**CUPE Nova Scotia – 60th Anniversary**

**Sunday May 26, 2024**

Nan called convention to order

Welcome

Indigenous welcome – Brian Knoxville

Land acknowledgement

Reading of the CUPE Equality Statement

A Moment of Silence

 Jodi Milley, L8920

 Dawn Corcoran, L1245

 Glenna Casavechia, L4814

 Albert Dean, L5050

 Charlie Savoy, L5050

 Barbra Degestine, L8920

 Geraldine “Gerry” Oswald, L8920

 Tara Asmon, L5248

 Sandy Wilson, L2784

 Barb Duncan, L1082

Convention call

Constitution and Rules of Order

1st Credential Report – Lisa DeMolitor & Greg Williams

Moved and seconded by Committee

Carried

|  |  |
| --- | --- |
| CUPE NS Executive | 9 |
| CUPE National Officers | 2 |
| CUPE National Executive Board | 4 |
| CUPE Staff | 20 |
| Guests | 3 |
| Exhibitors | 1 |
| Voting Delegates | 211 |
| Alternates | 31 |
| **TOTAL** | **281** |

Reports:

CUPE Nova Scotia VP Cape Breton Report

During the past year I have again had the opportunity to learn and grow in the union environment. I have attend every CUPE NS executive meeting, responded to many emails and aided in passing motions with the CUPE Nova Scotia Board.

Some of the activities I have taken part in this year:

Attended Rally with local 759 concerning Contracting out services within CBRM

Attended Labor Day Picnic Sponsored by Cape Breton District Labor Council in Sydney

Attended National Convention in October in Quebec.

Attended Rally for striking and locked out Quebec workers

Attended Nova Scotia Federation of Municipalities Conference. Gave me the opportunity to meet with different personnel from all locations in Nova Scotia.

Attended Pickets lines for CUPE 759 during their walkout

CUPE NS Executive Board Liaison for the Contracting Out and Privatization Committee – very unfortunate but the committee has not been successful in meeting and obtaining goals

CUPE NS Executive Board Chair for ad hoc Resolution 11 Committee –

Appointed to the National Contracting out and Privatization Committee and attended All committees convention in Ottawa. Eye opening experience to realize how much Contracting out and Privatization is occurring through out Canada and the industries and workers in impacts.

I encourage all locals in Cape Breton to ensure their contact information is submitted to CUPE Nova Scotia so that the CUPE NS Cape Breton VP can contact them and bring forth any issues, battles, victories their local may be facing to the CUPE NS board.

This position has been a pleasure to fulfill and I want to thank all CUPE NS members and especially those in Cape Breton for their support.

Sincerely,

Cheryl MacDonald

Northern Zone Area Vice President Report

First, I would like to welcome you to CUPE Nova Scotia’s 60th Convention.

I have attended all CUPE Nova Scotia board meetings and Zoom calls and participated in all emails and decision-making process.

I have reached out to all the locals covered in the Northern Region to the best of my knowledge.

I have heard back from a few locals on my request for updates to provide to the board.

Just a few other events that I have attended over the last year were pride parades, Black History Month Gala and the National Day of Morning at province house.

I also hold the CUPE seat on the Nova Scotia Federation of Labour as General Vice -President. I enjoy being on the NSFD board, the learning experience I am gaining within this role is defiantly helping me grow as an individual and leader.

I also am on the National Pink Triangle committee, and I am enjoying the experience immensely.

A shout out to the CUPE NS division executive. We may be a small board, but we always punch above or size.

In Closing it has been a privilege and honor to represent the Northern Area and I look forward to the year ahead.

Have a safe and happy Convention.

Alan Linkletter

Northern Zone Vice President

CUPE NS Global Justice Committee 2024

The global justice committee has had a couple of Zoom meetings over the last year. Getting all of our members together has been a challenge. We were not at full membership numbers until this spring. We had unfilled seats and had lost members who moved to other jobs.

We did do the Global Justice education through CUPE National last spring. It is called Global People Power, Building worker solidarity in a global economy. It is a three hour online course that helps one understand connections of union solidarity across the globe.

All of the national global justice work can be found on the CUPE national website, and here in Nova Scotia we continue to support the SINTRACUAVALLE in Colombia to keep their water from being privatized and available to all in the province of Valle del Cauca. The leaders of this union are under threat of violence because of their activism.

If you are interested in international solidarity and how CUPE supports other workers abroad, there are many resources on the CUPE website. Also, stop by our table at convention; you can find printed resources, ticket sales, and have your questions answered.

In solidarity,

Cheryl Burbidge

Health & Safety Committee Report

The committee has had zoom meetings the last year going over the Action plan developed from the previous year.

The committee is focused on Resolution number 1 from the 2023 convention. They have had many zoom meetings, facilitated by Jenna Brookfield on” *Lobby the provincial government and all Regional Education Centre’s for Education and School Boards in Nova Scotia to find an accessible and simple way to report violence in schools. One that is used by all employees, one that does not require supervisor permission*.” Thank you to local 5047 for submitting this resolution and to Jeanna Brookfield for your continued support.

The committee is also working on a panel discussion for the upcoming All Committee Meeting being held in October.

The committee also attended the National Day of Morning on April 28th, 2024, at Province House.

We hope everyone has a safe and happy Convention.

The Human Rights Committee

The Human Rights Committee has been very busy over the last year, we meet once per month online. We met in person for our first meeting to develop our Committee Action Plan for the year, as well as we were involved with Virtual meetings with Michelle Biss from The National Right to Housing Network as well as Hannah Wood from ACORN.

We have taken on Housing as a Human Right as one of our Priorities and will continue our work bringing awareness to the Housing Crisis.

We have reviewed and updated the committee mission statement which was approved by CUPE NS Executive Board. After our in person meeting we attended a gala at Mount St Vincent for the Canadian Center for Policy Alternatives.

We created an information handout on locations across the province for donations of Winter Clothing and this was sent out on our Facebook Group as well as out to the Locals in the province.

We have brought awareness of Education being a Human Right, every child deserves to have school supplies. We are collecting school supplies at Convention. This information sheet was put on social media as well as out to locals to collect as much as they can, if anyone here would like to add to our donations please come find our table or a member of the committee.

We currently have set up a panel discussion here at convention on working and living with Unseen Disabilities.

Our committee will be supporting and attending at least four of the pride parades being held across NS.

We will continue to work hard for the rest of the year in bringing awareness of all our Human Rights within CUPE and beyond and we encourage everyone to Join us and stay up to date on Facebook at

CUPE Nova Scotia Human Rights Committee

Thank you

Karin T 5054, Savannah 8920, Laura M , Jess, Ashton, Amanda 8920, Jenna B

National Global Justice Committee 2024

The National Global Justice Committee met in Ottawa from March 25-28 for the All-Committees Conference. It was a great meeting with a nice balance of returning and new members where we exchanged ideas on what will be the focus of the committee over the 2024-2025 term.

The Global Justice Committee’s priority for the next 2 years is education which will include:

1) Promoting our Global People Power course

2) Supporting Resolution 804 (see attached) and member education about the history of Israel’s occupation and colonization of Palestine

3) And promoting the history and significance of International Workers Day which is held on May 1.

We discussed Resolution 178 (see attached) and how the Global Justice Committee can support this work and engage members in political action as:

• CUPE’s partners in other countries want us to fight the right wing in Canada as our contribution to the global struggle against the right.

• the NGJC will work hard to change the narrative and the misinformation that claims that Pierre Poilievre and the right wing support the working class.

• We will continue to promote our CUPE Global People Power course because as we fight the right wing, we think it is really important that we are clear about what kind of a society and a world we are fighting for, and who our allies are in Canada and around the world.

• Our committee will also work hard to build partnerships and alliances with the NGO’s, grassroots groups, communities in Canada who will be affected by Poilievre’s cuts to international development, immigration and migrant support and foreign aid.

We also had presentations from Anna Lippman from CUPE Local 3903 who talked about her visit with a delegation to Palestine. As well as Kent Peterson, CUPE Saskatchewan and Juanita Forde, CUPE 2191 who talked about their travel and work with a delegation to the Philippines.

In Solidarity,

Lisa MacKenzie, CUPE Local 8920

CUPE National Pink Triangle Committee Report

The first meeting of CUPE National Pink triangle committee was held in Ottawa on March 26th till March 28th, 2024. This was a fun and packed few days of learning and growing as a member.

This is my first time sitting on a national committee and from day 1 I was truly in aww of how our Union steps up to the plate in being a world leader for the rights of everyone.

Our committee developed an action plan on where we would like to focus our attention to.

* Drag story time – The stigma placed on persons in drag.
* Highlight members in a video promoting the diversity of CUPE and how WE are CUPE.
* Collaborate with the young workers committee on developing a method of communication for new and young workers to have an easier way of connecting with their local executive.

Our next face to face meeting is planned for some time in August.

A highlight of the meeting was being able to meet and have conversations with Monica Helms who created the Trans flag.

Respectfully Submitted

Alan Linkletter

CUPE National Transportation Committee Report

CUPE NTC met at the All Committee Conference with a new CUPE Rep, a few new faces and some familiar ones. We used our time to discuss the matters within our respectful provinces and work on what our committee would like to accomplish over the next 2 years.

Our Committee has School Bus Drivers, Transit Drivers, a Ferry Operator and a Signal Technician. Even though we have different job classifications, our issues are very similar.

Violence in the workplace, lack of casual workers, continuous bargaining (ratifying one agreement and going right back to the table), the fear of cutbacks – just to name a few.

We took a lot of time to review the resolutions passed at the last CUPE National Convention. There was also discussion regarding how CUPE selects resolutions and the amount of time they are on the floor before voting takes place.

It has been decided that the NTC will put forward resolutions at the next CUPE National Convention that will help with getting more resolutions to the floor, in a timing matter and represent more members that CUPE represents, lobby the government for better funding for transportation in ALL of Canada and to update how the cost share program works so that Locals of ALL sizes will be able to participate in the program.

NTC Priorities for 2024 – 2025 will include - Show Canadians the value of this work; Talk about what the work is and what it is not; Collect the information needed to support organizing; Advocate for the resources to organize in the sector; Strengthen the ties between organizing with advocacy and promoting the professional nature of the work; Provide talking points/scripts/responses to right-wing talking points to talk to members and about the choice they face at elections; Participate in regional and sectoral conferences and events to talk to members.

The committee is hoping to meeting within the last 3 weeks of November as the CLC will be holding a lobby day within the time frame.

NTC are also happy to team up with another committee to discuss, support and work together to better all CUPE members in Canada.

In Solidarity
Jennifer Cox
President CUPE Local 4682
Co-Chair CUPE National Transportation Committee

Young Worker VP Convention Report 2024

June-December 2023:

Because I am newly elected into a position that didn’t really have a foundation, my

first few months in this term were spent learning the ropes. I played more of a

supporting role, providing input and a voice wherever it was needed.

I had the opportunity to attend my first national convention and be on the

resolutions committee (I really just jumped into the deep end) but everyone was

very supportive and encouraging. I'm very thankful for that experience.

I have been working on a newborn/postpartum care package. My intention is to

help those who may not have support or resources of their own. These would be

people who most likely already require support from our CUPE NS sectors. I will be

working in collaboration with members from the women’s committee.

January-April 2024:

In January I took on the role of regional liaison for CAMIC. I have attended several

virtual meetings with the council. My role is to communicate with the division

presidents on behalf of the council usually by email, but sometimes people insist

on speaking to me over the phone.

Matt MacDonald and I met virtually in February, to work on the events/cultural

calendar in hopes to curate an inclusive list. I feel we were able to add quite a few

items to the list Matt created.

I attended the Black History month gala on February 10th hosted by the Africa

Festival of Arts and Culture. I brought my best friend as my plus one and we both

really enjoyed the evening and the talented people who were involved.

I participated in a video project for international women’s day for the women’s

committee. I really enjoyed the whole process with Taylor, Haseena and Samantha.

There were a lot of great conversations that happened on and off camera.

I created a survey for young workers with the intention to better understand the

demographic, and what their needs and interests are. As of typing this the survey

has not been launched, but it will be on google forms. The survey will be ongoing

and will evolve as time passes.

April 12th-13th I attended CUPE NS’s first women’s conference and had the

privilege to read Suzy Hansen’s introduction. I also popped in to be a part of

another video project for the women’s conference.

CUPE National Literacy and Essential Skills Committee - Member Report April 1, 2024

Greg Weir, CUPE Local 2694, Nova Scotia

Why are committee members participating? What do we hope to accomplish?

1. Support learning in the best way for the learner. Effective communication is important to literacy.
2. To help explain that literacy is more then the “Three Rs.” Communication is essential & required to empower people.
3. Literacy in all forms is important for a fulsome life experience, gives hope for generations to come.
4. To support literacy & skills that will help and empower our members.
5. To better understand how to help build further relationships with members.
6. To gain a better understanding of different forms of literacy beyond reading and writing
7. To support common literacy goals and understand differences across the country in literacy supports.
8. To make a difference, remove barriers, encourage positive engagement & resource funding.
9. Plans to provide something tangible to support literacy.
10. Create inclusive working groups with an agenda that supports all learners & learning styles.
11. Refresh materials and resources & hold literacy events.
12. Work on strategies and techniques to deal with different learning styles.
13. Help people improve their lives through better literacy.

Challenges

1. Only three committee members were returning members.
2. We need to ensure people understand literacy is more than reading and writing.

Work with other committees & Action Items

1. Clear Language, literacy documentation (needs to be refreshed)
2. Issues: political action (federal election), violence in the workplace
3. Swag & resources
4. Worked with the Library Committee with regard to clear language documentation to provide clearer information of library services “beyond books.” Discussed issues of violence in the workplace & how literacy has an impact.
5. We had a meeting with the Environment Committee last year and suggested a clear language guide to “Just Transition” be developed & it was presented this year.
6. We worked with the Environment Committee to try to pare down the document submitted & break things up into a super short “slogan,” a more detailed “blurb” and provide a full clear language document (albeit briefer than what we currently have).
7. Discussed Artificial Intelligence & its impact on literacy.
8. Discussed misinformation and disinformation.
9. Will develop online resource before next meeting in fall to provide examples of mis/disinformation, phishing, smishing, vishing, and online scams to help promote digital literacy.

General items to consider in developing materials

1. Research facts. Everything must be verifiable. Clear language is essential.
2. Be inclusive. Use multiple delivery methods, platforms & media (text, audio, video, digital). Develop fact sheets & scripts. Use connections. Have an ask.
3. Slogans and catch phrases. Be memorable. To counter: Refute, Restate, Repeat.
4. Repetition across all platforms/media.

**CUPE NS – Monday, May 27**

**Announcements:**

* Nan – sweatshirt discussion-swag—only to the person that attended convention will receive the sweatshirt. Could place an order if there is interest.
* Kelly Clark photography hired to take pictures.

Nan McFadgen called convention to order: 9:02am

Toast to Halifax Water – Jessica Haley (L1431) and Dwayne Bell (L227)

2nd Credential Report – Courney MacKinnon (L1485) & Lisa deMolitor (L964) Carried

Moved and seconded by Committee

|  |  |
| --- | --- |
| CUPE NS Executive | 9 |
| CUPE National Officers | 2 |
| CUPE National Executive Board | 4 |
| CUPE Staff | 23 |
| Guests | 4 |
| Exhibitors | 7 |
| Voting Delegates | 220 |
| Alternates | 30 |
| **TOTAL** | **299** |

**Motion to move minutes from 2023 - Karen Wheeliker (L5050); Steve Joy (1867) -seconded. Carried**

**CUPE NS PRESIDENT REPORT**

Dianne Frittenburg (CUPE NS VP) introduces Nan McFadgen (CUPE NS President):

CUPE NS Report – get from booklet.

As we begin our 60thth annual convention here in Kjipuktuk (meaning great harbour) also known as Halifax, I am pleased to share with you a summary of the work the CUPE NS Executive and I have undertaken on your behalf this past year. Celebrating 60 years as a division, doing the work of the membership, supporting Locals and by extension community. I am proud to stand here on this anniversary, on the shoulders of those that have come before us.

As you look at the front of the room you will see that the board is not the same one you elected at the 2023 convention. The Diversity Vice President Lee Wilson resigned for personal reasons and the Recording Secretary Treasurer is no longer a CUPE member so could no longer serve on the board. As a result, there will be two by-elections this convention along with our regularly scheduled elections.

This time last year Local 5047 was on strike. This convention held in Membertou in 2023 raised near 80,000.00 to support their hardship fund. Members supporting members, unions at their finest. The Nova Scotia School Board Council of Unions rallied behind Local 5047, attending their picket lines, dropping off donations and making statements of solidarity. That strike lasted for five weeks and was a hard-fought battle. I would like to extend my thanks to the National President Mark Hancock, he came to Nova Scotia for a whirlwind visit to as many pickets as he could fit in the time he had. It was a busy few days, I know the members appreciated your presence, a solid reminder of our national union standing with us is always a beautiful thing.

The education council is in bargaining mode yet again, one of the ways the Division will support the education sector is by participating in a cost share. The objectives of this campaign are as tohelp keep members engaged and motivated during the bargaining process, to inform parents and members of school communities of the roles members play in schools, to cultivate support from members of the public and school communities, and to put pressure on the employer during bargaining. Standing in solidarity with workers who continue the fight to improve the wages and working conditions in the K-12 Sector.

Local 8920 representing acute care workers across the province have their Health Care group in bargaining and Support starts their face to face bargaining in June as part of the Nova Scotia Council of Health Care Unions.

These members represent a diverse group of classifications that make up a significant portion of the health care system. Currently, 8920 represents over 5000 members.

The members of these bargaining units are frustrated by low wages in the face of record inflation and an ongoing housing crisis, in addition to the government’s continued fixation on only recognizing the work of nurses and doctors when discussing health care.

The Nova Scotia health care system is currently suffering from understaffing. The health care bargaining unit alone has over 1,000 full-time equivalent vacancies, which is triple the April 2019 rate. The government keeps creating and posting positions; however, low wages and minimal work life balance impact the ability to fill them. CUPE NS has entered into a cost share to fight to raise awareness with Nova Scotians about the value of the work our members do. In fact, without them healthcare grinds to a halt.

After many years of fighting for justice for workers in the child care sector, Local 4745 and 3688 has been successful in achieving a benefit package which includes a defined benefit pension plan. So very well deserved. The wage increase received by the sector while poorly done happened in 2022, that it has taken this long for the benefit package to be announced is nothing for this government to be proud of. It is definitely time that those who provide the early learning foundation to our children are shown that their worth. There is not time to rest as the fight continues to improve wages, secure more ECE’s and child care spaces must be increased.

Like many of the CUPE Sectors long term care and community services have just finished bargaining and are preparing for another round. For over fifteen years CUPE has been fighting for a pension for a group of community services workers, (group homes, small options, residential care facilities and Independent Living Support) to many years of working for a government funded employer that did not have a defined benefit pension plan. This is a proud moment for the many who have done the work! You would think government would have learned the value of taking care of those who care for others. The work continues to raise the profile of the many pieces of health care that support a healthy society.

Last year I spoke about the effort to restart the municipal sector group. We had five locals doing the work to build solidarity in the sector, 108 (HRM) 227 (Halifax Water Outside workers) 933 (CBRM Inside workers) 1431 (Halifax Water Inside workers) and last but not least Local 2694 (Victoria County) The decision was made to meet quarterly by ZOOM, there was much to discuss as the leaders from across the province talk about bargaining as well as what they have in common and what is different with their respective employers. We also had the CUPE Communications Rep Taylor attended and spoke about communication bulletins as well as CUPE Research rep Govind present on literacy. There are plans to have our Human Rights Rep Jenna to speak about Mental Health and representing our members. We have not had any other municipalities join and I will say that this is their loss. There is much to be gained by solidarity across the province it is most definitely an opportunity missed by many municipal locals. I want to extend my thanks to Anthony Mazzocca, Dwayne Bell, Greg Weir, Shannon Cowan and Scott Chetwynd for participating in the municipal sector group.

CUPE NS was once again a major sponsor of the NS Federation of Municipalities (NSFM) sharing with Mayors, Councillors and CAO’s the value of the public services CUPE members provide. We participate in the NSFM annually as well as putting ads in the Atlantic Municipal Observer profiling our municipal workers and their value to community. Our workers voices belong in the spaces where municipal governments are gathering. Shout out to Dwayne Bell, Cheryl MacDonald and Amanda Trites for pitching in to make the event a success!

I am pleased to report that CUPE NS hosted a Women’s Conference in April, this conference cam about from a resolution from lasts years convention. The conference was held in Truro and registration was full, we had room for one hundred and had a few more than that. As I write this, I don’t have the results from the survey to know how those who attended felt about the conference. If participation and comments during the conference is any indication it was most definitely a success. Many thanks to the Womens Committee for their work on the conference and to Jenna for organizing the panel.

Last year I reported about Local 5479 certified on November 3, 2022 they still do not have a collective agreement. Eight hundred workers continue to wait for rights under a collective agreement this litigious international employer should be ashamed, as should Nova Scotia Health who should have contracted these works in years ago. As I write this report we hope to have the bargaining committee for local 5479 here as guests, it is a long time they have done the work of being unionized and not seen any benefit for the greater membership. Paladin needs to learn that as long Local 5479 is CUPE, and they matter to us!

I would be remiss if I did not report on Bill 148, the never-ending saga of fighting for workers rights in Nova Scotia. Many of you in the room are likely not aware of Bill 148, passed by the Liberal government in 2015. This bill legislated a two year wage freeze, removed long standing articles from collective agreements (ending the retirement allowance/public service award as of April 1, 2015); It prohibited an arbitrator from awarding anything higher than the wage pattern and legislated wage. I will note here that Tim Houston the conservative Premier said he would repeal this Bill, now that he is elected, he is not so willing to do that. The update is I have a list of court dates as long as my arm with court dates in June 2025. As frustrating as this is, every moment of time and every dollar spent is worth it to defend the right to free and fair collective bargaining.

We continue our support for Canadian Center for Policy Alternatives which provides a balanced policy debate for Nova Scotia, promoting policies that are socially and economically just and environmentally sustainable.

CUPE NS is also a proud supporter of the Workers Action Center committed to improving the lives and working conditions of low waged and marginalized workers. They provide across the province free legal information and education to enable workers to organize for positive change.

CUPE NS is a founding member and funder of the Nova Scotia Action Coalition for Community Wellbeing, a group that provides leadership and advocacy to secure effective public policy to reduce poverty and related inequities in our province. Our vision is a Nova Scotia where no one lives in poverty.

As the CUPE NS President I sit on the Nova Scotia Federation of Labour (NSFL) as a Vice President at Large, the CUPE seats are represented by General Vice President (GVP) Alan Linkletter (8920) and GVP Nelson Scott (5050). The NS Federation of Labour is an organization of affiliated unions, Nova Scotia Nurses Union (NSNU) NS Government Employees Union (NSGEU) Public Service Alliance Canada (PSAC), International Alliance of Theatrical Stage Employees, (IATSE), and the Nova Scotia Teachers Union (NSTU) to name a few. We meet quarterly building relationships between unions. I would encourage your local if you are not already, to consider affiliating to the federation of labour. Everyone sitting at the same table is how we build solidarity. Some of you may not be aware of the difference between the Canadian Labour Congress (CLC) and the NSFL, every Local in this room is affiliated to the CLC though CUPE National using your per capita to pay this affiliation fee. The NSFL is a provincial body that your local would have to affiliate to separately. Bring this back to your Local and have the conversation, the labour movement needs you to participate in a space where you are exposed to different unions and what matters to them, and other unions need to hear what matters to us as CUPE members.

I am sorry to report that the Service Employees International Union (SEIU) disaffiliated from the NSFL earlier this year, there are challenges in all spaces including labour spaces, we miss SEIU and their contributions to the NSFL, it is our hope that we can rebuild that relationship in time.

Nova Scotia has four District Labour Councils, they are chartered organizations of the Canadian Labour Congress. Two of these councils have CUPE members as Presidents that I would like to acknowledge, Natasha Hogan President (Cape Breton District Labour Council), and Dianne Frittenburg President (Southshore District Labour Council) Labour Councils are activists in your community, if your Local is not already affiliated consider joining a labour council in your area.

This past year I have represented your voice at the National Executive Board (NEB) as a Regional Vice President. In this role, I have been your voice advocating for our region, no small feat as it is not lost on me that a small region no matter how awesome we are, will never be equal to the larger region.

Being a member of the NEB at times presents with opportunities to represent CUPE in international spaces. This past summer CUPE participated in an educational exchange with the Korean Public Service Transport Workers Union (KPTU) in South Korea. I was asked to attend, an opportunity which I am so very grateful for. As a graduate of the Canadian Labour College, I spoke about this experience. KPTU is similar to CUPE in that it represents public sector workers, while it is called the Korean Transport Workers Union, they also represent health care and community workers. An interesting tidbit I learned while in South Korea is that the union with the most members represent the entire work place, we visited a hospital where they were celebrating getting 50%+1 so they were now the representatives and excited about the opportunity to sit at the bargaining table. Belonging to a union in Korea is much more fluid than here, unions are in a perpetual state of organizing. They were really interested in how our bargaining units worked and that we represented our members no matter the percentage in the work place. They have a hard-core conservative government that had decided to close one of the work places, just like that, workers without a job. I met many hard working, dedicated trade unionists, it was a privilege to represent CUPE in this space.

It will come as no surprise to anyone that the world is shifting, voices of hate are louder now, we saw in New Brunswick the passing of Bill 713, the Sexual Orientation and Gender Identity Policy, where children can no longer safely identify at school without what they share going back to their parents, Alberta and Saskatchewan following suit. I participated in a protect trans kids anti hate rally in Ottawa, this past September where Jagmeet Singh (Federal Leader of the NDP) was walking in front. I have never seen such hatred spewed at a man because he is brown and wears a turban, he continued to walk forward holding his head high. I was proud to be walking on the right side of history.

We see a rise in the right with Pierre Poilievre appealing to the what he calls the working people. Poilievre believes in “the right to work”, this is a direct attack on unions. It creates a choice for people to join a union, you will see unions eroded as you have in the States. People will join the workforce and choose not to join the union, therefore not paying union dues. which will work briefly as you spend your locals reserves on bargaining etc, then you will see the money used to do the work decrease, and unions struggle to represent the membership. Without unions being funded properly how will workers be protected and make the gains we need to see; do we believe the employers will do this out of the goodness of their hearts? This will be the beginning of the end of worker power.

Historically the conservatives have repeatedly brought in back to work legislation, reduced corporate taxes, scrapped child care, raised the eligibility age for old age security, cut social assistance, eroded employment insurance. Expect Poilievre to continue to hack away at social and pro-economic programs. I haven’t even started to talk about the planet, he will not make the environment a priority. You may be sitting there wondering why I am speaking about politics; I am because it is the role of CUPE NS to represent workers in the political sphere. I am proud to stand against those that will work to destroy us. We need to be sure to vote, and when we do make it an educated vote. We do not want to be the generation that leaves the legacy that Poilievre represents our children deserve better.

I want to take a moment to thank the CUPE staff, you do the work every day to represent members during grievances, arbitrations and bargaining and much more. We appreciate the work you do every day. I also want to extend my very best wishes to Carl Crouse, whose work has shaped CUPE in Nova Scotia through his activism as a member, his service on the CUPE NS Executive Board, as a CUPE Rep in the Yarmouth office, as a Health Care Coordinator and as a coordinator for Long Term Care/Community Services. It is CUPE Reps like you that make CUPE the union people want to join.

My thanks to Locals for the invitations to your local meetings and AGM’s, it is good to meet and speak to the members represented by CUPE NS. In particular, my thanks for the invitations to the rallies and pickets, my favorite part of this work!

Nan moved adoption of report; Sharon Hubley (L1867) seconded

Speakers: Melissa Brown (L5047); Bev Strachan (L8920); Linda Dunn (L5047)

Carried

**Break**

**Constitutional and Resolution Committee**

Cheryl MacDonald (CUPE NS Executive); Amy Parlee (L5047); Jessica Haley (L1431); John MacDonald (L4840); Cody Hill (L2330); Mark Cunningham (Staff Liaison)

**Constitutional Amendment #1**

SUBMITTED BY: CUPE Nova Scotia Division

CUPE Nova Scotia Will**:** Amend Article 5.06 to read:

*Odd Years Even Years*

1st President 1st Vice-President

2nd Recording Secretary 2nd Secretary-Treasurer

3rd Diversity Vice-President 3rd Communications Editor

4th Young Worker Vice-President 4th Northern Area VP and 5th Central Area VP and Cape Breton Area VP

Southern Area VP

*Every Year*

One Trustee **and one alternate** elected for a three-year term.

Because:

It is important to have alternates to avoid interruption in the audit of CUPE NS books.

Moved and seconded by committee.

Carried

**Constitutional Amendment #2**

SUBMITTED BY: CUPE Nova Scotia Division

CUPE Nova Scotia Will:

Amend Article 6.07(b) to read:

The Senior Trustee shall be chairperson. In the event of a vacancy occurring, the next Annual Convention shall elect a Trustee to fill the unexpired term of office in order to preserve the overlapping terms of office. **In the interim, the vacancy will be filled by an alternate.**

Because:

* It is responsible to have Trustees available for the important work of auditing the CUPE NS books and we recognize that members for many reasons are not able to continue responsibilities they have taken on.

Moved and seconded by committee.

carried

**Resolution #15**

SUBMITTED BY: CUPE Nova Scotia Human Rights’ Committee

CUPE NOVA SCOTIA WILL:

Educate the membership on invisible disabilities and members’ rights to be accommodated in the workplace.

BECAUSE:

* invisible disabilities are often overlooked in the workplace, AND
* because all individuals with any disability have rights to be accommodated in their workplace,

AND

* because many members may not know their rights to workplace accommodations, AND
* because all workers deserve the supports and tools to be successful in their workplace.

Moved and seconded by committee.

Speakers: Karen Wheeliker (L5050); Patricia Perry (L4459); Linda Dunn (L5047); Ray Smith (L933);

carried

**Resolution #2**

SUBMITTED BY: CUPE Nova Scotia Women’s Committee

CUPE NOVA SCOTIA WILL:

host a bi-annual women’s conference. The conference will be held on or near International Women’s Day when possible.

BECAUSE:

* the first women’s conference in April 2024 was successful and well attended, And
* because the conference allowed many women to attend who may not otherwise be able to attend other events like conventions due to by-law language,

And

* because this increases solidarity for women and gender diverse members across Nova Scotia.

Moved and seconded by committee.

Speakers: Dianne Frittenburg (VP CUPE NS); Patricia Perry (L4459); Tammy Jakeman (L5047); Linda Dunn (L5047); Linda Gregory (L8920); Bev Strachan (L8920); Ann Marie Danch (L5047); Mike Clark (L8920); Catherine Hutt (L5047); Karen Wheeliker (L5050)

Carried

**Resolution #19**

SUBMITTED BY: CUPE Local 8920

CUPE NOVA SCOTIA WILL:

Continue to lobby the government of Nova Scotia and work with poverty groups such as ACORN and CCPA to bring all Nova Scotians out of poverty.

Because:

* Nova Scotia has the highest poverty rates in Atlantic Canada, the 2023 child poverty report card for NS shows an increase of 11.4% since 2021,

AND

* because some of our own members work in jobs that pay under the low income rate in NS.

Moved and seconded by committee.

Speakers: Nan McFadgen (CUPE NS President); Dan Woods (L108); Cameron Ells (L3912); Donna Beals (L8920)

Carried

**Resolution #21**

SUBMITTED BY: CUPE Local 8920

CUPE NOVA SCOTIA WILL:

Support the Centre for Migrant Worker Rights of Nova Scotia, lobbying for changes for Temporary Foreign Workers.

Because:

* Nova Scotia relies on temporary foreign workers (TFW) in the agriculture and seafood sectors. In 2023 there were 2909 TFWs employed in NS. TFWs should be able to access MSI and have the option of permanent resident status. These workers have been paying taxes and supporting the growth of the NS economy.

Moved and seconded by committee.

Speakers: Cheryl Burbidge (L8920); Riya (L1028);

Carried

**Resolution #22**

SUBMITTED BY: CUPE Local 8920

CUPE NOVA SCOTIA WILL:

Continue to lobby the government of Nova Scotia to increase the number of paid days for victims of intimate partner violence.

Because:

* Nova Scotia has a growing number of intimate partner violence, AND
* because the NS government declined the RCMP request for a dedicated domestic violence unit in 2020,

AND

* because some of our own members are victims of violence or work with victims of domestic violence.

Moved and seconded by committee.

Speakers: Patricia Perry (L4459); Tammy Jakeman (L5047); Cheryl Burbidge (L8920); Christa Sweeney (L2859); Miriah Drever (L2859); Edwinda Donovan (L1082);

Carried

**Kelti Cameron – Temporary Foreign Workers in our Union: a Solidarity and Action Guide**

Spoke about the new guide that CUPE has prepared, because more information is needed with the growing number of migrant workers moving to Canada. Employers may not always be truthful with the workers that they are under a collective agreement with full rights under the agreement.

**Find the guide on cupe.ca at:**

https://cupe.ca/temporary-foreign-workers-our-union-solidarity-and-action-guide

Speakers: Tracey Pinder (CUPE Atlantic Regional Director); Kim Loppie (L1082); Nimrod Matthias (L108); Cameron Ells (L3912); Dan Woods (L108)

Announcement:

Reminder about the gallery—Taylor doing video; the Diversity caucus is being held at lunch election caucus.

Lunch Break: 12-1:30pm

**Reconvened at: 1:35pm**

Announcements:

* Womens Committee: selling 50-50 tickets and red dress pins - $10.00
* Electronic voting: receive email-steps to take if you haven’t received it- check your junk mail, trash, etc.

**Womens Committee (Eileen Shea (L2094); Patrica Perry (L4459))**

**Presents Betty Jean Sister of the Year Award to: Lisa deMolitor (L964)**

CUPE NS Diversity VP: Jess Haley (L1431); Alternate: Nimrod Matthias (L108)

Bonnie Brown (L4536) introduces Mark Hancock

**CUPE National President – Mark Hancock**

Good afternoon, sisters, brothers, and friends.

It’s an honour to be joining you today on the traditional, unceded territory of the Mi’kmaq people. And it’s a pleasure to be back in beautiful Nova Scotia with so many friends and familiar faces!

I have the honour of bringing greetings to you all on behalf of our National Executive Board and of course our 750,000 members. Nan, Other NEB: Sherry, Ashley, Steve, Deb, Candace, Staff: Tracey.

Our union now stands at three-quarters of a million strong, from coast to coast to coast.

And with that in mind, I want to thank each and every one of you as leaders in our union, For your dedication and your hard work on behalf of our members.

Being a union leader is important work… It’s tough work. And sometimes it can feel like thankless work.  But showing up every day, and doing the heavy lifting, fighting for better jobs and better lives for our members, that’s what being a union leader is all about.

Our members are our strength, and as leaders, you are their voice. And it’s an honour to stand shoulder to shoulder with each and every one of you, as we fight to make this province and this country a better place to work and live.

Thank you for your hard work, and thank you for being here this week, and thank you for everything you are going to continue to do.

2023 was a big year for our union. We celebrated CUPE’s 60th anniversary. 60 years of struggle, progress, and activism across Canada. We held our National Convention in Quebec City, and it was great to see many of you there representing Nova Scotia.

Last year we continued our fight across Canada to bargain forward for our members,

to keep CEOs and Conservative governments and politicians on the hot seat, and to keep building a better future, for everyone – not just our members.

My friends, as much as 2023 was an important year for us, 2024 is going to test us even more. We are living in a moment which truly feels like everything is at stake. Our communities, our climate, and our families are being compromised by greed and by hate. Our public services and our human rights, the things we hold dearest, are under threat.

In the wake of the fear and the chaos of the pandemic, as we are fighting our way through an enormous cost-of-living crisis, workers are feeling desperate and anxious.

The simple necessities of life are increasingly out of reach. Most people can’t remember a time when it was this difficult to put a roof over their head, put gas in their car, and put food on their table.

And in the middle of this affordability crisis, the right-wing is preying on the anxiety of folks who are getting crushed by inflation. Folks who can’t afford their mortgage or their rent. Folks who have to choose whether to fill their prescriptions or buy groceries.

The right is hoping that we’ll lose sight of the real cause of all these problems: corporate greed, and the politicians who enable it. And they’re hoping we will turn on each other, instead of fighting them.

There’s no denying these are difficult times, my friends. But it is precisely in moments like these that our solidarity is so important. And it is in moments like these that we’ve shown, time and time again, that we can and we will fight back, and my friends there is no doubt that we will win.

Whether it’s making gains at the bargaining table, or defending our rights, or winning a general strike. We have proven time and time again that we are up for anything.

Across the country in the past few years, we have shown how much we can accomplish when we stand together. And we have so much more to do, my friends. We have tremendous power. But as Canada’s biggest, strongest union, we also have a huge responsibility.

We have the power and the responsibility to defend our bargaining rights against political and legislative attacks.

My friends, we have the power and the responsibility to fight inflation and help our members put food on the table. We also have the responsibility to organize non-union workers, so they have the benefit of a union, like we do.

We have the power and responsibility to build better communities by protecting and strengthening public services. And my friends we have the power and we have the responsibility to fight for dignity of all people.

That means advancing reconciliation with Indigenous peoples, both within and outside of our union. That means fighting against white supremacy and hatred, and defending human rights when they are under attack – Like we have done when it came to the attack on trans kids across the country.

Friends, we know that has nothing to do with parental rights. This is about fear and hate and division. This is about pitting neighbour against neighbour, worker against worker.

We can't let that happen. We won’t let that happen.

Our union will always be there to stand against hate, and defend our rights when they are under attack.

Having power as a union also means we have a responsibility to speak up for workers in other countries. Right now, that means calling for peace in the Middle East.

And it means calling for a cease fire so that aid can get to workers and families desperately clinging to life in Gaza. And let me say right now that it is not antisemitic to call on the State of Israel to end its attack on Gaza. Just as it isn't Islamophobic to condemn the Hamas attack on Israeli citizens.

These are complicated times, and it is up to us to be a strong and determined voice for peace. My friends, having power as a union also comes with the responsibility to fight the climate crisis like our lives depend on it. Because we know they do. We cannot ignore the impacts of climate change. Frankly, it scares the hell out of me to think about the kind of planet we are leaving to our kids and grandkids.

Now, that sounds like a lot of responsibility. How can we possibly do it all…That's where our collective strength and power as a union comes into play. Because we are not going to do this work alone. We can do it together, and together we can win.

Speaking of winning…You may have heard me say this before. Politics matter. They really matter. And everything I just talked about is, at its core, about politics. I know some folks don’t feel comfortable talking about politics…. I get it, I really do. Both of my parents are conservative…. you should see our Christmas dinners.

As a union, there is no question that our biggest fights have been with conservative governments...

Just like we did in New Brunswick in 2021, when over 20,000 CUPE members shut down the province for nearly 3 weeks to fight concessions and gain decent wages and working conditions.

And in Ontario in 2022, when 55,000 education workers battled Doug Ford and his conservatives for a fair collective agreement,

And to protect our fundamental rights as workers and as Canadians.

And in December in Quebec, where CUPE joined our allies in a Common Front, to fight Legault and the CAQ government for fair wages and working conditions – and again we won.

Where there are NDP governments in power, like in my home province of British Columbia, and in Manitoba,

We are getting good contracts, with real wage increases. Our members are respected for the work they do. We participate in real consultations, and we are making real gains.

And we see a real commitment to public services.

That’s the difference that electing good governments can make. I want to talk about the federal government for a minute. In Ottawa, the NDP under Jagmeet Singh negotiated a supply and confidence deal with the Liberals.

Now, I read the polls. I don’t like Trudeau either. And I know some folks want the NDP to just let this Liberal government fall. But look at what this supply and confidence deal has brought our country. We are seeing the greatest expansion of the social safety net in more than a generation.

Things like dental care, which is already making a real difference for seniors, kids and low-income families. The last count I saw said over 46,000 families have already benefitted from the new public dental care plan, and I’m sure that number will only grow.

And that’s not all. This deal has brought us pharmacare, starting with free access to contraceptives for 9 million people across Canada. Free access to diabetes medication for 3.7 million people across Canada.

This deal has brought us federal paid sick days, And one of my favourites: federal anti-scab legislation. These are things we’ve spent generations fighting for. Things that benefit working people, and that will make a real difference for so many families. Maybe it’s taken longer than we hoped – and I know that it’s not perfect.

But legislation that creates a single-payer pharmacare program is a massive step forward. And even though it will only cover a few drugs to start, for millions of families, it means access to life-saving drugs for the first time. And you don’t have to have an ultra platinum credit card to afford it.

It means not having to break pills in half, or choosing between the medicine they need or putting groceries on the table.

Now, I’m no fool. I know the Liberals have been in power on and off for more than 150 years.  They didn’t bring in dental care, or pharmacare when they had majority governments. They didn’t bring in paid sick days, or anti-scab legislation of their own free will, they didn’t do it because it’s the right thing to do. Hell no! They only did it when Jagmeet Singh and the NDP forced them to. Full stop!

It’s a clear trend. When we elect New Democrats to office, whether it’s on town council or the school board, or whether it’s provincial or federal, we see investments in public services and in the workers that deliver them. We see governments standing up for workers rights, and for human rights. And of course, almost everywhere else, those things are under attack.

We can see that pretty clearly here in Nova Scotia under Tim Houston’s Conservative government. Tim Houston simply isn't cut out for the job of being Premier. Even though he rode to power on a promise to fix health care, I think our health care members in the room here today could tell us that he's done anything but.

He ran on fixing health care, but it turned out he had no plan and no ideas on how to get it done. So instead of listening to workers, and investing in the staffing and funding issues that have plagued health care for decades, the premier ran a raffle.

He asked for ideas that are simple and easy to implement and don't cost any money.

I wish that was a joke. But it tells you a lot about what this Premier thinks his job is, and how in over his head Tim Houston really is.

He thinks all his job entails is telling people to download an app, and then washing his hands of the problems that Nova Scotians are facing. Tim Houston's got an app for Nova Scotia Health. He's got an app for workplace health and safety. He's even got an app for warding off storm damage and sea level rise. He calls that “innovation”.

But unfortunately for Tim Houston, you can't run the government of Nova Scotia like it's UberEATS or Skip the Dishes.

Being Premier means you have to get to the root cause of the issues. It means you have to listen to people, even the ones you disagree with. It means staying in tune with the needs of your province. But this is a government that refuses to listen to workers.

Well, my friends, we've said since day one we aren't going to stand for it.

2023 was an especially hard year for folks here. Wildfires, storms, flooding, drought.

Nova Scotians saw it all. Despite all that, CUPE members showed up.

While communities were under evacuation order, CUPE members were there keeping people safe.

Despite all that, our members never stopped standing up for our rights and fighting for a better future. Whether it was days of action in health care for a better contract. Or Paladin security workers who organized to join CUPE and are on the brink of winning their very first contract.

Or our school board workers here in Halifax who stood up and walked the picket line for better wages. Or our community service workers and early childhood educators who won defined benefit pensions after years and years of tireless activism.

All across this province, CUPE members have been standing up and leading the way.

Of course, carrying on with our work as union activists might be a little easier if we had governments that saw eye to eye with us from time to time.

And my friends, we have a few important opportunities to change that coming up, because in October Nova Scotia will hold municipal elections all across the province.

Here in Halifax and in Cape Breton, the mayors are not running for re-election. And tons of council seats all across the province are up for grabs. Now is our opportunity to mobilize and elect folks who respect workers rights and value public services.

And we need you to get involved. To volunteer or make a donation or even run as a candidate yourself.

Because I know CUPE members... and nobody knows or cares about their communities more than our members. Everybody in this room would be a strong voice for workers and their communities on a town council.

And, before I forget. We also have a chance to fire Tim Houston next year too.

Yes, it's over a year from now, my friends, but when it comes to big elections like this, you can never start planning too early. Either way, whether you think of it as choosing your new boss or firing your old boss, it comes down to this…

No matter how you slice it, our commitment to defending and strengthening public services and workers’ rights means winning more elections. And it also means doing everything in our power to ensure that snakes like Pierre Poilievre never come close to the prime minister’s office.

Because no matter how much he tries to cozy up to workers, Pierre Poilievre is no friend of the labour movement, and he is no friend of working people. He has spent decades attacking workers’ pensions – which is quite something when you consider the pension he’ll get when he leaves politics. Hopefully sooner than later.

He backed Bills C-377 and C-525, which attacked unions and workers during the Stephen Harper years,

And he supports so-called right-to-work legislation, which attacks unions and union members directly. He has voted against anti-scab legislation, not once – not twice – but nine times!

Like every Conservative before him, Pierre’s entire agenda is focused on bankrupting and privatizing public services, and heaping tax cuts on the rich and big corporations, who don’t need them.

Working folks need help right now. We’re still feeling the effects of the pandemic on our health care system and our economy. Housing and groceries are through the roof.

We’re losing the fight against climate change. And far too many vulnerable folks in our society are being left behind. Working folks are looking for solutions, we’re looking for answers.

But I can tell you this much. No matter what the question is, Pierre Poilievre is not the answer. Not now. Not next year. Not ever.

But we know that our members, and their families, are not immune to the toxic messages coming from folks like Pierre. Fear and hate are powerful weapons, especially when they’re deployed in a simple message that glosses over complicated problems.

Our late friend Jack Layton knew this. Remember his final letter? “Love is better than anger. Hope is better than fear. Optimism is better than despair. So let us be loving, hopeful and optimistic, and together we’ll change the world.” Jack was right.

But Jack also knew that sometimes being “loving, hopeful and optimistic” isn’t enough.

Sometimes we have to stand together and fight to protect our rights.

As CUPE members, we know a thing or two about what that means. We know how to educate, how to organize, and how to mobilize our members to win at the bargaining table. We do it every single day in the workplace.

And now, more than ever, we need to do it at the ballot box, too. We’ll be having another federal election sooner than later. And when that happens, workers need to know who is really on their side – and who is just pretending. They need to know the power of their ballot, and the responsibility that goes with it.

My friends, for over 60 years now, CUPE has been leading the fight for a better life for working people in this country.

Whether it’s fighting for women’s equality, or the rights of 2SLGBTQI+ workers. Whether it’s dismantling systemic racism in our union, in the workplace, or in our communities.

Whether it’s fighting for pay equity or better pensions, CUPE has been there.

And we will be, for a long time to come. At the core of every single one of these fights is a simple idea:

 What we want for ourselves, we want for everyone else. The struggles we take on aren’t just about us. They’re about all of us.

Just look at our members up in Black River-Matheson, in northern Ontario, where a dozen members of CUPE 1490 were locked out in the freezing cold last October.

They were out seven long, cold, hard months. They weren’t fighting for themselves – it was not about their own wages and benefits – They were fighting for future generations of workers in their small community, by taking a stand against 2-tier language at the bargaining table.

Take a look around the room right now – the person to your right and the person to your left. What we do as union activists is not just for ourselves, it’s for them. And it’s for our members back home, working in our communities.

And that’s what gives me hope, my friends. Because I know that when we stand alone we probably don’t stand a chance. But when we fight for each other, and when we stand up for each other, we will always win.

When we fight fear with hope, When we fight anger with love, we will always win.

So, my friends, will we fight alone, or will we fight together? Will we choose fear or will we choose hope? I know which side I’m on, sisters and brothers. How about you?

Will you stand up against hate and fear, and the attacks on our rights? Will you stand up for good wages, and a better life for our members? Will you help build a better Nova Scotia for our members, our families, and for our communities? Will you stand up for our kids and our grand kids and future generations?

I will stand with you, my friends! And 750,000 CUPE members across Canada will stand with you too! Thank you, sisters and brothers, and have a great convention!

**3rd Credential Report** – Courtney MacKinnon (L1485) & Lisa deMolitor (L964)

Moved and seconded by committee.

|  |  |
| --- | --- |
| CUPE NS Executive | 9 |
| CUPE National Officers | 2 |
| CUPE National Executive Board | 4 |
| CUPE Staff | 26 |
| Guests | 5 |
| Exhibitors | 7 |
| Voting Delegates | 221 |
| Alternates | 30 |
| **TOTAL** | **304** |

**Constitutional and Resolution Committee**

Resolution #1

SUBMITTED BY: CUPE Nova Scotia Women’s Committee

CUPE NOVA SCOTIA WILL:

Communicate with all affiliated locals when CUPE National and CUPE Nova Scotia increases their expense policy for per diems or travel.

BECAUSE:

• this information is not widely shared currently unless members are on Division Executive or on committees,

And

• Because some local by-law language states that their expenses are the same as CUPE National or CUPE NS and this knowledge will assist locals with staying up to date with expenses for members,

And

• Because together with public health care supporters and activists across the country we can work to improve access to health care, hold politicians accountable, and demand a better world for everyone.

Moved and seconded by committee.

Speaker: Donna Biron (L933);

Carried

Constitutional Amendment #3

SUBMITTED BY: CUPE Nova Scotia Division

CUPE Nova Scotia Will:

Amend Article 7.01 to read:

(b) The revenue of CUPE Nova Scotia shall be derived from a Per Capita Tax to be paid by all persons paying dues to an affiliated Local. The Per Capita Tax shall be ~~$1.00~~ **1.75** per member per month and shall be payable monthly. Per Capita Tax shall be paid by member Locals not later than the fifteenth (15th) day of each month following the date the Tax becomes payable, according to the provisions of this Article. Any Local three (3) months in arrears in payment of Per Capita Tax or Special Assessment will no longer be in good standing with CUPE Nova Scotia and can only be reinstated after the arrears are paid in full, but not to exceed six (6) months Per Capita. The special assessment as outlined in Article 7:01(c) must be paid in full for the year preceding convention. Payment of the special assessments as outlined in Article 7:01(c) shall not exceed the period of one year.

Because:

• The Division has to be able to maintain and to do the work of representing our membership. There has not been an increase in the per capita for over 10 years.

Moved and seconded by committee.

Speakers: Karen Wheeliker (L5050); Linda Dunn (L5047); Bev Strachan (L8920); Cameron Ells (L3912); Nan McFadgen (CUPE NS President); Monica King (L2330); Marina Foley (L3885);

**Alan Linkletter (CUPE NS NVP)- motion to refer back to committee; Karen Wheeliker seconded. Carried**

Resolution #3

SUBMITTED BY: CUPE Nova Scotia Women’s Committee

CUPE NOVA SCOTIA WILL:

Provide meetings (i.e. town hall meetings) across Nova Scotia to help educate as many CUPE members as possible about the need for political action.

BECAUSE:

• Members need to understand how they can impact the next federal election,

And

• because members and all Nova Scotians need to understand the risks and impacts involved with electing right-wing leaders,

And

• because electing a far-right wing government could have serious implications for women and gender diverse people.

Moved and seconded by the committee.

Speakers: Natasha Oneil (L2094); Tammy Jakeman (L5047); Bonnie Brown (L4536);

Carried.

Resolution #4

SUBMITTED BY: CUPE Nova Scotia Women’s Committee

CUPE NOVA SCOTIA WILL:

Lobby the provincial government to provide sustainable funding for affordable Housing in Nova Scotia.

BECAUSE:

• housing is a Human Right,

And

• because the unhoused population in Nova Scotia is growing causing many to live in unsafe conditions,

And

• because there are CUPE members who are unhoused,

And

• because the lack of affordable housing is causing people to live in shelters longer, including shelters for abused women. This leads to increased turn aways for the shelters leaving people in abusive situations,

And

• because marginalized and vulnerable populations are at greater risk when unhoused.

Moved and seconded by the committee.

Speakers: Patricia Perry (L4459); Dan Woods (L108); Christa Sweeney (L2859); Nikki (L4459)

Carried.

Resolution #7

SUBMITTED BY: CUPE Nova Scotia Human Rights’ Committee

CUPE NOVA SCOTIA WILL:

Ask the NDP to introduce a bill around grounds for protecting tenants, when it comes to landlords evicting tenants for the purpose of renovations. (reno-victions).

BECAUSE:

• landlords are increasingly using this tactic to drive people from their homes and increase their profits - People deserve to have stability in housing.

Moved and seconded by the committee.

Speakers: Linda Dunn (L5047); Tammy Jakeman (L5047); Shirley Emino (L3936); Marina Foley (L3885);

Carried

**Shelley MacNeil (L5047) introduces Danielle Sampson, CLC Atlantic Regional Director**

Spoke about issues facing workers: health care crisis, elections, housing crisis, struggling to feed families, pay for medications.

**Election Forum**

Vice-President:

Alan Linkletter – L8920

Cheryl MacDonald – L933

Secretary-Treasurer:

Donna Van Kroonberg – L8920

Communications Editor:

Matt MacDonald – L8920

3-Year Trustee:

Steve Joy – L1867

Recording Secretary (By-Election – 1 Year):

Donna Biron – L933

Amy Parlee – L5047

**Committees**

Health and Safety

Matt Cummings - L 2330

Education:

Linda Dunn – L5047

Miriah Drever - L2859

Contracting Out and Privatization

Craig Bayer – L1867

Global Justice:

Sharon Hubley – L1867

Edwina Donovan – L1082

Cheryl Burbidge – L8920

Catherine Hutt (Young Worker) – L5047

Christie Halliday - L2305

Youth Caucus

Area VP – Northern

Amanda Trite – L8920

Kyra MacEachern – L8920

Area VP – Cape Breton

Karen Wheeliker – L5050

Area VP – Central (By-election – 1 Year)

Ann Marie Danch – L5047

Announcements:

Reminder that tomorrow morning at 7:30am- National Officers Breakfast

Draws: puffer jacket; travel voucher ($800 – WE Travel)

Adjourned at 3:54pm

**Tuesday, May 28 – convention reconvened at 9:01am**

Shoutout to Nelson Scott from 50/50 for being the DJ last night

Remind about motion meeting link and make sure it works.

3 locals we can count on for swag for convention kits 5050, 8920, 1867

Floyd Seymour (L4682) introduced Candace Rennick

**National Secretary Treasurer’s Report**

It’s so great to be here with you in Halifax for your annual convention.

CUPE in this province has a long and proud history of fighting for a better deal for workers. For years, you’ve successfully raised wages, improved benefits, and made workplaces much safer.

Through countless campaigns you’ve defended and improved public services and social programs. You’ve helped raise the quality of life for all who live in the province. Over the years, you have consistently demanded more from your provincial and federal elected representatives regardless of their political stripes.

You’ve pressured those in power to address the deeply entrenched poverty, racism, gender, and other inequities. And in the last few years, you’ve accelerated your activism. You’ve organized. You’ve mobilized. And you’ve made meaningful progress through bargaining and political action.

So, let me start, by congratulating you for all your efforts and all your success.

Congratulations for the work you do every day defending members, bargaining,

protecting communities and advancing social justice and economic equity for all.

Congratulations and thank you, Nan, for your tremendous provincial and national leadership. You always put the members first. You are both strategic practical, candid and I especially appreciate your drive to get things done.

Thank you to all the members of the CUPE Nova Scotia Executive for the work you’ve done on so many fronts. Let me also recognize my fellow NEB members in attendance, Sherry, Ashely, Steve, Debra -- they are all fierce advocates and they provide strong and sound representation on our NEB. I also want to take a moment to recognize Atlantic Regional Director Tracey for the guidance and support you give in the Atlantic Region, and Jenna too for always stepping up and helping out.

And a big shout out to all the CUPE staff, those who are here and those who are back home in area offices. They don’t get enough public recognition for your efforts because so much of your work is done behind the scenes, but they give so much of themselves to CUPE members. So delegates, please join me in thanking our staff.

And of course, my friend Mark, for his steadfast leadership which continues to bring our union new members and new victories. He is a solid trade unionist, a staunch defender of public services. Thank you, Mark for your leadership and your friendship. CUPE is lucky to have you.

Mark and I have been on the road since March attending provincial conventions.

Every single one has confirmed for me that our members still haven’t fully recovered from the pandemic; they are extremely worried about their financial circumstances;

and they are anxious about the state of our country, and the world.

They are resentful that employers and almost all governments have forgotten the sacrifices workers made during the pandemic to deliver essential services and keep the economy afloat. Across the country, CUPE members are demanding better compensation, they want back what they lost during the decades of government restraint before COVID.

They want increases that exceed the rate of inflation. They want respect, and they’re more than ready to fight for it. And I know that the mood is no different here in Nova Scotia.

The anger and frustration of our members and other workers is a feeding a resurgence of the labour movement. It is raising the level of widespread worker militancy reminiscent of the big strikes and worker protests of the 1980s and 1990s.

In 2022, there were 172 work stoppages in Canada. In 2023, there were 776.

In just the first four months of 2024, there have been 631.

And this militancy—the growing courage and willingness of workers—especially CUPE members—to back up demands with action is getting results.

The recent settlement with the Department of Community Services here in Nova Scotia is a case in point.

Our members who do such critically important work in supported housing were in bargaining for months trying to get the employers and provincial government to say yes to a pension. It was only when the membership ramped up the pressure through an extensive public campaign and threatened job action that the log jam was broken.

The employers and government backed down and our members won pensions for everyone in the sector and a wage increase.

Friends, that’s what happens when members rise up. That’s what happens when we organize and mobilize. Look at what is going on in the child care sector.

For decades, CUPE child care workers in Nova Scotia were grossly under-paid, worked in difficult conditions and had few benefits. But, last year, thanks to a major mobilization and province-wide campaign things changed dramatically.

The province brought all child care workers into a defined benefit pension plan, made arrangements for group health and other benefits, and raised wages province wide by 3 per cent to help workers pay the cost of their contributions.

Never have child care workers anywhere in the country experienced such a single big leap forward in compensation. Of course, there is more work to be done. Wages in the sector are still way too low. The health benefit plan must be improved. But winning a defined benefit pension plan is a major victory and that victory will fuel the fight for more. And what you achieved in Nova Scotia has set a winnable goal for child care workers across Canada.

The best way—the only way—to make change is to organize, mobilize and keep pushing until we succeed.

And that brings me to the subject of CUPE’s budget which the National Executive Board adopted last December, because it is a budget specifically designed to help our members win more. It’s a budget that is bold and brave and forward thinking. We are projecting an increase of $16 million in revenue this year. About $8 Million of this new revenue is going to sustaining and enhancing our base operations, like: inflationary adjustments, staff salaries, strategic direction priorities, and work already underway.

The other $8 Million is going to finance 41.5 new staff positions to address long-standing gaps in staffing, including some at the National Office, which will benefit every region of the country.

For example, we have added a JE specialist, we have allocated resources for an Admin Officer dedicated solely to supporting our internal Employment Equity programs. We have added a Senior Officer to the Human Rights branch, And we have allocated resources to set up the office to deal with internal gender-based violence and sexual harassment issues, and we are on track to have that office opening in the months to come.

And here in the Atlantic region we have added a mentor and a servicing rep dedicated to the education sector.

This budget represents a historic investment in union’s staff team across Canada.

We know that our union can’t meet the many challenges that employers and governments are throwing at us without more staff. At the same time, we understand that even though funding 41.5 new positions in just one year is unprecedented, it didn’t meet all of the needs and workloads will remain challenging. I am committed to finding ways to keep expanding our staff resources next year and the years after. But to do that we need to achieve more revenue through continued wage and membership growth.

And that’s why last December the National Executive Board also decided to significantly increase defence fund spending.

We’ve allocated $5.5 million for provincial and local cost-shared campaigns many of which are about building capacity to make major wins for members.

We’ve allocated $5 million to major organizing projects, and this has allowed us to make permanent 13 temporary positions dedicated to Organizing, many of which have been temporary for an unreasonable amount of time. And that includes the organizer for the Atlantic region. We are committing more resources to organizing because it’s the right thing to do, but also because organizing is a central to our fight for higher wages.

We have increased Defence Fund allocations for regional strategic initiatives including an allocation of $100,000 for fight back and capacity-building initiatives in Nova Scotia.

And we’ve increased campaign and political action resources all across the country, including the allocation of a $1 million dollar election fund.

And my office is working on a conference for the 4 eastern provinces that focuses primarily on support for Secretary-Treasurers and Trustees. I know that the financial obligations in our union are complex. And most if not all of you are doing this work off the side of your desk. We are not financial experts, or accountants or bookkeepers, yet we are expected to produce report like we are.

This conference, likely to be held this fall, right here in the Halifax region will provide support financial officer training for treasurers and trustees, a budgeting workshop, training on the General Ledger and CUPE National PCT remittances, acceptable by-law practices, WSIB & insurance coverage and more.

And this conference is not only for financial folks, there is value for others for local executives because it is important that all exec members fully understand and support the work of Treasurers and Trustees.

So, if you think this is something your local would benefit from, please stay tuned and consider registering delegates when the time comes.

It really is about building strong locals, stronger governance, clear and transparent processes and integrity among union financial issues.

All in all, our CUPE budget for 2024 has us spending a lot of money and I am proud of that. As CUPE’s National Secretary-Treasurer, I am determined to direct every per capita dollar we receive -- to building power so that we can advance the interests of our members on every front, to supporting collective bargaining in every sector, to sustained fightbacks against contracting out and privatization, and to fighting back against the rise of the right, including the rise of the federal Conservatives.

The next federal election will take place between now and the fall of 2025, and that means we must get ready now.

Pierre Poilievre and his party are leading in the opinion polls these days and if that support holds we could see a conservative sweep right across the country. And that is bad news for the country, but it should be especially alarming for residents of Nova Scotia which depends so much on federal transfers to pay for health care, post-secondary education, child care, and housing.

You have heard from Mark already and you will hear more about the breakfast tomorrow, but one of the biggest problems we are facing is Pierre Polievre and how he is positioning himself as the champion of the working class. Every day he speaks out about the affordability issues that our members care the most about right now.

Gas, food, heating, housing costs.

Earlier this year, on International Women’s Day of all days, he gave a stunning speech to the Greater Vancouver Board of Trade. He said proudly that he had been invited two years ago to speak but that he had deliberately stood them up. He said this is because he prefers to spend his time speaking to workers on the shop floor and in union halls.

He said, and I quote, “when I’m Prime Minister my obsession, my daily obsession, will be about what is good for the working class people of this country.” Friends, these words from a man who entered the House of Commons in his early twenties and has used every opportunity to make it harder for workers to make ends meet. But alarmingly, his messages are resonating. We cannot be fooled by him!

He is not on the side of the working class. He will drive down our wages and working conditions. He will drive up corporate profits. He will cut health care funding. He will de-regulate, privatize and undermine fundamental rights. It is our responsibility, to make sure that CUPE members are not misled. And demonizing him won’t work. Instead, we must expose his reckless policies and explain where they will lead.

We too must keep it simple and clear. And we must start now and that is why your NEB is working on a plan to roll out in the weeks to come! We have to get members and engaged and we must point to much better solutions than the ones he is offering.

Solutions like higher wages, affordable housing, investments in public services.

My friends, many challenges await us but we can overcome every one of them when we stay united and work together. At every opportunity, let’s remind members they deserve much better than what they have. Let’s remind them of their power to bring about positive and progressive change in bargaining and in the political arena. Let’s keep organizing and mobilizing and building solidarity. Let’s continue to be courageous in our fight for safer work, decent wages, better services.

Let’s work together and win together.

And you have my word that you can count on CUPE National and the strength of 750,000 members to stand shoulder to shoulder with you, every step of the way.

4th Credential Report – Courtney MacKinnon (L1485) & Lisa deMolitor (L964)

Moved and seconded by committee.

|  |  |
| --- | --- |
| CUPE NS Executive | 9 |
| CUPE National Officers | 2 |
| CUPE National Executive Board | 4 |
| CUPE Staff | 26 |
| Guests | 5 |
| Exhibitors | 7 |
| Voting Delegates | 222 |
| Alternates | 30 |
| **TOTAL** | **305** |

Nan McFadgen (CUPE NS President) introduces Donna Van Kroonenburg (CUPE NS Secretary Treasurer)

**CUPE Nova Scotia Secretary Treasurer Report**

Hello Everyone,

It is with great pleasure that I give my Secretary-Treasurers Report, at this 60th Annual CUPE Nova Scotia Convention here in Halifax.

CUPE Nova Scotia has two accounts – the General Account and the Defense Account. A copy of each report will be in your convention package, with the corresponding Treasurer Report to the Trustee with my Treasurers Report. A copy of all documents and Ledgers has been forwarded to the CUPE National Secretary-Treasurer’s Office.

So CUPE Nova Scotia has two Accounts: I will start off with the General Account.

**GENERAL ACCOUNT**

is made up by 80% of the Per Capita Tax from Affiliated Locals. $110,000 from National from the **Strengthening Division Fund which is used by CUPE NOVA** **SCOTIA** to support the full time Presidents position. The remaining 20% of the Per Capita Tax is transferred to the defense account from the general account as per the constitution.

**GENERAL ACCOUNT For the Period of** Jan 1, 2023 to Dec 31, 2023

**Beginning Ledger Balance Jan 1,2023 $205,458.84**

**Total Income $486,031.21**

**Total Expenses $444,533.69**

**Ledger Bank Balance Dec 31, 2023 $246,956.36**

Included in that amount is outstanding cheques of $1,266.25.

**DEFENCE ACCOUNT**

is funded with 20% of the Per Capita Tax from Affiliated Locals. As well, this account is restricted for the Public Relations Fund, Solidarity Assistance Fund, Scholarships, and any campaign money collected for specific activities and any Van expenses.

**DEFENCE ACCOUNT For the Period of** Jan 1, 2023 to Dec 31, 2023

**Beginning Ledger Balance Jan 1, 2023 $81,140.45**

**Total Income $69,024.96**

**Total Expenses $83,717.59**

**Ledger Bank Balance as of Dec 31, 2023 $66,447.82**

Included in that amount is outstanding cheques of $300.00

CUPE Nova Scotia has made many donations to various charities this year including some of the following: Nova Scotia Health Coalition, Mayworks Halifax, CCPANS, Halifax Workers Action Centre, Nova Scotia Action Coalition for Community Wellbeing, Guatemala Breaking the Silence, Global Justice Fund for Sintracuavalle, Ryan’s Case for Smiles. We also sent donations to Locals that have been locked out and Locals on Strike; as well as Donations to Member Appeals when asked upon by Locals. We did support a Cost Share Campaign with National as well.

I just want to mention that CUPE Nova Scotia mostly supported the Solidarity Assistance for Locals to Attend Convention in 2023. Our Fund for this is completely depleted. So, our Executive Board made a motion in April of this year to start that Fund up again with $5,000.00. Here is hoping that there will be support to keep this Assistance going forward.

Van expenses this year including insurance and general upkeep was $3,695.30

**COMMON SHARES**

We have ONE common share totalling $5.00 at the Truro Credit Union.

**TERM DEPOSITS**

1. Starting off Jan 1, 2023 of $100,000.00 - Maturity date is Feb 12, 2024 Closing Balance as of Dec 31, 2023 was $106,245.54 Interest rate on this Term Deposit is 4.45%.

2 Starting off Jan 1, 2023 of $58,030.21-Maturity date is

Jan 24, 2024 Closing Balance as of Dec 31, 2023 was $60,272.33 Interest on this Term Deposit is 3.75%

**TOTAL INTEREST for 2023 earned $3,833.94.**

**Just to clarify on the Assets and Liabilities on the General Account you will see it say $162,683.93 that is Investments not including the Interest made.**

**CUPE NOVA SCOTIA’S NET WORTH**

As of December 31, 2023

GENERAL ACC $246,956.36

DEFENCE ACC $66,447.82

TERM DEPOSITS $166,517.87

SHARE $5.00

**TOTAL $479,927.05**

**AUDIT COMMITTEE**

Steve Joy, Jessica Haley and Joel O’Neil met at the CUPE NS office on February 15, 2024 to conduct the 2023 Audit. This year there were two new Trustees. They did a great job.

The Trustees’ received copies of the Secretary-Treasurer’s Report to the Trustees. These Reports where for both the General and Defense Accounts–at the Truro Credit Union, and the Term Deposits. All pertinent documentation example minutes and motions where available. It was a full day for them. I would like to thank the trustees for their very thorough and hard work in conducting their audit this year.

At this time, I would like to remind the Locals that when you are sending your Per Capita Tax please send the white and yellow copy with your remittance. Also please do not write the cheque in my name, just make it out to CUPE Nova Scotia. Thanking you in advance for this.

I have attended Table Officers Meetings and Executive Board Meetings over the past year. Also have answered many emails and call from varies Locals. I enjoy doing this work of the Union, thank you for putting your trust in me. At this time, I would like to thank all the Executive Board and Members for all their support in this position.

Motion to adopt report seconded by Angela Watson (L8920)

Speakers: Karen Wheeliker (L5050); Patricia Perry (L4459);

Carried

**Solidarity Fund**

Karen Wheeliker: I’d like to start off the solidarity fund with a $500 donation from Local 5050

Bev Strachan (L8920) - 500

Dawn Vardy (L8920)1259 – 200

Heather Rose (L3953) - 100

Edwina Donovan (L1082) – 200

Arlene Nickituk (L933) - 250

Jennifer Bourgeosis (L4896) – 200

Natasha O’Neil (L2094) – 200

Nicole Ferguson (L1183) – 300

Brenda Martin (L2859) – 500

Nicole Poirier (L4745) – 200

Ralph Vickers (L2330) – 1000

Karin Tanner (L5054) – 200

Patricia Perry (L4459) – 100

Jenny-Lynn Wardrope (L3890) – 500

Jennifer Cox (L4682) – 250

Kenny McIntyre (L4840) – 200

Mitch Millard (L734) – 200

Marina Foley L3885) – 200

Linda Dunn (L5047) – 100

Shirley DeWolfe (L2784) – 100

Lisa Lowe (L4814) – 100

Sharon Hubley (L1867) – 250

Marcy Vacon (L5248) – 100

Andrew Weaver (L964) - 200

Judy Logan (L955) – 200

Barb Jenkins (L5018) – 100

Adam Bryson (L227) – 150

Mike Whitty (L759) – 500

Justin Cull (L1431) – 200

Tracie DeFazio (L2503) – 250

Wenda McLaughlin (L3876) – 100

Noella Murphy (L1635) - 200

Ben Whynott (L1028) - 100

National Officers- 10,000

**CUPE NS Trustee Report**

Steve Joy (L1867); Jess Haley (1431)

Janet Lunn (L3986)

Moved report and seconded by Trustees

Carried.

**Constitutional and Resolutions Committee**

Resolution #6

SUBMITTED BY: CUPE Nova Scotia Human Rights’ Committee

CUPE NOVA SCOTIA WILL:

Lobby the provincial government to update the Housing/rental formulas used by the Nova Scotia Provincial Housing Agency to reflect the current rental prices in Nova Scotia. This enables more Nova Scotians to qualify for affordable housing.

BECAUSE:

• housing is becoming increasingly unaffordable,

And

• because this would enable more Nova Scotians to qualify for affordable housing,

And

• because housing is a human right, and the government has a responsibility to make housing available.

Moved and seconded by committee.

carried

Constitutional Amendment #3 - **AMENDED**

SUBMITTED BY: CUPE Nova Scotia Division

CUPE Nova Scotia Will:

Amend Article 7.01 to read:

(b) The revenue of CUPE Nova Scotia shall be derived from a Per Capita Tax to be paid by all persons paying dues to an affiliated Local. The Per Capita Tax shall be ~~$1.00~~ **1.25** per member per month and shall be payable monthly. Per Capita Tax shall be paid by member Locals not later than the fifteenth (15th) day of each month following the date the Tax becomes payable, according to the provisions of this Article. Any Local three (3) months in arrears in payment of Per Capita Tax or Special Assessment will no longer be in good standing with CUPE Nova Scotia and can only be reinstated after the arrears are paid in full, but not to exceed six (6) months Per Capita. The special assessment as outlined in Article 7:01(c) must be paid in full for the year preceding convention. Payment of the special assessments as outlined in Article 7:01(c) shall not exceed the period of one year.

Because:

• The Division has to be able to maintain and to do the work of representing our membership. There has not been an increase in the per capita for over 10 years.

Moved and seconded by committee

Speakers: Karen Wheeliker (L5050); Linda Dunn (L5047); Cameron Ells (L3912); Bev Strachan (L8920); Ann Marie Danch (L5047); Marina Foley (L3885);

Carried.

Constitutional Amendment #4

SUBMITTED BY: CUPE Nova Scotia Division

CUPE Nova Scotia Will:

Amend article 9.07 to read:

A special convention called for the purpose of considering an emergency matter referred by the Executive Board shall be in the hands of affiliated locals at least 30 days prior to the date of the convention and shall only discuss the matters presented by the Executive Board. **A special meeting may also be used to hold elections for executive vacancies that are permanent with greater than 3 months remaining before convention.**

Because:

• Over the years we have had vacancies on the board that do not have alternates, while the constitution speaks to filling the vacancies, it is important to have a process available that involves elections.

Moved and seconded by committee.

Speakers: Bev Strachan (L8920)

Carried.

Resolution #5

SUBMITTED BY: CUPE Local 1485

CUPE NOVA SCOTIA WILL:

Lobby the Government to address the chronic shortage of Continuing Care Assistant’s (CCA’s) in the Long-Term Care Sector.

BECAUSE:

• the Government continues to employ out of Province Agency workers as a Band-Aid solution at a grand cost to taxpayers to fill vacant positions across the province with no end in sight. CCA’s support the aging, peoples with health conditions and/or impairments, people that are working through addictions and Nova Scotians that struggle with mental health,

And

• because CCA’s need support from the Government to continue to do this meaningful work and to see CCA’s as an integral part of a health care team and staff to resident/client rations that are impossible to maintain,

And

• because this shortage will never end if the government continues to ignore the issue in this sector, wages, physically, and mentally demanding workload, staff shortages/working short and safely.

Moved and seconded by committee.

Speakers: Natasha Oneil (L2094); Eileen Shea (L2094); Debbie Gale (L1485); Linda Dunn (L5047); Dustin Scott (L2784); Emily MacNeil (L2330); Christa Sweeney (L2859); Marcy Vacon (L); Marina Foley (L3885); Kim Loppie (L1082); Serge Lauzon (L8920)

Carried.

Resolution #10

SUBMITTED BY: CUPE Local 1485

CUPE NOVA SCOTIA WILL:

Lobby the Government to eliminate the practice of contracting out the work of Licensed Practical Nurses (LPN) and Continuing Care Assistants (CCA) that work in the Long-Term Care Sector to out of province agencies.

BECAUSE:

• this practice is not the answer to the labour shortage plaguing Long-Term Care Homes,

And

• because Long Term Care wages are hard fought during the bargaining process. Agency workers tip the scale with substantial wage differences which causes animosity in the Unionized workspace. LTC workers feel under valued when doing the same work for a fraction of the pay,

And

• because workers feed our local economies, agency workers spend minimal time in our communities and take the money made in Nova Scotia back to their respective provinces.

Moved and seconded by committee.

Speakers: Ashton Brown (L1485); Laura Stewart (L4919)

carried.

Resolution #20

SUBMITTED BY: CUPE Local 8920

CUPE NOVA SCOTIA WILL:

Lobby against Bill 334, with the other Healthcare unions in Nova Scotia, which was passed in November 2023 in the Nova Scotia Legislature.

Because:

• Bill 334 was passed specifically to allow the Minster of Health and Wellness and the Minister of the Office of Mental Health and Addictions to increase the use of private sector resources in healthcare,

And

• Because it gives the ministers unprecedented powers to make decisions without consulting cabinet.

Moved and seconded by committee.

Speakers: Bev Strachan (L8920);

Carried.

Resolution #9

SUBMITTED BY: CUPE Local 5054

CUPE NOVA SCOTIA WILL:

Lobby the provincial government to ensure the wages of the Developmental Interventionist, Inclusion Coaches, Regional Administrative and Administrative Assistants in Nova Scotia are reflective of the capacity building and mentoring role they play in relation to those they provide the services for.

Because:

• we provide province-wide specialized services to families of young children between birth and school entry, who are experiencing delays or difficulties in their development, or who have a medical condition (biological risk) that may impact their development. Services are delivered in families’ homes and within community-based programs such as childcare,

And

• because we facilitate early learning & childcare program and educator capacity building through the delivery of program coaching and practice-based coaching in childcare and Pre-primary program settings, utilizing the Pyramid Model. The Pyramid Model for Supporting Social Emotional Competence in Infants and Young Children is a conceptual framework of evidence-based practices for promoting young children’s healthy social and emotional development,

And

• Because how can we serve our families and educators to the highest level they deserve if the members are paid less than those they mentor or build capacity with along with being burnt out, stressed out and struggling financially.

Moved and seconded by committee.

Speakers: Karin Tanner (L5054); Bernadette Boland (L5047); Christa Sweeney (L2859);

Carried.

**Break**

Announcement: Ty Loppie looking for donations (at all committee) - On behalf of womens cttee- pads

Resolution #16

SUBMITTED BY: CUPE Human Rights’ Committee

CUPE NOVA SCOTIA WILL:

Ask the NDP ~~Government~~ to introduce into the legislature housing as protected grounds under the Human Rights Act.

Because:

• Housing is a Basic Human Right for everyone in Nova Scotia,

And

• because no one in Nova Scotia deserves to be homeless or paying such high rent that they cannot have their basic needs met,

And

• because children and youth experience higher rates of eviction than most other age groups.

Moved and seconded by committee.

Speakers: Bev Strachan (L8920) – make amendment; Steve Joy (L1867) seconded;

Amendment Carried.

Speaker: Tammy Jakeman (L5047); Patricia Perry (L4459)

Carried.

Resolution #17

SUBMITTED BY: CUPE Human Rights’ Committee

CUPE NOVA SCOTIA WILL:

Advocate for the unhoused community of Nova Scotia, by lobbying the government to stop the shutdowns of encampments.

Because:

• we must speak up and support the removal of visible homelessness in Nova Scotia,

And

• because keep encampment residents safe while they wait for long term housing solutions,

And

• because encampments are in a human rights crisis.

Moved and seconded by committee.

Speakers: Linda Gregory (L8920); Nikki Braniff (L4459);

Karen Wheeliker – **motion to refer back** **to ctte**; seconded by Cameron Ells (L3912)

Resolution #8

SUBMITTED BY: CUPE Local 5047

CUPE NOVA SCOTIA WILL:

Lobby the EECD and RCEs against the sudden movement of Early Childhood Educators (ECEs) from their appointed classroom to replace sick or absent ECEs in other schools.

Because:

• this disrupts the room that is losing the regular ECE in many ways including, but not limited to the following:

1. Moving children to another room to meet ratio requirements.

2. Creating stress for all the ECE’s involved, as they are not aware of the new children’s needs or routines.

3. Leaving an ECE to care for children without backup in the event of any issues in the class with children or parents (even if the ratio is down).

4. Creating anxiety of not knowing when and where an ECE will be sent next, leaving their own class behind.

Moved and seconded by committee.

Speakers: Bernadette Boland (L5047); Melissa Brown (L5047); Karin Tanner (L5054); Linda Gregory (L8920); Melissa Brown (L5047)

Carried.

Resolution #11

SUBMITTED BY: CUPE Local 5054

CUPE NOVA SCOTIA WILL:

Help to create and participate in a public awareness campaign each year in the month of February, for Early Intervention Month.

Because:

• The province has dedicated February as Early Intervention Month,

And

• because the services that we provide in Local 5054 do not clearly fit within the different sectors within CUPE,

And

• because Our Union needs to help promote all its locals in Nova Scotia especially those that do not fall into a specific sector,

And

• because we need to advocate for children experiencing delays or difficulties, their families and those who work with them, by creating more awareness in Nova Scotia and in the Government of the valuable services that the members of Local 5054 provide for the young vulnerable children, their families, and Early Childhood Educators we work with starting the month of February 2025.

Moved and seconded by committee.

Speakers: Karin Tanner (L5054);

Carried.

**Lunch Break 11:40am**

**Reconvened at: 1:31pm**

Tammy Jakeman (L5050) introduced

Speaker: Claudia Chender

5047 I am tickled pink I am tickled orange today to be able to introduce somebody that I have gotten to know over the last couple of years Claudia Chender is the MLA for Dartmouth South first elected in 2017 and has been a leader of the NDP since 2022. Claudia has a Law degree from the university of Victoria that's my hometown and has worked in law business and the not-for-profit prior to entering politics. Claudia lives in the beautiful City of Lakes, Dartmouth with her three busy preteens who are fabulous by the way her husband Jamie and their dog Digby. I am honored to introduce the next premier of Nova Scotia.

Good afternoon thank you Tammy what an amazing introduction and it goes without saying that I'm really honored to be here today and it was interesting to hear Nan talk a little bit about the ways in which CUPE is a political union but it's not lost on me as Nan also said that we do have our bad days once in awhile and so it is up to me to earn your trust and so I go to work every day trying to do that and I'm here today trying to do that and so I want to start by saying thank you and on behalf of myself and my colleagues and all New Democrats. I want to thank all of you for the work that you do every day and when I was thinking about what I wanted to say to you today I thought that I would start with what is a slightly embarrassing story but which I think sets the stage pretty well.

Saturday afternoon I found myself without the 500 things to do, that hasn’t happened in a long time and so I thought I would make supper for my family. So I decided to roast a chicken and I put the chicken in the oven and the oven started to smoke and the smoke alarm and the dog was barking and the chaos and so I hopped up on a chair, I'm 47 years old I shouldn't do that anymore but I have to find a chair and went to smoke alarm off and the chair came out from underneath and I fell right on my knee and I yelled out and it was very bruised and the next morning I woke up in a lot of pain and so I took myself to the Dartmouth General and most of you will know what came next. The first thing was the professionalism and the kindness of the staff that I encountered in every space and for that I am eternally grateful but of course there was also the wait. I heard a lot of you guys saying wait so the long long wait the long lonely wait and I'll tell you the only person I saw in that waiting room for the first six hours was the environmental services who were kind and jovial and cheerful and engaging and you know it was really a good lesson for someone like me who spends a lot of time talking about what the situation in Healthcare is like. To experience it first hand and not long before I finally saw a doctor. The clerk came out and she asked for everyone's attention and at that point it was standing room only in the waiting room and she said hi everyone I understand you must be frustrated you've been waiting for a long time please be kind to us, the staff we are doing the best we can. We're working in a broken system but we're not the ones who broke it. And that's not what we were promised that's not what we were promised in the last election that's not the fix that anyone is looking for.

Some of the reasons that I go to work every day and some of the reasons why I'm thankful for all of your members on the front lines and continue to be incredibly frustrated by what is really the continuing freefall of so much of our primary to acute care systems you know that it's not something that an app can fix. And if Tim Houston doesn't know that by now he will during the next election. I only say that Nova Scotians take care of each other and that they deserve a government that does the same and this is never more true or genuine than when talking to folks like CUPE members. These increasingly difficult times for so many people across this province, it's your work that keeps the province going in schools and hospitals, long term care homes on highways you're the people helping, you’re the people keeping us safe and you deserve a government that's helping you and caring for you. Sadly, what we see mostly is a government that cares about their friends. I think we've talked about this before, developers wine makers executives you know these are the people who our premier thinks needs support this is a Premier who called minimum wage jobs not real jobs, this is a premier who refuses to build and protect affordable housing and we know the housing crisis is affecting keeping members and everyone else across this province.

Last fall when asked if what would happen to people living outside the premier said to the media well it's just a fact that some people will live outside year round and I don't know about you but I don't want to live in a province where that's a fact this is also a premier when confronted with a number of FOIPOPs that our caucus has done that show that more people than ever are dying in emergency rooms who said well that's just a fact that people die in emergency rooms evading the real issue which is the ways in which those numbers continue to rise and the fact that these are not facts, they’re choices and they're choices that are being made and choices that the end user will have to wear and so it's this callousness it's these choices that we have set out to change because this is a moment that calls for solidarity this is a moment that calls for compassion and for recognition of the important work being done.

Because we know that regular Nova Scotians are struggling. The cost of housing and groceries and heat are skyrocketing and people with good union jobs are strained at the end of each month. Hundreds of millions of no strings attached dollars meanwhile get funneled to developers with no commitment for affordability so when we talk about the housing crisis and we talk about how we're building more than ever that's true but in my riding of Dartmouth South we have thousands and thousands of units coming online and not a single one, not a single one will be affordable to any of the people in my office who come to see every day about housing and that is a shame. We have a rent cap that was brought in by the liberals and continued by the Tories now at 5% that leaves loopholes so large that rent in Nova Scotia actually increased 15.7% last year. It doesn't work I'm sure you all saw people sleeping rough and as I said my office and those of my colleagues and of MLA's across the province belonging to every party are flooded with people terrified about being priced out of their homes and it's getting worse and there is so much that we can do but those opportunities at the moment are opportunities lost.

I'm here today as the leader of the Nova Scotia NDP on behalf of my party to recommit our solidarity with all of you and with the labour movement at large not because of our past but because of our future. When I became a leader of Nova Scotia's New Democrats two years ago I promised that together we would fight for the future we know its possible and so in a bit of good news I am proud to say that we have done exactly that we have been tenacious we have been clear and most importantly we have been successful in fighting for many of the things that matter most. We have put housing front and centre on the government agenda when we started talking about housing in 2019 people wouldn't even engage with us. The liberals rolled their eyes when we told them what the writing on the wall was when we told them what would happen and now here we are and at the very least we can all agree that we're in a housing crisis and we can know that we are taken seriously when we are putting things on the table to fix that and we will continue to fight. We have fought for and we have funding for school food this is huge for communities across this province. Also childcare, I've seen some ECE's in the crowd this is huge for families who are still struggling to find childcare the light you know the lights at the end of the tunnel the childcare we're not there yet but those wait list fees are punishing and there are many families who had to give up at a certain point it's not looking for childcare because they couldn't afford those wait list fees and after months and months and months of persistent campaigning led by Suzy Hanson our amazing education critic we finally saw an end to those fees.

And we've done so much more we're proud to have stood on many picket lines with all of you as you have reminded this premier who he really works for and while we have so much more to do we know that Nova Scotians are taking notice and we are proud that our small but very mighty team has established ourselves as the effective opposition in Nova Scotia now more than ever the people of Nova Scotia need progressive forces in this province working together and I have spent so much of the last two years traveling across this province spending time in rooms like this making sure that we have the solidarity we need because you know that you can count on New Democrats and anyone we can bring with us to be in the legislature and in the streets holding Tim Houston to account.

And in that vein we have pushed to the government to account for why our seniors have the lowest level of support in the country, did you know that the lowest level of support in the country Gary Burrow has been fighting for a guaranteed income supplement for seniors which we have in many other parts of this country but we don't have here and we will continue that fight, we've been able to shine a spotlight with thanks with help from people like Tammy Jakeman on the lack of supports in and for our schools. We've introduced legislation that would take the HST off of all food and beverage in the grocery store, outlaw the practice of childcare wait list fees and create a universal school lunch program so two out of three isn't bad, but we'll keep fighting and on housing in addition to our ongoing push for rent control.

At our recent convention we unveiled our homes within reach plan which will rapidly increase housing supply introduce real rent control and expand the down payment assistance program so young people with decent savings don't have to put buying at home on hold. I don't know how many of you are in this situation but you know we're seeing more and more folks with kids who can't move out and more and more young people with good jobs wanting to start a family who can't move out, that's not the way it should be and it's not the way it has to be but we have to prioritize taking care of each other over greed. Quite frankly to make sure that everyone can have a home that they can afford, this is something that we have been able to do in the past in trying circumstances many of you will live in communities with big tracts of housing built after the war that exists in Halifax and exists in Pictou existent now. It can exist again we need a government that wants to make that happen we need a government when they talk about housing mean housing for everyone not just profits for their friends. We will continue to fight for that and for the things that matter to Nova Scotians. We also know as New Democrats that one of the best ways to protect Nova Scotians from the ups and downs of the economy is to make sure we have a roof over our heads and food on the table is with the union card we know that you know that in areas of high union density the entire population enjoys a higher standard of living not just unionized workers. We also know that in areas of high union density citizens are more engaged in the democratic process and have a greater trust in their institutions. We know that wages are higher probably not high enough yet, but we'll keep fighting for that. Retirement is more secure and access to medicine and Healthcare is better and that is why we in the NDP move legislation to bring single step card check certification to Nova Scotia and we were very proud to bring that legislation in the last session because we know that we need to even the playing field so that workers in Nova Scotia can have a seat at the table. I know and you know that the best deal for workers is found at the bargaining table, I know that strikes are rare and I know that you don't take them lightly but we recognize that the ability to withdraw your work is paramount to the collective bargaining process. Tim Houston was in opposition and on the campaign trail he made a crystal clear commitment to repeal the liberals disastrous anti worker laws which I think Nan referred to earlier but now much like his better paycheck guarantee and big other chunks of his platform, that promise is nowhere to be seen but I can assure you all that the NDP will never support back to work legislation and on this we are the only party that has been and remains crystal clear the only way to govern and that sadly scabs are not replacement workers they are scabs it is the most despicable tools that the employer has clear that strikes and lockouts take longer when scab labour is used.

There are more issues of violence and communities often have to deal with the fallout. It pits community against community and neighbor against neighbor which is why in the last legislative sitting we tabled legislation to outlaw this practice in Nova Scotia on all of you this to help put pressure on the PC caucus to get this passed. Many of you may have seen that this past in the federal context last night and even Poilievre supported it. So what is Tim Houston’s excuse. I guess we'll have to wait and see my friends the next election is set for June - July 2025 lots of rumors abound but July is the date that we're going to go with and we are in election mode because we have to be with the issues on the table are too important. We would love for any and all of you to join us in this endeavour and I as leader of the party have been so thrilled to see so many CUPE members out in our by elections that we've had recently if you want to join, if you want to donate, our website is NSNDP.ca it's a very simple process, we are organizing, we are training, and are talking to as many Nova Scotians as we can because we need a government that cares about regular people. We need a government that works to make peoples lives better and that believes that the way forward is to lift us all up not just our friends and so my friends the stakes are too high to wait, we're getting ready for the next election now and together with your help we believe we can win and so I'll hopefully see you on the campaign trail and thank you so much for your work and thank you for having me today.

Speakers: Dan Woods (L108); Marina Foley (L3885); Darlene Wallace (L2330); Nikki Braniff (L4459); Cody Hill (L2330)

**Steve Joy (L1867) awards Sean Foley OHS Award: Glenn MacPhee (L5050) & L5050 OHS Committee**

5th Credential Report – Courtney MacKinnon (L1485) & Lisa deMolitor (L964) & Greg Williams (L5248)

Moved and seconded by committee.

Carried.

|  |  |
| --- | --- |
| CUPE NS Executive | 9 |
| CUPE National Officers | 2 |
| CUPE National Executive Board | 4 |
| CUPE Staff | 27 |
| Guests | 7 |
| Exhibitors | 7 |
| Voting Delegates | 223 |
| Alternates | 30 |
| **TOTAL** | **309** |

POP: AM Danch (L5047) this day a year ago, wildfires….

**Constitutional Amendments & Resolution Committee**

Resolution #18 **AMENDED**

SUBMITTED BY: CAMIC (CUPE Atlantic Maritime Indigenous Council)

CUPE NOVA SCOTIA WILL:

Separate the section acknowledging African & Black Nova Scotians from the Indigenous land acknowledgment; and create a **two** new document**s** that allow~~s~~ both the Indigenous community and the African & Black Nova Scotian community, to have respectful representation that doesn’t impede on each other’s space; and Collaborate with CAMIC and African & Black Nova Scotian CUPE members to create the documents for their respective groups.

Because:

• The current land acknowledgment has created a divide between members as well as created feelings of unease, discomfort, and resentment. All of which go against what CUPE strives to achieve,

And

• Because the purpose of a land acknowledgement is to recognize unceded, unsurrendered ancestral Indigenous territory. Land acknowledgments are part of Truth and Reconciliation, and remind us of the treaties that were signed between the First People and the colonial government, that define the rights and obligations of both parties,

And

• Because including other groups into a land acknowledgment defeats the purpose in context of truth and reconciliation. “We believe it is important to name that this land is also known by many to be the Birthplace of Black heritage and culture...” we must remember that Black Nova Scotians are still settlers on Indigenous land,

And

• because it’s important to respect that marginalized groups can hold space rather than share.

Speaker: Tammy Jakeman (L5047); Ty Loppie (L1082); Kim Loppie (L1082); Miriah Drever (L); Calvin Scott (L5047);

Carried

Resolution #17 – **AMENDED/REFFERED BACK**

SUBMITTED BY: CUPE Human Rights’ Committee

CUPE NOVA SCOTIA WILL:

Advocate for the unhoused community of Nova Scotia, by lobbying the government to stop the **forceable** shutdowns of encampments.

Because:

• we must speak up and ~~support~~ **against** the removal of visible homelessness in Nova Scotia,

And

• because keep encampment residents safe while they wait for long term housing solutions,

And

• because encampments ~~are~~ **exists with**in a human rights crisis.

Carried.

Resolution #13

SUBMITTED BY: CUPE Local 5050

CUPE NOVA SCOTIA WILL:

Lobby the Government to supply mental health days for ~~education~~ **all** workers.

Because:

• Mental Health is a reality and should not be ignored.

Speakers: Karen Wheeliker (L5050);

Donna Biron (L933)-motion to amend resolution; seconded by Edwina Donovan (L1082); amendment carried

Carried.

Resolution #14

SUBMITTED BY: CUPE Local 5050

CUPE NOVA SCOTIA WILL:

Lobby the Government to protect education workers from violence in the workplace.

Because:

• Everyone deserves to be safe in their work environment.

Speakers: Kristin Welbourne (L5047); Tammy Jakeman (L5047); Melissa Brown (L5047); Ann Marie Danch (L5047);

Carried.

Resolution #12

SUBMITTED BY: CUPE Local 5050

CUPE NOVA SCOTIA WILL:

Lobby the Government to support equal pay for equal work.

Because:

• casuals in some classifications do not get the same hourly wage as the person they are replacing (i.e. TAS, ECE’s). Levels should not matter as they are doing the same work.

Speakers: Karen Wheeliker (L5050); Shelby O’Brien (L1472); Melissa Brown (L5047); Cody Hill (L2330); Bev Strachan (L8920); Diane McInnis (L5050); Linda Gregory (L8920); Cameron Ells (L3912)

**Defeated.**

**Human Rights Panel – Invisible Disabilities**

Discussion on Invisible disabilities and the affect it can have in the workplace. It’s an overlooked topic because individuals that have invisible disabilities it can be challenging to know if people are struggling and needing to create a safe space and awareness. In your work environment even just making sure that your members know that you're there to support them is a comfort.

**Carl Crouse – Committee Elections**

Health & Safety

Youth Delegate Nominations – no nominations

Sharon Hubley (L1867) nominates Steve Joy (L1867) – accepts nomination

Ashley Rhodes (L1183) nominates Kelly Morrison (L1183) – accepts nomination

Lindsay Mailman (L2305) nominates Christy Halliday (L2305) – accepts nomination

Jess Haley (L1431) nominates Justin Cull (L1431) – accepts nomination

Darlene Wallace (L2330) nominates Matt Cummings (L2330) – accepts nomination

Nicole Wilson (L8920) nominates Angela Watson (L8920) – accepts nomination

OHS: Steve Joy; Justin Cull; Kelly Morrison; Matt Cummings

Education

Youth Delegate Nominations

Pam Tucker (L2859) – Miriah Drever (L2859) – accepts - acclaimed

Jennifer Cox (L4682) nominates Floyd Seymour (L4682) – accepts nomination

Miriah Drever (L2859) nominates Donna Beals (L8920) – accepts nomination

Tammy Jakeman (L5047) nominates Ann Marie Danch (L5047) – accepts nomination

Local 2094 nominates Ray Smith (L933) – accepts nomination

Annette Amero (L8920) nominates Linda Gregory (L8920) – accepts nomination

Education Ctte: Floyd Seymour, Ray Smith, Donna Beals, Ann Marie Danch

Contracting Out and Privatization Committee

Youth Delegate Nomination – No Nomination

Dan Woods (L108) nominates Nimrod Matthias (L108) – accepts nomination

Bev Strachan (L8920) nominates Craig Bayer (L1867) – accepts nomination

Pat Perry (L4459) nominates Nikki Braniff (L4459) – accepts nomination

Ralph Vickers (L2330) nominates Emily MacNeil (L2330) – accepts nomination

All acclaimed

Global Justice

Youth Delegate Nomination

Kristin W (L5047) nominates Cat Hutt (L5047) – acclaimed

Natasha Oneil (L2094) nominates Edwina Donovan (L1082) – accepts nomination

Shirley Terrio (L8920) nominates Cheryl Burbidge (L8920) – accepts nomination

Dianne Frittenburg (L8920) nominates Lisa MacKenzie (L8920) – accepts nomination

Tammy Jakeman (L5047) nominates Ashley Sellon (L5047) – accepts nomination

Nimrod Matthias (L108) nominates Dan Woods (L108) – accepts nomination

Global Justice: Cheryl Burbidge, Edwina Donovan, Dan Woods, Ashley Sellon

Speakers: Tammy Jakeman; Steve Joy; Steve Stewart;

Womens Ctte: Thanks Dianne

Announcements

Adjourned at 4:48pm

**Wednesday, May 29 – convened at 9:04am**

Final Credential Report – Courtney MacKinnon (L1485) & Lisa deMolitor (L964) & Greg Williams (L5248)

Moved and seconded M/C

|  |  |
| --- | --- |
| CUPE NS Executive | 9 |
| CUPE National Officers | 2 |
| CUPE National Executive Board | 4 |
| CUPE Staff | 27 |
| Guests | 7 |
| Exhibitors | 7 |
| Voting Delegates | 224 |
| Alternates | 29 |
| **TOTAL** | **309** |

Steward of the Year Award: Heather Cameron (L4745-02)

**Constitutional Amendments & Resolutions**

Constitutional Amendment #5

SUBMITTED BY: CUPE Nova Scotia Division

CUPE Nova Scotia Will:

Amend article 10.04 to read:

10:04 Delegates and Alternates shall pay a fee of ~~$125.00~~ **$200.00.** Observer’s status shall be determined by the Executive Board of CUPE Nova Scotia based on the availability of convention space. Observers shall pay a fee of $75.00. Observers are generally a new local without its first collective agreement or bank account. Official Guests shall be at the expense of CUPE Nova Scotia. Those registering less than 20 days prior to Convention shall pay a registration fee of ~~$150.00~~ **$250.00**. A Banquet Fee of ~~$50.00~~ **$65.00** shall be paid by any person other than a registered Delegate/Alternate, Official Guests or staff.

Because:

• The rising cost we are seeing in our lives is present for CUPE NS when we purchase services for convention.

Moved and seconded by committee

Speakers: Donna Van Kroonenburg (CUPE NS Ex.); Ashley Rhodes (L1183); Linda Gregory (L8920); Nan McFadgen (CUPE NS President); Ann Marie Danch (L5047)

Carried.

Patricia Perry 4459-womens ctte: $714 – 50/50 $357 goes to Richard Bourdeau 3890

**Draws:**

Edie Garnier

Kate Farris

Carme Telesford

Cheryl MacDonald

Jeremy Whymen

Tracey Sullivan

Sarah smith

Margot Nickerson

Mark Voisin

Catherine Hutt

Dana Hannam

Shelby O’Brien

**Bob Keyes Draws:**

Emily McNeil – Chrombook

10 tim cards- Dianne McInnis

10 tim cards-Veronica archi..

10 tim cards-Christa Sweeney

10 tims – Kevin Carruther

Comp CAA (1 year) – Trisha Momberquette

Karen W Motion to top up the womens ctte 50-50 to 400 Dianne F seconded

carried

Tracey Mahaney (L8920)

Shirley Terrio (L8920)

Sharon Hubley (L1867)

Karen Murray (L2503)

Joanne Smith (L8920)

Rose Demeter (L2784)

Donna Beals (L8920)

Kelly Goudrey (L2774)

Nan McFadgen (CUPE NS President)

Celeste Axworthy (L2859)

Stacey Turnbull (L8920)

Doug Powell (L2094)

Global justice Cheryl Burbidge Motion to raise donation to $250 seconded Dianne Frittenburg – carried

H&R Cttee

School supply drive – thanks for donations plus $100

Elections

**1st VP – 2 Year**

Amanda Trites nominates Alan Linkletter (L8920)

Donna Biron nominates Cheryl MacDonald (L933)

Alan Linkletter elected

**Tracey Pinder – Regional Director**

Good morning everyone it's really nice to see so many faces and it was very exciting to see so many new delegates. Every year there's more and more and I think that's just a testament to the work that you're doing in your own locals. Doing succession planning and making sure that you're bringing people along is really important to building the strength of our union and keeping it going. I’d like to start off by saying some thank you's and so I wanted to say thank you to Nan and the division for all the work that you do and for working as an amazing team. It is really a pleasure to watch the division in action and getting ready for this convention and everything that you've been doing all year long and it is really nice when I get an opportunity to sit with you and talk with you and meet with you and hear all the work and the fabulous things that you're doing with your locals for the division and in the community in general so thank you to the division.

I'm going to take this opportunity to thank the staff for their work that they do every day you get a chance to work with them intimately on a regular basis. think it's important for new folks that are in the room that may not know that each local each sector is assigned a staff team and so you not only get for your union dues a servicing Rep but you also get communications staff you get research staff you get organizing staff and you get our amazing support staff that are in the area offices who are actually the ones who are keeping it going everyday and keeping us on top of things. I know I wouldn't be very organized as I am without our administration assistant, Clarissa who does as best as she can to keep me on track which is no easy feat. I'm gonna also take this time to say thank you to Carl because it's been a pleasure to work with Carl over these past few years. When I first came to the region and I had a discussion with Carl he was very welcoming and said anytime you know you need a little history or background or anything at all I'm a phone call away and that's how it's been over the last four years. With Carl that it's never been an issue for me to pick up the phone and say hey Carl what's the scoop here this seems really strange he's like well and then you get the story and because we sort of talked in opposite ways Carl is very slow and deliberate in the way he explains and talks and says things and I'm like OK and so it's good that there's some balance and we had the opportunity on Saturday at the long term care conference for folks to say some words of thanks to Carl so that was good too it is amazing crowd has been involved in healthcare sector almost every sector throughout his career with CUPE he's involved with sectors he's been in the Yarmouth area office for 17 years.

I would just like to say one more thing before I move on and that is to say thank you to our DJ at the dance he did amazing job keeping everybody on the dance floor from beginning to end even through switching of rooms so thank you Nelson and thank you again the division for putting an amazing banquet an amazing convention and a fabulous dance my hips and knees say yeah we did it thank you.

Elections:

**Secretary Treasurer – 2 Year**

Dianne Frittenburg nominates Donna Van Kroonenburg – accept nomination – acclaimed

**Recording Secretary – 1 year**

Ralph Vickers (L2330) nominates Emily MacNeil (L2330) – accept nomination

Bill MacDonald (L933) nominates Donna Biron (L933) – accept nomination

Ann Marie Danch (L5047) nominates Amy Parlee (L5047) – accept nomination

**2nd vote**

Emily MacNeil

Amy Parlee

Elected: Emily MacNeil

**Communications Editor– 2 Year**

Les Duff (L8920) nominates Matt MacDonald (L8920) – accept nomination - Acclaimed

**Trustee – 3 Year**

Sharon Hubley (L1867) nominates Steve Joy (L1867) – accept nomination - Acclaimed

**Trustee – 1 Year**

Jess Haley (L1431) nominates Justin Cull (L1431) – accept nomination

Arlene Nickituk (L933) nominates Donna Biron (L933) – accept nomination

Kim Loppie (L1082) nominates Edwina Donovan (L1082) – accept nomination

Liz Macintyre (L1485) nominates Debbie Gale (L1485) – accept nomination

Donna Van Kroonenburg (L8920) nominates Linda Lynds (L8920) – accept nomination

2nd vote:

Justin

Donna

Edwina

Linda

Elected: Justin Cull

**Trustee Alternate – 3 Year**

Ty Loppie (L1082) nominates Edwina Donovan (L1082) – accept nomination

Ralph Vickers (L2330) nominates Matt Cummings (L2330) – accept nomination

Elected: Matt Cummings

Diversity VP: Jess Haley

Nimrod Matthias – alternate

**Northern Area:**

VP: Ralph Vickers (L2330)

Alternate: Amanda Trites

**Cape Breton**

VP: Cheryl MacDonald

Alternate: Karen Wheeliker

**Central – 1 year**

VP: Ann Marie Danch

**Convention May 25 – 28, 2025 in Membertou, NS**

Group Picture - All newly elected sworn in

Adjourned at 11:31am

:kgp/cope491