

# THE OTHER SIDE



A Quarterly Newsletter of CUPE Alberta  
[www.cupealberta.ab.ca](http://www.cupealberta.ab.ca)  
December 2003

## Special Edition

**CUPE Alberta Remains Strong  
After Health Care Votes**

**Paul Moist, New National  
President**

**PLUS**

- ▶ **President's Notebook**
- ▶ **Division News**
- ▶ **Bargaining Gains in Alberta**
- ▶ **CUPE Alberta in Quebec City**

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# President's Notebook

*To say that the last month has been the hardest days in all the 26 years that I have been a CUPE member would be an understatement by far. It is regrettable that I have to report to you the loss of almost 6,200 CUPE sisters and brothers from our health care sector in this province. We have lost activists and friends from our CUPE family because of the forced run off votes brought on by the provincial government's vindictive actions against unions and our collective agreements. Our CUPE members and staff put their hearts and souls into the campaigns in their respective regions and ran those campaigns in true CUPE tradition with honesty, respect and dignity. They gave our CUPE members and other union members the truth about what CUPE is and what we believe in.*



*There can be no finger pointing. There can be no second guessing ourselves. CUPE put together the best campaign I have ever experienced. Yet, we will certainly review and assess all the campaign components to learn from the significance and impact of our losses.*

*To the CUPE members and staff that worked on this campaign, "stand up and be proud". You all did more than anyone could ever ask of you. You are all winners in my eyes and you deserve our deepest respect and thanks.*

*Sisters and Brothers, the fights are not over in Alberta. We have many foes out there that want to decimate unions and what we believe in. But we must not allow that to happen. CUPE was here yesterday and 40 years ago. We will be here tomorrow fighting for our members and all residents of this great province.*

*Remember that we are still over 26,000 members strong and we continue to negotiate, represent and organize across this province. Our work for our members must and will continue.*

*In solidarity,  
W. Bruce McLeod*

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[www.cupealberta.ab.ca](http://www.cupealberta.ab.ca)  
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## Representation Vote Results

Region 3 - Calgary	CUPE 1,325
	AUPE 1,743
Region 4 - David Thompson	CUPE 457
	AUPE 778
Region 5 - East Central	CUPE 85
	AUPE 160
Region 6 - Capital Health	CUPE 1,124
	AUPE 1,749
Region 7 - Aspen Region	CUPE 308
	AUPE 393
Region 8 - Peace Country	CUPE 177
	AUPE 359
Region 9 - Northern Lights	CUPE 58
	CEP 135

# CUPE CELEBRATES 40 YEARS ON THE FRONT LINE

by Lana Morrell

1,800 delegates from across Canada met in beautiful Quebec City October 26 to 31st to celebrate the service of a dynamic leader, elect a new national leader and to plan for the next two years of hard work.

They came to be inspired and to share their successes and renew psyches bruised and battered by governments and employers bent on the destruction of public services and decent wages. They came to cheer and applaud

striking municipal workers from Quebec who have been on the line for 230 days to win job security and fight pri-

vatization. They came to raise \$19,976 from the convention floor and to see it matched and raised to \$40,000 by their National Executive Board, this money to be distributed to the Quebec municipal workers and the five other striking CUPE locals across the country. Delegates came to march on

Quebec's National Assembly to tell the Jean Charest government - hands off our collective agreements, and hands off \$5 a day child care in Quebec. They came to pass a strong resolution calling for an end to investments in privatization schemes by the CPP and other pension boards. They came to debate and provide input into a new 'Strategic Directions Document' which sets out the three key objectives: strengthening our bargaining power, increasing our day to day effectiveness, and intensifying our campaign to stop contracting out and privatization.

"These three objectives - each reinforcing the other - are essential if we're to succeed in protecting our members jobs and making real improvements to

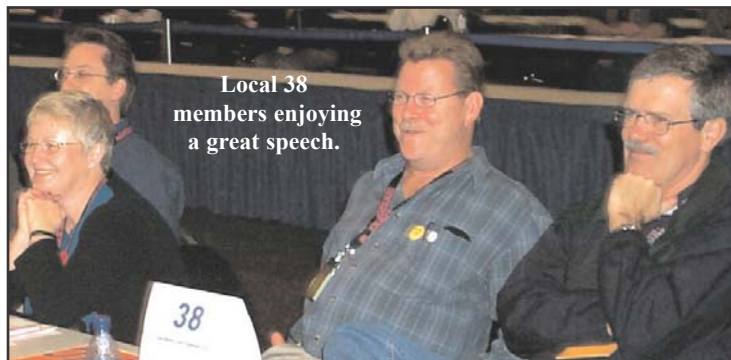
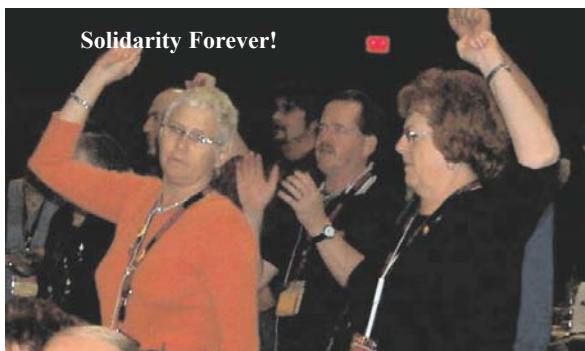
wages and working conditions," said National President Judy Darcy. Delegates had the opportunity over the Convention to offer amendments and make suggestions to strengthen the plan.

Nine sectoral meetings held prior to the start of convention provided the delegates opportunity to share stories and lessons on how things are going in their areas, their successes and where we need to work harder for change. Information and ideas from these meetings went forward to the Strategic Directions Document Committee.

During the five days of Convention delegates heard from many dynamic and inspiring speakers. Judy Darcy's report summed up her 12 years as the National President. She spoke proudly of CUPE's accomplishments. "Canada would be a very different place today if CUPE had not fought back against privatization, contracting out and deregulation. Water services would be privatized in Montreal, public power would have passed into private hands in Ontario and Calgary, and we would have hundreds of P3 schools in towns and cities across the country." Darcy also highlighted CUPE's important gains for equality including better wages for women, aboriginal partnership agreements to create representative workforces, the achievement of same sex pension benefits and anti-racism work. Judy Darcy is stepping down as National President but she will never be far from the action, in Canada and

around the world. "And that means I'll be with CUPE - the union that is always on the front line," she said. Claude Généreux, National Secretary Treasurer reported that strikes over the last two years have been long and costly. "Our members must be sure they can receive strike pay when they take a stand against an employer." He assured members that he has initiated reforms on many levels ...

Continued on page 4...



## CUPE Members and Staff Fought an Excellent Campaign



“We are very proud of the campaign fought by our members and staff and we will continue to fight for public health care and health care workers,” says CUPE Alberta president Bruce McLeod in the aftermath of the government forced representation votes.

CUPE lost 6,200 CUPE members from the health care sector after results were released November 3 - 5.

“The results were very close in a number of regions even though CUPE

held the smaller share of the membership going into the vote. That is a strong endorsement of CUPE and our record on both collective bargaining and fighting for public health care,” said McLeod.

For example, in Edmonton 54 per cent of the voters belonged to AUPE, 38 per cent to CUPE. Of the votes cast, AUPE received 56 per cent of the vote compared to CUPE's 42 per cent. Also included in the vote were 392 members of the International Union of Operating Engineers. “Given the jump here,” said McLeod, “it would seem many voted to switch to CUPE.” In Calgary, AUPE represented over 56 per cent of the workers, CUPE 43 per cent. AUPE received 56 per cent of the votes cast and CUPE 43 per cent.

“In no way do these results represent health care workers choosing AUPE over CUPE. Based on the split in membership going into the vote, it is far more likely that health care workers in both regions voted to keep their old union. Unfortunately, the vote forced upon them through Bill 27, took away their right to choose their union. We have every reason to be proud,” he said.

CUPE continues to represent 5,600 health care workers in Alberta in both the acute and long-term care sectors. In addition, we represent another 21,000 in municipalities, schools, post-secondary facilities and social services.

“All those members are depending on our strength in collective bargaining and they are depending on us to step up the battle against privatization. Today that is our job and our priority,” he said.

## Ask The Other Side

Q. What is the role of the CUPE Communicator?

A. In many local unions it's often the busy executive or shop stewards who distribute union materials to the general membership. While this may work for some, even a good distribution system is not a communications network.

The CUPE Communicator/1-in-10 network is set up to get people talking to people and it works.

Member communicators take on the job of communicating with 10 other members in their direct contact area.

They are then responsible for talking about and circulating any materials from the local's executive and provide feedback. Communicators are not expected to have answers to members' questions or handle grievance issues. They simply are a channel for questions or answers and verbal or written union information. It takes only a few minutes to give something to 10 people in a Communicator's immediate work area, but once this system is up and running, you'll wonder how you managed without it.

*For more information visit [cupe.ca](http://cupe.ca). or contact your CUPE national representative.*

*Continued from page 3...*

...to insure funds are spent where they will do the most good.” He asked the delegates to support a resolution to extend the Solidarity Levy so that we can rebuild the fund. The delegates later voted overwhelmingly to extend the Solidarity Levy for two more years.

The days together on the convention floor forged a bond between the delegates. We shared success and failure, laughter and tears, raised our arms and voices together as one to proclaim a union joined from coast to coast in Solidarity. As we parted we knew that there was a chance that some members would never return to a National CUPE convention again. But we all know that no member will ever be alone in their struggles to have a job, make a decent wage, and be able to care for their family. We will fight for each other and for what is right.

# East Meets West

## Alberta Members Make their Mark in Quebec City

### Westerner Elected to Lead CUPE

Paul Moist was elected CUPE's new national president at the bi-annual national convention in Quebec City October 27 -31.



“Defending our members and the services they provide is my top priority,” said Moist, the president of CUPE Manitoba and a general vice-president on CUPE's national executive board.

“I intend to build on our union's successes - supporting members at the bargaining table, building strong local unions, stopping privatization in all its forms and pushing for increased funding of Medicare and other public services.”

Moist became a CUPE member at age 19 in 1975. In 1993, Moist was elected president of his local, CUPE 500, representing 5,000 municipal workers in Winnipeg. He was elected president of CUPE Manitoba in 1997.

Moist has long been the most prominent union leader in Manitoba, a province with deep roots in the labour movement. He has enjoyed many victories, including a successful campaign to stop Winnipeg city council from rolling back workers' wages. Just last year, he led negotiations on behalf of all civic employees to create a jointly-trusted pension plan. More recently, he led the successful effort to ensure Winnipeg's new water treatment system is publicly owned and operated.

Moist is also a leader in community organizations, serving as treasurer of the United Way and vice-chair of the Manitoba Public Insurance Corporation. He has a Bachelor of Arts degree from the University of Manitoba.

Moist is CUPE's fifth national president in its 40-year history, and the first national president from the West.



Lorna Tollman, Local 2545, stands in solidarity.



Margaret Templeton, Local 1606, raises education issues.



Linda Joyce, Local 1158, presents outgoing president Judy Darcy with a gift from the National Rainbow Committee.



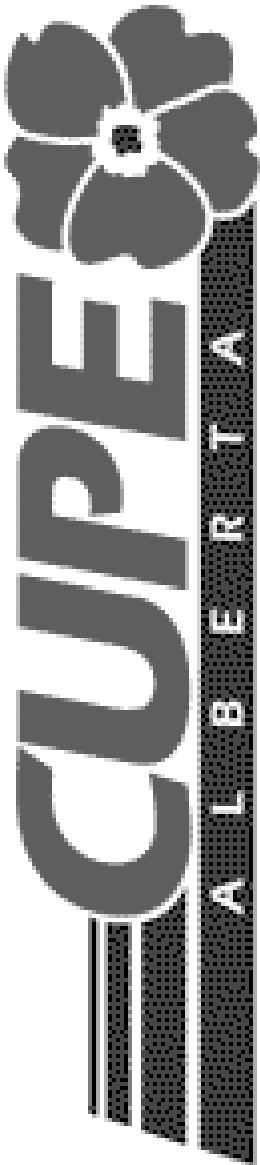
Jack Simpson, Local 408.



Renate Carmichael, Local 41, informs Convention of the Alberta Health Care Votes.

# CUPE Alberta

## *Moving Forward*



Health Region streamlining was not the only purpose of Bill 27. The legislation gives enormous powers to the Alberta Labour Relations Board to determine the terms and conditions of health workers' contracts. At the same time, the government and some health regions are threatening their jobs with talk of public-private partnerships (PPPs) and contracting-out.

In its last budget, the government of Alberta announced its intention to push public-private for new capital projects by underfunding its capital budget and committing over one-third of capital spending to PPPs beginning next year. It is not surprising then that the Calgary health region, the Calgary public school board and the Peace Country health region are investigating PPPs to meet their needs for new facilities.

CUPE Alberta Division is re-doubling its efforts to fight back against PPPs and has developed an action plan, including developing an early warning system, research and communications support for taking on the fight to stop this dangerous trend.

At the same time, CUPE Alberta Division will step up its campaign to highlight the community activism of CUPE locals across Alberta. Scholarships, charity drives, local sporting events are all activities that CUPE locals sponsor in their spirit of community activism.

Regional local meetings are being planned in the new year to collect information from CUPE locals on the local events and campaigns they have planned

now as well as to put together plans for increasing community activity. In the meantime, if your local has events that you would like us to know about forward the information to Pam Beattie at [pbeattie@cupe.ca](mailto:pbeattie@cupe.ca) or call her at (780) 484-7644.



### CUPE Local 290 - Socks it to 'Em

Local 290, representing education workers with the Lethbridge Public School Board, Palliser Regional School Division and Holy Spirit Roman Catholic School Division, has launched a massively successful campaign to keep the cold away from the less fortunate. The local collected over 200 pairs of socks in a one week period to donate to local shelters. Another example of CUPE in touch with the needs in their communities.

### In Brief

CUPE Alberta will donate \$500 and send a letter of support to the A Channel Strikers in Edmonton. CUPE Alberta will also send a letter out to all CUPE locals in Alberta urging them to donate and send a letter of support to the strikers.

CUPE Alberta will donate \$500 to the Alberta Labour History Institute to assist them in their work.

CUPE Alberta will hold an Anti-Privatization Political Action Conference October 22-24, 2004 in Calgary.

# Division News

## Sad Goodbye to Strong Activists and Good Friends



Renate Carmichael, VP Edmonton Area. Renate has been a member of Local 41 at the Royal Alexandra Hospital in Edmonton since 1968.



Rosemarie Foley, Area VP for the Northeast. Rosemarie was an executive member of Local 1461 and works at George McDougall Hospital in Smoky Lake.



Darrell Walmsley, Peace River Area VP. Darrell was President of CUPE Local 1808 in Beaverlodge, Hythe, Fairview, Grande Cache, and Valleyview.



Chris Reynolds, Alternate Red Deer Area VP. Chris was President of Local 838 at the Red Deer Hospital.



Maria Milisic, Alternate Area VP representing Fort McMurray. Maria was President of CUPE Local 1399 in Fort McMurray.



Sandy Miller, Alternate Area VP representing the Northwest. Sandy was president of CUPE 2839 at the Edson Hospital.



Margaret Wolfe, Alternate Area VP for Peace River and President of Local 3266 at the High Level Hospital, Ste. Theresa's Hospital and LaCrete Continuing Care.

## What are CUPE Members Saying?

“Surprise was my first reaction, then disbelief and disappointment. CUPE has been a learning tool for me and meeting many other members from other sectors was a great experience. So CUPE members, we may have lost one battle for the time being but now let’s regroup and come back smarter and combat ready. Keep on the fight for all the rest of our members. See you soon.” Emma Lammle, Local 2981 (health care sector - lost but not forgotten).

“I truly believe we need to concentrate on going out and try to organize the unorganized and try to get another 8000 members back into CUPE.” Trevor Johns, Local 3421.

“Losing our brothers and sisters to AUPE makes me feel physically sick. I feel like I've lost someone in my family. I feel I've lost part of me.” Angela Lauderman, Local 40.

“We walked the walk, we talked the talk, we fought a hard fight, and we will always be united. Give Dan Hell. Wow him with what CUPE members are all about. Make AUPE respectable again. I will miss you, your stories, your laughter, your thoughts, your wisdom.” Therese Taschuk, Local 4575.

“We fought, we lost but we must continue to fight.” Rosemary Kostiuk, Local 3550.

“I will miss our Brothers and Sisters we have lost from our health care sector and the activism and enthusiasm they have brought to CUPE Alberta over the years.” Richard Malcolm, Local 417.

“Yet again we have suffered attacks by this provincial government on our collective agreements and our union. This did not have to happen. It hurts! CUPE will continue to stand and deliver.” Dave Malden, Local 709.

## Alberta CUPE Members Make Big Gains in Recent Contract Negotiations

▶ After voting to join the Canadian Union of Public Employees last December, housekeepers at the Peter Lougheed Centre, Rockyview General Hospital and Colonel Belcher Hospital have a first contract that will give them a 35 per cent wage increase along with many benefit improvements. The 300 hospital housekeepers are employees of Sodexo and remain CUPE members at Local 182.

▶ The members of Local 1169 representing staff at the Calgary Public Library have a new contract that gives them a 10 per cent wage increase over three years. Central to the new agreement is a process to address the use of volunteers in the library system that protects the jobs of CUPE members.

▶ Custodial and maintenance staff with the Calgary Public School Board have ratified a new two-year contract for an 8 per cent pay raise. The school support workers are members of CUPE 40. The new agreement is retroactive to September 1 giving the CUPE members a 4 per cent wage increase this year and 4 per cent November 1, 2004. In addition, wages for some trades and for the wage for the weekend watch will be increased to reflect market rates.

## Alberta Picks Up National Awards



CUPE Alberta President  
Bruce McLeod and  
Local 3550 President  
Trudy Grebenstein.

CUPE 787 - City of Grande Prairie (Outside Workers) won the award for best newsletter for a Local with under 100 members. And, CUPE 3550 - Edmonton Public Schools (Support Staff) took home the award for best overall newsletter for a local with 1,000 to 3,000 members. CUPE Alberta won the second place award for Division website. Congratulations to all!

**Correction** - In our November issue we incorrectly reported that AMEC will pay for the costs of non-affiliated municipal locals to attend the next AMEC meeting. In fact, the decision by AMEC was to invite non-affiliated locals to the February meeting with the reminder that AMEC pays the costs for delegates from affiliated locals to attend the regular meetings of AMEC. We apologize for the any inconvenience the mistake may have caused. For information on affiliating to AMEC contact Mark Marin at (403) 269-3324.

## Mark Your Calendar....

**December 1**

World Aids Day

**December 3**

International Day for Disabled Persons

**December 6**

National Day of Remembrance

**January 17-18**

Alberta Education Employees Committee

Edmonton

**January 24-25**

Standing Committees

Edmonton

**January 30-February 1**

Division Executive Meeting  
Calgary

**February 6-8**

Health and Safety Conference  
Edmonton

**February 21-22**

AMEC Meeting

Calgary

**March 25-27**

CUPE Alberta Convention  
Lethbridge

