

# CUPE PEI Equality Committee

## BARGAINING EQUALITY

P.E.I. All Presidents' Meeting

January 17, 2011

# PEI Bargaining for Equality Mini-Conference

- May 18, 2010
- 1 day, right before the Convention
- For executive officers, members of bargaining teams
- For members who are interested in promoting equality issues



# What is bargaining for equality??

- Inclusion – including everyone in your bargaining unit on an equal basis
- Recognizing differences
- Removing barriers
- Addressing systemic discrimination
- Recognizing everyone's basic human rights
- Everyone has the right to work in an inclusive labour market
- Labour rights are human rights



# Why do we bargain for equality?

- SOLIDARITY!
- An injury to one is an injury to all
- When everyone feels included on an equal basis, participation and support for the union increases

# Our workplaces are changing

## WOMEN

- Women have been entering the workforce since the 1940's in large numbers
- Both women and men need to work to support themselves and their families
- In 1971, 1/3 of CUPE members were women
- Today 2/3 of CUPE members are women
- But women make up only 1/2 of local presidents, 1/2 of delegates to National Convention, and only 1/4 of the NEB

# Our workplaces are changing

## YOUNG WORKERS

- Across Canada, our population is aging – faster in PEI.
- Mandatory retirement is disappearing.
- The public service is losing permanent full-time jobs – more and more jobs are temporary, casual and part-time.
- Difficult for young people to get permanent full-time jobs – and difficult to participate in the union.
- Our young people are the future of the labour movement.

# Our workplaces are changing

## WORKERS WITH DISABILITIES

- 16% of PEI residents have a disability (14% of Canadians)
- Rate of disability increases with age
- Aging population means the rate of disabilities is increasing as well
- Disability is defined as any real or perceived functional limitation, including those caused by discrimination.

# Our workplaces are changing

## PEOPLE OF COLOUR

- Canada has always depended on immigration to build the nation – and the labour force
- Multicultural mosaic
- After generations, Canada is now our home
- Patterns of immigration are shifting from North European to East Asian, South Asian, West Asian and the Middle East, Central and South American
- Canada is doubling immigration rate due to aging population

# Our workplaces are changing

## ABORIGINAL WORKERS

- Colonialization resulted in 90% loss of Aboriginal population since 1500's
- Today the Aboriginal population is growing – Aboriginal youth are an important and growing addition to the labour force
- Per child, spending on Aboriginal education is far less than spending on public education

# Our workplaces are changing LGBT

- 10-15% of the workforce is lesbian, gay, bisexual and trans
- Has always been this way
- Growing recognition of legal and human rights – including right to marry and adopt, right to pension and health benefits
- More and more people are “out” about their sexual and gender identities in their families, communities and workplaces

# The Future

## PRIVATIZATION / CONTRACTING OUT

- More and more public service jobs are going to the private sector
- Wages – race to the bottom
- Hours – more part-time, temporary and casual
- Women, youth, those with disabilities, Aboriginal and workers of colour, LGBT – are among the hardest hit

# The Future

## GLOBAL ECONOMIES AND TRADE

- Made in Canada??
- Americanization
- Jobs moving out of province and out of country
- Losing civil liberties
- Shrinking public services
- Unionization rate going down
- More tax breaks to large corporations
- Workers and taxpayers are getting shafted



# Bargaining Equality – ACT NOW!

- Need to act now to change direction
- Need to build solidarity within the union
- Rights for all
- Bargaining for equality for all union members is absolutely vital

# Bargaining For Equality

## WHAT DOES IT INCLUDE?

- Health and Safety: Harassment, Bullying and Violence in the Workplace
- Accessibility and the Duty to Accommodate
- Maternity and Parental Leave, Child Care
- Family Responsibilities and Leaves of Absence
- Pension and Benefits
- Rights for Casual, Seasonal and Part-time Workers
- No Wage Discrimination
- No Contracting Out



# The Big Picture

- Bargaining is a piece of the puzzle
- Other pieces
- Effective Stewarding
- Representational Leadership
- Political Action
- Solidarity with Other Unions
- Building Alliances with the Community

# PEI Bargaining for Equality Mini-Conference

- Send delegates
- Send executive officers
- Send members of bargaining committees
- Send those who are interested in equality issues
- **TOGETHER WE CAN MAKE A DIFFERENCE!**