to promote CUPE in PEI. This member will have shown a commitment to equality while working to advance the rights of all workers and strengthen our labour movement. **This award shall be in the form of an engraved plaque and a \$100 donation to the social justice cause of the member's choosing.**

Because:

- Brother Cheverie is a committed activist in our union and our Island community
- He has always made a passionate commitment to social justice
- Brother Leo served on the Division for close to 30 years, he served 2 years on the National Executive Board of CUPE as the Aboriginal Worker representative. He has served on CUPE National Committees for (most likely) as long as they have had committees. He was also elected President of the PEI Federation of Labour and has served on numerous social justice committees with community organizations that partner with CUPE PEI. Not to mention a tremendous record of involvement in all matters for Local 1870.
- His passion to build a strong and diverse labour movement will never be forgotten through this award.
- CUPE PEI wants to recognize our all our activists and their leadership through this award

Committee Recommendation Concurrence

Convention Decision Carried

EMERGENCY RESOLUTION #1 – PTSD COMPENSATION

Submitted by CUPE PEI

CUPE PEI WILL:

Continue to promote and lobby government to make needed amendments to bill 102

BECAUSE:

- PEI now has legislation that limits coverage by only allowing psychologist and psychiatrist to make a diagnosis.
- According to the Canadian Medical Association, in 2016, there were 1879 practicing psychiatrists in Ontario, and 711 in BC, compared to 10 in PEI. Looking at availability per capita (physician/100k population), this translates to 13.5 for Ontario, 15.1 for BC and 6.8 for PEI. That is the second lowest ratio amongst all other Canadian provinces, just ahead of New Brunswick. The Manitoba ratio is 13.3 physicians per 100,000 population, and Alberta’s ratio is 9.1.
- It was reported in late March 2018 that in 2016-2017, Islanders waited several months to have access to psychiatric services. Patients classified with an emergency waited 48.8 days, patients with urgent cases waited 52.9 days, and semi urgent cases waited 59.4 days, on average. These wait times are significantly longer than those recommended by the Canadian Psychiatric Association, of one day, one-two weeks and 28 days, respectively. There is also a shortage of psychologists on the Island, which has prompted the University of Prince Edward Island to create a doctorate in psychology to fill the need in the future. In addition, the significant costs associated with seeking psychological and psychiatric services outside of the public healthcare system act as a barrier to access. According to the Canadian Counselling and Psychotherapy Association, prices can range between \$60 to \$160 for a 50-minute session.

Committee Recommendation Concurrence

Convention Decision Carried

EMERGENCY RESOLUTION #2 – PROMOTE MMP IN UPCOMING REFERENDUM

Submitted by CUPE PEI

CUPE PEI WILL:

Commit to continued advocacy including talking to our members re: supporting mixed member proportional (MMP) in the upcoming provincial referendum

AND

Push to amend or oppose the recent referendum act to ensure that the rights of CUPE members and all Islanders are protected

BECAUSE:

- CUPE PEI and CUPE National support MMP
- We believe in strengthening our democracy and making it more inclusive on PEI and beyond
- We believe in “Honouring the Vote” from the successful 2016 Plebiscite campaign held on PEI and pressuring Justin Trudeau to honour his electoral promise made repeatedly during the last federal election that it would be the last one “held under First Past the Post”.

Committee Recommendation	<u>Concurrence</u>
Convention Decision	<u>Carried</u>

Resolution # 1 - Health and Safety in School Curriculum

Submitted by: CUPE PEI Health and Safety Committee

CUPE PEI Will:

- Lobby government to incorporate Health and Safety training as part of the school curriculum during the years of grade 7 to grade 9. **Offer to collaborate with the Department of Education to develop the curriculum.**

Because:

- By high school many students are already working part time
- Children need to be sensitized and education on H&S matters to create a greater culture of workplace safety.

Committee Recommendation	<u>Concurrence</u>
Convention Decision	<u>Carried, After referral for wording</u>

Resolution # 2- Clear Language

Submitted by CUPE PEI Literacy Committee

CUPE PEI will:

- Promote the use of Clear Language principles to all the work that they do
- Promote and encourage members and executives to take the Clear Language workshop

Because:

- When communication is clear, we understand the message clearly
- Members become more involved and understand their rights
- Our union becomes stronger

Committee Recommendation Concurrence

Convention Decision Carried

Resolution #3 - First Contract Arbitration Legislation

Submitted by CUPE PEI Division

CUPE PEI will:

Lobby the provincial Government to have first contract arbitration legislation

Because:

- This is about fairness to workers and strengthening labour relations in Prince Edward Island
- Studies have shown that this reduces work stoppages by about 50%
- Other provisions with this legislation have shown that they are consistent with those reached through voluntary collective bargaining
- Prince Edward Island is the only Province that has not proclaimed this type of legislation

Committee Recommendation Concurrence

Convention Decision Carried

Resolution #4 - Task Force on Governance

Submitted by CUPE PEI Equality Committee

CUPE PEI Will

Lobby CUPE National to ensure Task Force on Governance look closely at ways to ensure effective representation of diversity within our national decision-making structure

Because:

- The current structure of the National Executive Board does not reflect the diversity of CUPE's membership, particularly its equity-seeking groups. These groups still face barriers and discrimination in our workplaces, society, and our unions which interfere with

Resolution #8 – Health and Safety Award

Submitted by CUPE PEI Health and Safety Committee

CUPE PEI WILL:

Develop a provincial award for Health and Safety activists in the province within their locals. This award will be presented at the Provincial CUPE PEI annual convention.

Because:

- We have good working health and safety committee members working in locals.
- Health and safety committee members should be recognized for the great work they are doing on behalf of their local and CUPE PEI

Committee Recommendation
Convention Decision

Concurrence
Referred to Committee

Resolution#9 - Mental Health and Addiction Issues on PEI

Submitted by: CUPE PEI Women's Committee

CUPE PEI Will:

- Lobby the Provincial government to provide more mental health facilities in **Queen's, Prince & King's County** and implement more education resources
- Lobby MLA, MP's on raising awareness of mental health issues on PEI.
- Advocate for money for Women's Shelter.

Because:

- There is a shortage of beds to address long standing mental health and addiction issues on PEI
- There are no shelters for women who are living with addiction and mental health issues and they are left homeless.

Committee Recommendation
Convention Decision

Concurrence
Carried after Referral for wording

Resolution #10 - Red Light Campaign

Submitted by CUPE Local 1145

CUPE PEI Will:

- Support Local 1145's RED LIGHT CAMPAIGN
- Lobby the PEI Government to establish a task force to address the incidences of motor vehicles going through the flashing red lights of a School Buses on Island roads.

Because:

- CUPE Local 1145 has developed a campaign to raise awareness about the serious safety concerns for Island students when drivers do not stop for the flashing red lights of our school buses.
- These illegal acts of driving through the flashing red lights occur daily. This is a major concern for our CUPE bus drivers because it creates an enormous amount of stress and anxiety worrying about the protection of our students. The safety of our precious cargo is our number one priority.
- We feel the establishment of a special task force will ensure proper steps are taken to eliminate this safety issue on our island roads.

Committee Recommendation Concurrence

Convention Decision Carried

Resolution #11 - Organizing Timelines

Submitted by: CUPE PEI Division

CUPE PEI Will:

Lobby the provincial government to put in place stricter time lines for organizing

Because:

- Time lines are not used in this process and therefore it is impossible to force the board to meet
- With no timelines, organizing takes too long and therefore is very stressful on a group waiting to get unionized

Committee Recommendation Concurrence

Convention Decision Carried

Resolution #12 – PTSD Compensation
Submitted by CUPE PEI Health and Safety Committee
CUPE PEI Will:

Encourage all locals to continue promote and lobby government for Post-Traumatic Stress Disorder (PTSD) compensation for all workers

Because:

- PEI does not have legislation that recognizes PTSD as a work place illness.
- For emergency workers, statistically 1 in 5 emergency workers will develop and be diagnosed with PTSD throughout their career
- The general public does not fully understand the impacts of PTSD

Committee Recommendation	<u>Concurrence</u>
Convention Decision	<u>Withdrawn</u>

Resolution #13 - Scrap Bill C 27
Submitted by Local 1779
CUPE PEI will:

Lobby the Provincial Government and Members of Parliament to scrap Bill C 27

Because:

- CUPE is opposed to any attacks on pension plans that could result in changing pension legislation to enable retroactive conversions of defined benefit pension promises into legally - reducible target benefits
- Canada is a country where a deal is a deal and employers should not be allowed to walk away from pension promises already made to workers
- The labour movement must resist these types of conversions, the ongoing existence of defined benefit plans in Canada is legitimately under threat

Committee Recommendation	<u>Concurrence</u>
Convention Decision	<u>Carried</u>

Resolution #14 - Scrap EI Changes

Submitted by CUPE PEI Division

CUPE PEI Will:

Continue to lobby all Island MP's and Senators and all federal parties to restore the EI Program and eliminate the changes made by the Harper Conservatives including eliminating the unfair two zone system on PEI and work to make previous pilot projects a permanent part of these new changes

Because:

- Recent news stories illustrate how the two zone EI system adopted on PEI is unfair
- The Trudeau Liberals promised to roll back Harper changes in last election
- This has not happened and that workers are still being punished through those draconian changes

Committee Recommendation Concurrence

Convention Decision Carried

Resolution #15 - Ad Hoc Committee for CUPE PEI Structure

Submitted by: Local 1779

CUPE Will:

Establish an Ad Hoc committee to review the structure of CUPE PEI and provide recommendations or resolutions to the 2019 convention. The committee shall consist of table officers and a minimum of one member from four various locals.

Because:

It has been 20 years since the last change has been made to the structure of the board of CUPE PEI

Committee Recommendation Concurrence

Convention Decision Carried

Resolution #16 – April 28th Proclamation
Submitted by CUPE PEI Health and Safety Committee
CUPE PEI WILL:

Lobby the provincial government to proclaim April 28th as the “Day of Mourning for Persons Killed or Injured in the Workplace” in perpetuity on Prince Edward Island.

Because:

- In 1984, CUPE’s National Health and Safety Committee recommended the creation of a Remembrance Day for workers killed or injured on the job. That same year, the Canadian Labour Congress and affiliated unions quickly adopted the day;
- In December 1990, the federal government passed into legislation the *Workers Mourning Day Act*. The Act states, “throughout Canada, in each and every year, the 28th day of April shall be known under the name of "Day of Mourning for Persons Killed or Injured in the Workplace";
- This date is recognized federally and should be recognized the same provincially.

Committee Recommendation	<u>Concurrence</u>
Convention Decision	<u>Carried</u>

Resolution #17 - FOIPP Legislation
Submitted by CUPE PEI Division, CUPE 1870
CUPE PEI Will:

Call upon the Province to include Post-Secondary institutions and municipalities in Freedom Of Information and Privacy Policy (FOIPP) Legislation immediately as recommended by The Office of the Information and Privacy Commissioner

Because:

- There is no independent review at UPEI, as final appeal goes to VP Finance and Administration not an independent person outside of UPEI
- A review of the FOIPP Legislation did not take place in an open and transparent fashion through a public review process
- Every other provincial jurisdiction in Canada have post-secondary institutions and municipalities included in Legislation
- Many groups submitted this as a recommendation to review process

Committee Recommendation	<u>Concurrence</u>
Convention Decision	<u>Carried</u>

Resolution #20 - Housing Access

Submitted by: CUPE PEI Equality Committee

CUPE PEI Will:

Work with social partners and help form a provincial "Housing for All" coalition and strategize and lobby government to adopt policies that meet the needs of people, not just developers and landlords.

Because:

- Housing vacancy rates in Charlottetown are at a very low point and where of housing is quite high for tenants
- Most new housing does not address this issue
- The recently appointed Provincial committee to study access to housing is not looking at the broader social impact of housing and the opportunities it presents re: dealing with "loneliness" and social cohesion through co-housing, housing co-operatives etc.

Committee Recommendation	<u>Concurrence</u>
Convention Decision	<u>Carried</u>

Resolution #21 - Fort Amherst

Submitted by: CUPE PEI Equality Committee

CUPE PEI Will:

Work in conjunction with others in asking that Parks Canada address this historic injustice by removing Jeffrey Amherst's name from Port la Joye's Historic site and add historical interpretation to recognize Amherst's history and the genocidal actions of General Amherst

Because:

- Jeffrey Amherst has been found to be complicit in encouraging the distribution of smallpox blankets among indigenous people
- Keptin John Joe Sark and many other groups have asked that the name Amherst be removed from Port la Joye/Fort Amherst so we remove this honorific due to his genocidal behavior
- This is in keeping with the aims and objectives of The Truth and Reconciliation Commission and with actions like Trudeau's renaming of The Langevin Block and the removal of the Cornwallis Statue in Halifax

Committee Recommendation	<u>Concurrence</u>
Convention Decision	<u>Referred to Committee</u>

Resolution # 22 – Environmental Assessment Process

Submitted by: CUPE PEI Equality Committee

CUPE PEI Will:

Commit to continue its work with SOSS, Council of Canadians, Sierra Club and PEI Coalition for Protection of Water and others to protect Canada's waterways including The Gulf of St. Lawrence, Northumberland Strait and PEI's fresh water

Because:

- The Trudeau Government has committed Canada to reach the Paris Climate Accord Goals and right now will not meet those targets
- They promised to restore the Environmental Assessment Process and Navigable Water Act protections to those in place before being gutted by the Harper Government in omnibus bills
- The Gulf of St. Lawrence is heating up due to climate change thereby imperilling the fishery and tourism in all four Atlantic Provinces and that it needs immediate protection especially with the situation of Right Whale and other species in danger

Committee Recommendation
Convention Decision

Concurrence
Carried

Resolution # 23 –Paid Domestic Violence Leave

Submitted by: CUPE PEI Women’s Committee

CUPE PEI Will:

Continue to lobby the Provincial and Federal Governments to establish domestic violence leave legislation similar to other provinces.

Because:

- Thousands of workers experience domestic violence every day and domestic violence leave ensures that victims are treated with compassion and are able to seek help;
- It is important that victims of domestic violence are able to take time off work without losing their jobs or compromising their financial independence;
- Victims of domestic violence need time to seek protection orders, make child care arrangements, get medical care and/or counselling and seek shelter;
- Domestic violence does not stay at home, it follows people to work and negatively affects work performance and increases further risk of abuse

Committee Recommendation
Convention Decision

Concurrence
Carried