



Canadian Union of Brewery and General Workers



NUPGA

Annual Report

2022

The National Union of Public and Employees (NUPGE) is a family of 13 Components. Taken together, we are one of the largest unions in Canada. Most of our 425,000 members work to deliver public services of every kind to the citizens of their home provinces. We also have a large and growing number of members who work for private businesses.

The office of the National Union of Public and General Employees is situated on the traditional unceded territory of the Algonquin Anishinaabeg people and is now home to many diverse First Nations, Inuit, and Métis communities.

We recognize and acknowledge the crimes that have been committed and the harm that has been done.

And, we dedicate ourselves, as a union, to moving forward in partnership with Indigenous Peoples in a spirit of reconciliation and striving for justice.

Bert Blundon, President

Jason MacLean, Secretary-Treasurer

Dear Friends:

We are pleased to submit this *Annual Report 2022*, which showcases the work of the National Union over the last 12 months.

This has been an incredible year, as we continue to struggle with the ongoing threat, and the long-term economic and political ramifications, of the COVID-19 pandemic. Vaccines and mask mandates have given many a sense of freedom to resume living their lives. Although, as predicted, we are now seeing children with severe respiratory illnesses being admitted to hospitals in numbers that are overwhelming our already exhausted health care workers and increasing the strain on our health care system.

But, like every time before, our members are rising to the challenges—together.

It's that kind of solidarity that connects us as trade unionists. That makes an injury to one, an injury to all. That solidarity was never more present than on November 7, when public and private sector unions joined our friends in CUPE in Toronto for a historic press conference in the largest display of force in recent history.

While Doug Ford, Ontario's Premier, tried to bully 55,000 of the lowest-paid workers in the education sector into taking an insulting offer for a new collective agreement, the labour movement organized, mobilized, and roared. While he tried to strip away bargaining rights for 5 years by including a notwithstanding clause in the new legislation that would impose a wage settlement, parents, community members, civil rights defenders, teachers, and others gathered joined together in solidarity to say an emphatic NO.

As a national union, we pledged financial assistance to unions in Ontario to fight for a fair collective agreement for these vulnerable workers, and to stop the bullying. We were, and are, keenly aware that, if the bully isn't stopped, he looks for new targets. Our Component, the Ontario Public Service Employees Union (OPSEU/SEFPO), also represents education workers. And once done with us, who's next? No, we were not going to let anyone trample on our collective, constitutionally held rights under the Charter.

While this particular challenge may not be over, we clearly showed the Premier what could happen when union members work in solidarity. Our word stands, as we continue fighting for justice and fairness.

NUPGE fighting for workers

In 2022, we continued to focus on the well-being and rights of workers and the public. We continued to leverage our collective power to force governments to provide support and benefits to those impacted by the COVID health crisis. We continue to pressure governments and employers to increase their care and concern for the most vulnerable people in our communities, locally and globally, including children and our seniors.

The National Union and our members remain on the front line, not only in health care settings but in the public realm, advocating for workers' rights and public safety. By fighting for the rights of health care workers, we create a better environment to care for our loved ones. The leadership of NUPGE, nationally and in its Components, is continuing as always to make the safety and security of our members our main priority.

And it hasn't gone unnoticed.

This fall, we were honoured to announce that our union has gained 2 new member Components: the Manitoba Association of Health Care Professionals (MAHCP) and the Health Sciences Association of Saskatchewan (HSAS)! We are pleased to continue to build strength in the health care sector across Canada at such an important time. These new partnerships will serve our members and the public well.

Strategic planning for the next 3 years

We gathered in June for our 2022 Triennial Convention in St. John's, Newfoundland, meeting in-person for the first time in a long time. A record number of member delegates, observers, and guests came together to celebrate our hard work and successes as a union and to plan for the challenges ahead.

Through videos, from speakers, and from speeches by members on the convention floor, we heard stories of struggle and resilience, of gratitude and grace, and of passion and compassion. We set policy and direction that reflected our values of equity, fairness, and justice.

We have a lot of work ahead of us to counter the lines coming from austerity-focused governments, corporate conservatives, and anti-labour employers. But coming out of this convention, every member knows that we have their back!

This report

This report details the work of the national office in 2022. You will find a list of the National Executive Board meetings, a report on our social media activities, and a review of our web stories. And you will find detailed information about all the other work we

have done. We have provided information about the various Component representatives' meetings, such as our advisory committees on the environment, women's issues and young workers.

We also have special committees that undertake work on child care, anti-racism, health and human resources, legal strategies and health care.

There are reports about meetings of our Component occupational groups, like Long-Term Care representatives, BC Ferry and Marine Workers' Union (BCFMWU), and Component Liquor Board Representatives.

This report also details our work in the broader labour movement, nationally and internationally, through the Canadian Labour Congress (CLC) and Public Services International (PSI), and the International Trade Union Confederation (ITUC).

We share information about our work with our allies, such as the Mental Health Commission of Canada (MHCC), Canadians for Tax Fairness, Climate Action Network, and the Canadian Health Coalition (CHC).

And there's information about the major issues the National Union has been working on, a truly impressive body of work:

- the crisis in provincial criminal justice systems
- presumptive legislation for occupational psychological/mental injury
- (opioid-related) poison-drug overdose crisis
- domestic violence
- long-term care—advocating for inclusion in the *Canada Health Act*
- income inequality
- the fight against privatization
- post-COVID—responding to austerity threats
- pensions
- global trade and investment deals, a threat to public services
- cyber security
- the global movement to suspend the World Trade Organization's agreement on trade-related aspects of intellectual property rights (TRIPS)
- international solidarity

NUPGE staff

This report details the work of the national office in 2022. What it doesn't convey is the heart and soul of the people who got it all done. We have an impressive group of people

contributing every day to improve the lives of our members, and of the public, and we are proud their accomplishments. Under the leadership of Managing Director Len Bush and National Coordinator Brenda Hildahl, our NUPGE staff members continue to provide high-quality work, whether they're in their remote workplaces at home or at the office. They all have different roles and assignments, but they share a common dedication to the members of the National Union. We thank them for the outstanding work done this year in service to the hundreds of thousands of public sector and health care workers, and to all the many members who work in other areas.

The National Executive Board

As the Officers of NUPGE, we are blessed with a wonderful National Executive Board: dedicated, committed, and effective leaders in their own Components. They are also leaders with the vision and perspective to help guide our national and interprovincial work. We are grateful for their support, engagement, and commitment to build a better union, a stronger movement, and a fairer and more just world.

NUPGE members

I want to conclude by thanking our members, whose ongoing determination, commitment, and good humour helped us meet our challenges. They were there at every step, working hard, putting themselves on the line to serve the communities they love.

We know that great things can happen when we work together. We came together when COVID started, and almost 3 years later, we are stronger than ever. We continue to be vigilant—against COVID and the ongoing health care crisis, against austerity-focused governments, and against employers who want to trample on our constitutionally protected human rights. We will keep fighting for good jobs with good wages, safe working conditions, and decent pensions. We will continue to fight for better communities and workplaces, free from racism and intolerance. We will fight to make equality, fairness, and environmental sustainability part of any recovery.

Together, we will make our work and our lives better.

In solidarity,

Bert Blundon
President

NUPGE Executive Officers

President	Bert Blundon
Secretary-Treasurer	Jason MacLean

NUPGE Staff

Managing Director	Len Bush
National Coordinator	Brenda Hildahl
Executive Assistant to the Officers	Deb Sonogo
National Representatives	Jeryn Daly
	Deborah Duffy
	Nadia Ibrahim
	Andrew McNeill
	Anil Naidoo
	Keith Noseworthy
	Michael Temelini
Financial Administrator	Lynda McGuigan
Administrative Representatives	Theresa Clemen (Retired June 2022)
	Diane Fowles (Retired March 2022)
	Sandra Lea Megeney
	Laura Rashotte
	Sasha Saint-Aubin

Overview

Since the beginning of the COVID-19 outbreak in Canada, the National Union of Public and General Employees (NUPGE) and its Components have been working to protect and promote the interests of our over 425,000 members. This publication records the ways in which we connected with our members, our elected leadership, our allies, the government, and the public on issues that include (but are not limited to)

- health, safety, and wellness
- wages and benefits
- workload
- domestic violence
- precarious work
- austerity
- universal child care, and
- equality rights

With months of social distancing and lockdowns, we used our technology to reach each other like never before. The distance and isolation forced us to adapt to new ways of communicating. We made sure that our Components received as much support and information as they needed to represent the rights of our members. This collaboration and unity created a deeper connection. We shared a common challenge, a common reality, and as a result, our work made the National Union stronger.

NUPGE Working with Components

The National Union brings workers together from across the country to share information, develop common strategies, and build solidarity. Here are some of the ways we did that in 2022.

Advisory Committee on the Environment (ACE)

The Advisory Committee on the Environment (ACE) met by videoconference on March 9. ACE members shared updates on work being done in their Components. This includes member education and engagement, research, greening their offices, and Component committees or working groups. Participants also discussed the political dynamics and legislative and policy developments in their provinces and nationally.

Given Russia's invasion of Ukraine, the committee discussed the need to articulate the urgency of the transition to green energy, not caving to industry's calls to double down on fossil fuel extraction. This discussion helped to inform NUPGE's input to a related

statement by the Green Economy Network. Just Transition has been a priority area for the committee. In addition to work Components are doing at the provincial level, NUPGE has been pressing the federal government to implement Just Transition legislation.

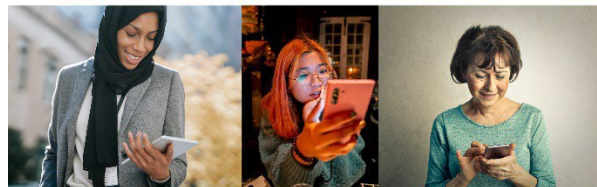
ACE continues to engage in information sharing on collective agreement language related to the environment. At the meeting, ACE members provided updates and discussed the barriers to advancing environmental issues in bargaining. Representatives from the Labour Education Centre presented to ACE on the Working Green 2050 project, which supports union education and action on climate change.

ACE was invited to provide comments on the draft policy paper on the climate crisis. The work of this committee helped to inform the policy paper and resolutions for NUPGE's Triennial Convention, as well as NUPGE's work more broadly. Also, ACE gave input on both the format and content for NUPGE's environment conference, which took place in October.

Advisory Committee on Women's Issues (ACWI)

The Advisory Committee on Women's Issues (ACWI) met March 2–3, 2022. A key concern that for the committee has been following for several years is the issue of period poverty. NUPGE has produced a publication [Period Poverty in Canada](#). The publication explores how women in Canada continue to suffer the consequences of pay inequity, pay more for basic needs such as clothing and haircuts, and continue to be the primary caregivers for children, elders, and people with disabilities.

On top of these expenses, is the cost associated with having a menstrual cycle. For women, girls, gender-diverse people, and Indigenous people, who are living in poverty,



**We choose to challenge budget cuts and inequality.
We choose to call out gender bias and the wage gap.
We choose to fight all forms of discrimination.
We choose a shecovery that supports all women
in the post-COVID-19 world.**



**Together or apart,
wherever we are,
on International Women's Day,
and on every day of the year,
NUPGE will #ChooseToChallenge.**



in domestic violence shelters, living with disabilities, or experiencing homelessness,¹ the cost of these products can mean that they can be forced to choose food over their health. Unions (including NUPGE), women’s organizations, and organizations such as Tampon Tuesday have applied pressure on all levels of government to provide menstrual products free of charge in schools, shelters, and government buildings.

A [letter of appreciation](#) from Rohingya Women’s Welfare Society (RWWS) regarding NUPGE’s second contribution, which will help purchase necessary items such as hijabs, bourkas, undergarments, and clothes that were destroyed in 2 massive fires in the Cox’s Bazar camp, was provided to the committee.

The committee discussed the alarming increase in the visibility, rapid growth and mobilization of the alt-right. The publication by the Canadian Research Institute for the Advancement of Women (CRIAW), [The Rise of the Alt-right in Canada: A feminist analysis explores the issue from an intersectional feminist analysis](#), notes that the alt-right has misogynistic roots and groups such as “involuntary celibate” or “incel” target and terrorize mainly women. The paper notes that governments must treat misogyny, sexism, and racism as serious threats to public safety and national security.

The ACWI met on June 16, 2022, prior to the 2022 NUPGE Triennial Convention to discuss the NEB resolutions directly pertaining to women’s issues: period poverty, intimate partner/domestic violence, solidarity with the Rohingya, and child care.

When the ACWI met October 13–14, 2022, one of the key issues was the theme of the February 2023 NUPGE women’s conference. There was a consensus that the theme should be *Women in Leadership: We rise by lifting each other up*. The committee felt that there should be 2 key areas of discussion at the conference: women’s leadership within the union movement, and women in politics at all levels of government.

The committee also discussed the growing concern regarding abortion rights in Canada after the overturning of *Roe v Wade* in the US and the resulting restrictive legislation in several states. Some of the response in Canada is that the federal government should introduce abortion rights legislation. The response from feminist and reproductive rights movement is a clear statement that the solution to protecting the right to abortion and reproductive rights is not legislation but focusing on enforcing and improving access.

¹ It’s important to note that it’s not just cisgender women and girls (i.e., those who were assigned the sex female at birth and identify as a women/girls) who menstruate. Nonbinary people and Two-Spirit people may also menstruate. Transgender people who have female sex organs and were assigned the sex female at birth may also menstruate. Essentially, any person who had female reproductive organs at birth may menstruate. For this reason, this document uses the term *people who menstruate*. In places, this document refers to women and girls specifically because much of the research out there uses this language, or because it’s also gender specific—including only cisgender females. This speaks to the need for improvements to the way studies are conducted.

Advisory Committee on Young Workers' Issues

The Advisory Committee on Young Workers' Issues (ACYWI) had a videoconference in 2022 on March 1. There were 8 participants from 7 Components.

Multiple Components are looking at expanding the equity seats they have on their executive boards, and this includes adding a seat for young workers. Some Components have resumed in-person meetings. Housing remains an issue for young workers in most provinces. Online initiatives continue to be popular. Some Components are in bargaining, or heading into bargaining, this year.

The ACYWI also discussed the upcoming NUPGE Young Workers' Conference, which was held in person on November 6–8, 2022.

Participants suggested the following topics be the priorities:

- Mental health
- Addressing and combatting racism
- Housing
- Social media training/engagement
- Access to participation in the workforce
- Access to universal child care

BC Ferry and Marine Workers' Union (BCFMWU)

In April 2022, the National Union contacted the Hon. Omar Alghabra, Minister of Transport, Government of Canada, and the NDP Transport Critic, Taylor Bachrach (MP, Skeena—Bulkley Valley), to meet with representatives of the BC Ferry and Marine Workers' Union (BCFMWU). This is part of our government relations strategy to raise awareness and concern about the corporate practice of importing foreign workers in the marine industry and firing existing workers.

This issue came to light in the March 2022 news that P&O Ferries (a British shipping company that operates ferries from the United Kingdom to Ireland, and to Continental Europe) suddenly made redundant or “fired” 800 of their workers. The existing crews were removed from P&O ships by an outside security firm in favour of busloads of exploited and lower-paid foreign crews. The P&O Ferries parent Company, DP World, operates in Canada, with terminal operations in Vancouver, Surrey, Prince Rupert, and Saint John. When the meeting was requested, there was as yet no action call to disrupt service at DP World facilities. But the BCFMWU was concerned that the same corporate practices could be coming to Canada. The National Union will continue to pursue this issue with government officials, and with component representatives to develop a strategy ensuring that this never happens in Canada.

Canadian Health Professionals Secretariat

The Canadian Health Professionals Secretariat (CHPS) has 2 scheduled meetings per year. The Secretariat met in May and October in the midst of a health care crisis. Over 70 participants were present through the two meetings with 10 Components and 3 CHPS allied constituent unions represented, along with NUPGE national staff. The first meeting was virtual with the second meeting being mostly in-person with a hybrid component. At the fall meeting of CHPS, NUPGE welcomed the Manitoba Association of Health Care Professionals (MAHCP) to NUPGE as they are now officially a NUPGE Component.

The health care crisis dominated the meetings with the consensus being that though the crisis was exacerbated by the pandemic, the labour shortages are also the result of poor health human resource planning and a failure by governments and employers to heed the warnings by unions and academics. Compounding the issues related to an aging workforce are an aging population and decades of austerity which has starved the system to the point of breaking.

NUPGE is increasingly focusing on the health human resources crisis in Canada and President Blundon talked about his meeting with Federal Health Minister Duclos on the issue. NUPGE continues to press for a pan-Canadian HHR strategy, but also is demanding that governments and employers do more to retain workers, including investing more in workers mental health and actively reducing workloads and stress so that health care workers are better supported.

Component updates are an ongoing feature of CHPS meetings and across the country the health care crisis is not abating. Working short has led to ever increasing workloads and the pandemic is still impacting the overburdened health care system. CHPS members were disappointed that the provinces and federal government have not concluded an agreement on new funding for health care and denounced the playing of politics while patients and workers suffer.

The ever present threat of health care privatization received a major boost during the pandemic as governments have been working with private health care clinics to deal with the surgical backlog. These arrangements are contrary to the spirit of the Canada Health Act, but Conservative governments seem willing to openly talk about privatization as the health care system is in crisis. These false solutions are a deep threat to our public health care system.

Component Liquor Board and Cannabis Representatives

Fighting privatization and health and safety were the main topics at 2 of the videoconferences the National Union organized for representatives from the liquor and cannabis sector. What has changed in 2022 is that, with the lifting of pandemic restrictions, there has been an increase in thefts by members of the public in some provinces. These thefts can be a threat to health and safety.

The National Union also held an emergency video conference for representatives from the liquor and cannabis sector to respond to the announcement in the Saskatchewan speech from the throne that the remaining publicly owned liquor stores in the province will be closed. In addition to the loss of almost 400 jobs, this will transfer revenue from liquor sales from the people of Saskatchewan to the large corporations that own private liquor stores. The videoconference provided a chance for Components to hear from SGEU/NUPGE about its fight-back campaign and to offer support.

Collective Bargaining Advisory Committee

The Collective Bargaining Advisory Committee (CBAC) met once virtually so far in 2022. The CBAC meetings bring together some of the most senior Component leadership and negotiators from our Components. Collectively, they provide an invaluable look at collective bargaining right across the country.

While the pandemic has been an important point of discussion the past couple of years, most Components are now bargaining in the context of moving forward. Almost all Components are facing provincial governments that are focused on austerity. Some provinces are arguing that they are in a significant deficit position because of spending during the COVID pandemic. However, work commissioned by the National Union with the Canadian Centre for Policy Alternatives has largely refuted this argument. CCPA Senior Economist David Macdonald spoke with the committee on his work, which demonstrates that most COVID-related spending was by the federal government. In fact, some provinces are actually in a stronger economic position post-COVID than they were in 2019.

Another interest of the CBAC is how to use bargaining to further union goals of anti-racism and decolonizing. Terri Monture, Indigenous activist and trade unionist, met with the committee to discuss ways to deepen our unions' commitment to justice and equality.

Corrections and Youth Facility Workers

The annual meeting of corrections and youth facility workers was held in Ottawa on September 22–23, 2022. This was the first in-person meeting since 2019, with 38 participants from 7 Components. There was a comprehensive and thorough discussion on the following topics, in which each Component provided an update on significant developments:



- raiding;
- campaigns against privatization;
- collective bargaining and grievance updates;
- administrative and disciplinary policies on segregation;
- the staffing-shortage crisis;
- recruitment, retention, and turnover in relation to
- low morale, burnout, and low wages.

An important part of the discussion focused on occupational health and safety issues. These included critical incidents and violence in the workplace, as well as established and new measures for correctional officers and youth services officers who develop mental injuries such as PTSD. Participants also discussed the relationship between mental health, opioids and other drugs. Violence in the workplace was of such particular concern to participants that they expressed an interest in a provincial and national campaign on the root causes of workplace violence against staff to be able to make recommendations to reduce this violence.

The working group meeting was so successful that representatives expressed an interest in having more meeting time to discuss topics of workplace violence and mental injury, including organizational and operational stressors.

Following the working group meeting September 25, once again many of the NUPGE working group members participated in the annual Canadian peace officers' memorial on Parliament Hill. The group assembled at the Supreme Court of Canada building, and then marched down Wellington Street.

NUPGE Environment Conference

The environment conference was held October 19 to 22. It brought activists from across the country to learn together, share their knowledge, and build relationships. The theme was *Climate Justice: Workers Taking Action*.



In organizing the conference, the National Union sought input from ACE members on both the format and topics. We heard that there was an appetite amongst members for educational opportunities, which informed the program. Throughout the conference, members participated in workshops, heard from guest speakers, and engaged in small-group discussions. 1.15

The topics of the sessions were:

- the basics of climate change, Just Transition, and what workers and unions can do;
- the role of Indigenous knowledge and leadership in climate action;
- environmental racism and what unions can do;
- lessons in coalition building; and
- NUPGE and Components taking action.

Members had an opportunity to share their own knowledge and experiences in the Q and A sessions, interactive workshops, and breakout discussions, in addition to learning from speakers and facilitators. They were able to meet and get to know one another during a reception. Members shared positive feedback about the conference and a desire to continue coordinating across the provinces in supporting our collective work to address the climate crisis.

Indigenous Issues Videoconference

On April 14, 2022, NUPGE held a videoconference of Indigenous Component representatives to discuss Indigenous issues. There were 12 participants from 5 Components.

Participants shared what their Components were doing in regard to Indigenous issues. Most Components don't know the demographics of their membership but are discussing ways that they can respectfully acquire this information. Tangentially to this point, most Components don't have a committee or working group specifically for Indigenous issues, but most have a committee that focuses on equality, human rights, and anti-racism.

Education on Indigenous history and contemporary issues for non-Indigenous people was a commonality among several Components. There is also a desire to see non-Indigenous members better understand Indigenous culture and customs. Some participants feel frustrated when non-Indigenous members are constantly asking them for a land acknowledgment they can copy/paste for their meetings, and when asked how to treat an Elder with respect at events.

NUPGE is creating several educational resources about Indigenous issues. During the videoconference, there were requests to ensure that NUPGE is working with Indigenous groups, or to consider hiring an Indigenous Liaison or Education Officer. It is the preference of NUPGE and the participants that a permanent Indigenous Issues committee be formed. A resolution to form the committee was presented at NUPGE's convention as part of a policy paper called *Justice for Indigenous Peoples*.

Leadership Development School

The National Union's 23rd Leadership Development School took place August 13–19, 2022, at the Horseshoe Resort near Barrie, Ontario. This was the first in-person Leadership Development School since before the COVID-19 pandemic. 21 people from 7 Components and one international guest participated.

Elaine Bernard, the former executive director of the Harvard University Labor and Worklife Program, delivered the core program. Other sessions looked at how to strengthen the labour movement. Jason MacLean delivered one on racism in Canada and what unions can do. Former NUPGE president Larry Brown presented on accountability and good governance in unions. There were also sessions on some issues NUPGE members are facing, like the housing crisis, the overdose crisis, and climate change.

Legal Strategies Component Coordinating Committee

With in-house representatives and external counsel present, these meetings enjoy wide participation from Components. Participants provide updates from their provinces and discuss and share analyses on issues and cases that are of mutual interest across the country. Andrew Astritis of RavenLaw, legal counsel to NUPGE, is present at these meetings and often provides analysis. The committee met twice this year by videoconference. Topics of focus at recent meetings have included cross-country issues, COVID-19 vaccine mandates, legal challenges to them, and the duty of fair representation. The committee has also monitored developments related to working from home. The committee has heard updates and analysis on shifts at the Supreme Court of Canada.

Participants provided updates on legal challenges to wage-restraint legislation in Manitoba, Nova Scotia, and Ontario. At the November meeting, there was a discussion on the notwithstanding clause in the context of Bill 28 in Ontario. There were reports on the Vancouver Shipyards case, which was a win for picketing rights, and a recent Human Rights Tribunal of Ontario decision that found the tribunal has concurrent jurisdiction with labour arbitrators. The committee has been monitoring Bill 32 in Alberta, which is widely seen as a step towards *right to work*. Participants also reported on other developments of note, including the long-awaited move to a single-step certification process in BC, and Saskatchewan's new requirement that all employers are to have a workplace violence policy.

National Executive Board Meetings

- Meeting 319—March 21 to 22, 2022, Vancouver
- Meeting 320—April 13, 2022, Videoconference
- Meeting 321—June 16, 2022, St. John's

Scholarships

The National Union awards 9 scholarships in the amount of 2,500 each year. All applicants must provide an essay and must be admitted to a Canadian, public, post-secondary institution.

Except for applicants for the 2 Young Worker Scholarships who may apply as members, all scholarships are available to the children/grandchildren and foster children/grandchildren or a legal ward of one our members and/or retirees of our Components or of a Component's affiliate.

Applicants must not have earned any post-secondary credits and must be starting their first year of a post-secondary program on a full-time basis with the further exception of applicants for the Young Worker Scholarships.



Applicants for these scholarships may apply if they currently enrolled or have previous received post-secondary credits but they must be under the age of 30 at the time of the scholarship cutoff date.

The following were awarded in November 2022:

Brian Fudge Memorial Scholarship—OPSEU/SEFPO, Melissa Trinh
Scholarship for Black Students—MGEU, Eliana Legesse
Scholarship for Indigenous Students—HSABC, Carmen Shea
Scholarship for LGBTQ2 Students—BCGEU, Maya Taylor
Scholarship for Students of Colour—NSGEU, Malaya Douglas
Terry Fox Memorial Scholarship—OPSEU/SEFPO, Sofia Begg
Tommy Douglas Scholarship—NSGEU, Lareina Shen
Young Worker Scholarships—BCGEU, Sarah Graham, and MGEU—Natalie Kathler

NUPGE Young Workers’ Conference

Topics for the conference were discussed at meetings of the Advisory Committee on Young Workers’ Issues (ACYWI). All topics were chosen based on feedback from the ACYWI.



Participants had a chance to meet informally at the reception held on November 6. Most participants did not know each other outside of their Components. There was a good mix of experienced activists, participants who hold elected positions, and new activists (for many of them, this conference was their first union event).

The conference was opened and closed by Grandmother Irene Compton. The opening was performed in person and the closing over Zoom.

On November 7, participants heard presentations on workplace mental health, future-proofing unions (legal strategies and accountability on equity), and contemporary Canadian issues. Each presentation included a Q and A or a workshop. After the official end of the first day, most participants chose to participate in the Notwithstanding Ford Emergency Rally hosted by Community Solidarity Ottawa. The rally had around 150 participants and heard speeches from labour activists across the country, including NUPGE’s Secretary-Treasurer, Jason MacLean.

On November 8, participants heard presentations on fighting for universal child care in Canada, Reconciliation, and affordable housing. Each presentation included a Q and A session.

Overall, feedback from the participants via an evaluation survey was very positive. All speakers were well received, with Darcel Bullen receiving high scores, and Dr. Pam Palmater receiving perfect scores from all evaluations. The majority of participants wanted a longer conference with more time for facilitated discussions among participants and with break-out sessions. They also wanted more structured social time and networking opportunities. There were also several requests to make the content less Ontario-centric.

Participants also provided feedback on what they wanted to see from NUPGE regarding young workers. The majority of participants want more young worker conferences, events, and online spaces. There were several suggestions about an online forum or communications tool that would let young workers keep in touch between in-person events.

Topics of interest included

- political education
- mental health and wellness
- problem solving/conflict resolution
- the importance of unions (targeted at younger generations)
- precarious work.

They also wanted to know more about lobbying the federal government on issues like health care, anti-racism, the cost of living and issues facing people with disabilities.

Special Committees

Child Care

This committee is chaired by Stephanie Smith, President of the BCGEU/NUPGE. The special committee met by videoconference on March 24. Larry Brown thanked the special committee for their work over the last 2 years. With their guidance, we were able to enhance our advocacy, increase pressure on governments, and support Components by sharing information and resources.



Participants shared updates from their provinces, including on the federal-provincial/territorial child care agreements. Access to, and affordability of, child care continue to be major challenges, though there is hope that the agreements will help. There is a high level of burnout among the child care workforce. The pandemic has exacerbated an existing recruitment and retention problem. Governments must ensure compensation and working conditions are improved and develop strategies to expand the workforce, as NUPGE has emphasized in letters to the federal minister.

The committee raised concerns about whether public funds are going to for-profit providers and discussed the importance of building capacity in the public and non-profit sectors for expanding the number of child care spaces. NUPGE raised this issue in its pre-budget submission to the federal government. The committee has discussed the importance of working with allies. Several Components are involved in provincial child care advocacy associations. NUPGE provided updates on its participation in the CLC Child Care Working Group and Child Care Now.

At the March meeting, it was agreed that the committee move to meeting on an as-needed basis, while NUPGE continues to play its role in facilitating information sharing and coordinating advocacy.

The special committee was reconvened for a short videoconference on October 27. It focused on sharing information and getting the committee's input on some time-sensitive advocacy opportunities, including the Day of Action.

Health Human Resources Working Group

The Health Human Resources Working Group met on March 28–29, 2022. The meeting was an important opportunity to discuss the health human resources (HHR) crisis in Canada. All Components were represented except for HSAA, whose attendance would have conflicted with bargaining.

The meeting featured Dr. Ivy Bourgeault from the University of Ottawa, who is the lead on the Canadian Health Workforce Network and has been researching HHR issues for many years. The core of the meeting was presenting Component reports and the sharing of Component experience and common concerns across the country. The meeting reviewed the key aspects of the labour shortages; labour shortages proved to be widespread and relentless, with few solutions on the horizon. The group also looked at recruitment, training, and retention strategies and were similarly disappointed that more was not being done, both to encourage new workers into these fields, but also to hang on to existing members.

While we know there are labour shortages across many sectors of the economy, health care is a sector that needs immediate attention. Quality health care must be provided by a highly trained workforce and is labour intensive. A shortage of workers directly impacts health care outcomes. An aging workforce and an aging population mean that increased demand for health care will be compounded by large numbers of workers at or nearing retirement. Urgent steps are needed to avoid major harm to our health care system. This meeting explored how the pandemic exposed the problems with how Canada's health care workforce is managed and showed that both patients and workers are paying the price. NUPGE will continue to work to pressure governments and employers to address the health human resources crisis and to understand that critical shortages in allied health professionals damage the quality and timeliness of care that can be provided.

NUPGE will continue to work to pressure governments and employers to address the HHR crisis. Governments and employers need to understand that critical shortages in specialized allied health professionals damage the quality and affect the timeliness of care that can be provided.

In October, NUPGE President Bert Blundon met with the Federal Minister of Health, Duclos, and the Federal Minister of Seniors, Khera, sending a strong message about the importance of federal engagement in the HHR crisis. This meeting was led by the CLC and included CLC President Bea Bruske, officers, staff, and members of the executive committee. President Blundon spoke about home care and long-term care concerns, as well as the urgent need for a pan-Canadian human resources strategy for health professionals. It was important for these ministers to hear directly from labour leaders and to understand that health care workers are suffering alongside their patients due to the ongoing labour shortages

NUPGE in the Broader Labour Movement

Canadian Labour Congress (CLC)

Through their membership in a National Union Component, members are also affiliated with the Canadian Labour Congress (CLC). The CLC is the largest labour central in Canada and represents 3.3 million workers.

NUPGE participates in the various committees and working groups of the CLC. We also play a significant role in their triennial constitutional convention.

The leadership at the CLC has moved quickly to reconstitute its committees and embark on some important actions since taking office in 2021. CLC committees are disbanded after each convention and then start anew shortly afterward.

CLC Disability Rights Working Group

At this working group, remote work was a large part of the discussion. The main takeaway was that the choice to work remotely must come from the employee. In many ways, it is easier and safer for workers with disabilities to work remotely. Many workers have reported that member-on-member issues and bullying from managers decreased significantly since working from home. However, if an employee has a disability, it should not be an excuse to force that employee to work remotely. For example, because it will save the employer money by not having to renovate the workplace if the employee that requires a wheelchair works from home.

A blended model of videoconference and in-person meetings is preferable as long as COVID is a significant risk, because many workers who are immunocompromised can stay safe. Several participants noted that their offices had low cases of COVID while working remotely, but that most people contracted it once they returned to working in the office. Instead of allowing a return to normal, we must advocate for inclusion, as issues with transportation and accessibility existed prior to the pandemic.

Rabia Khedra, National Director for Disability Without Poverty Network (DWPN), presented on the topic of [Bill C-22](#). DWPN is pushing to get the bill passed by the end of the year. There was some discussion around whether it would be beneficial for the bill to include a minimum amount of monetary support. DWPN's stance is that trying to attach a minimum amount will hold up the vote. Further, a minimum may become a maximum and not keep up with inflation over the years. There was also discussion around the concern that Bill C-22 will be used as an excuse to roll back other social services, or that employers may use it as an excuse to pay workers with disabilities less. DWPN's position is that this bill represents an important precedent for people with disabilities who are unable to work, but that we must of course continue to advocate for the rights of people with disabilities who can work. [Inclusion Canada](#) has also been advocating for Bill C-22 without any claw backs.

CLC Education Advisory Committee Meeting

At the meeting much of the discussion focused on hybrid teaching. There are both advantages and drawbacks to online teaching and hybrid teaching. Online and hybrid teaching have the advantages of efficiency and reach (geography and travel already creates barriers for participants prior to the pandemic). They can also be used even when COVID protocols, such as masking, limits on group gatherings, and travel restrictions, are enforced again. Online teaching allows for simultaneous interpretation and other tools to be used that assist people with disabilities. The carbon and pollution generated by traveling for in-person classes is greatly reduced by online learning.

Some drawbacks to online and hybrid teaching include the lack of socializing and the inability to make eye contact and read body language. There are some technological barriers for participants and facilitators (headsets with microphones are key to ensuring everyone can be heard). A potential solution to the technological barriers is to ask participants on their registration form about their accessibility needs and what equipment they use (e.g., some browsers are incompatible with course material).

Some participants voiced frustration with students turning their cameras off (and potentially leaving) or doing other work while in training. Others raised the point that students do other work and leave early during in-person training as well. The solution should be that students who aren't participating, or who leave early, should be reported to their leadership. Another point raised as a drawback to online and hybrid teaching was that some topics aren't safe to teach online, as participants can get volatile and feel empowered to say things from behind a screen that they wouldn't say in person. The flip side to that point is that marginalized groups can speak behind the scenes to prepare and support each other ahead of time for what they're going to say.

The main takeaway is that content is key. If the content is not relevant and engaging, no in-person or online tools will improve retention rates. It was also pointed out that hybrid teaching doesn't need to mean online and in-person training simultaneously: the online and in-person sessions can run on different days. Additionally, for hybrid training sessions that do run simultaneously, it was recommended to have an in-person and an online facilitator to separately manage both groups of students.

CLC Environment Advisory Committee

The committee met 3 times this year. Climate change and Just Transition have been identified as priorities of the CLC. At these meetings, participants discuss issues of national and international importance, with CLC representatives providing updates on its work and the committee providing input. Participants also report on the work affiliates are doing on environment and climate change.

At the national level, Just Transition and the development of federal Just Transition legislation have been key topics of focus this year. At these meetings, there have also been updates, discussions, and strategizing around the Conference of the Parties (COP), the UN climate change summit. There were presentations from allies, like the Green Economy Network and Labour Education Centre. Finally, affiliate representatives shared updates on their work and priorities.

CLC Human Rights Advisory Committee

Updates were given from the following working groups: Indigenous Rights, Workers of Colour, Disability Rights, and Solidarity and Pride.

The CLC has developed a presentation, *The Freedom Convey and the Rise of the Right*, as part of the work they are doing to combat hate. The workshop is available for affiliates to take and make their own. It is meant for leadership and activists to understand the current context and landscape we find ourselves in when it comes to the rise of the right and hate in Canada and to explore how to build member engagement and a sense of belonging. Requests for the workshop can be sent to education@clcctc.ca.

The proposed convention agenda and themes are going to Executive Council and the Canadian Council soon for approval. Instead of having daily themes, the plan is to assign a theme to every half-day, allowing for more specifics. The care economy and Truth and Reconciliation are 2 proposed themes. Instead of policy papers, there will be action plans.

There will be a Human Rights Forum at the upcoming CLC convention, which is starting to be planned now. The hope is to highlight stories of workers' organizing and victories, and to mainstream intersectionality throughout the convention. Members are welcome to submit suggestions to human-rights@clcctc.ca. Members had a discussion on ideas for the Human Rights Forum.

CLC Indigenous Rights Working Group

The CLC is also continuing to push for government to implement all of the Truth and Reconciliation Commission's Calls to Action and the Calls for Justice of the National Inquiry into Missing and Murdered Indigenous Women and Girls. A number of organizations have been closely reporting on the government's progress in implementing these, including the Yellowhead Institute, NAP Progress Report, and CBC's Beyond 94.

Members had a discussion on land acknowledgments. The general sentiment is that it still feels like box checking and lacks a deeper understanding of Reconciliation. Translating the depth of the teachings into a land acknowledgment is excruciating—how do you remedy not having the teachings of the land? Mispronunciation of Indigenous words is common and disrespectful. Non-Indigenous people need to be doing the work to learn about, write, and perform land acknowledgments.

The following are ideas some unions are implementing regarding land acknowledgments:

- rewriting their existing land acknowledgment,
- working to put land acknowledgments into collective agreements,
- asking board members to volunteer to do land acknowledgments
- working through any discomfort that arises,
- implementing a land acknowledgment on letterhead, and
- installing and acknowledgment plaques for each regional building.

CUPE is working on a process-oriented guide for land acknowledgments, with the aim of releasing it in 2023. They will circulate it to the working group once it is ready. The CLC Lobby Day will be taking place in February 2023. It has also been confirmed that there will be an Indigenous Lobby Day in the fall of 2023, which will allow for enough lead time to build support from affiliates for sending delegates, as well as to firm up relationships with national Indigenous organizations.

CLC Legal Challenges Coordinating Committee

Former president Larry Brown has co-chaired the CLC's Legal Challenges Coordinating Committee. The CLC committee works to build cooperation and coordination among labour allies about taking labour rights' legal challenges forward. At the committee, affiliates also share updates on important cases and decisions that impact workers and unions, similar to the reporting in NUPGE's own Legal Strategies Component Coordinating Committee.

The October meeting was Brown's final meeting as co-chair. CLC President Bea Bruske thanked him for his years of service and thoughtful contribution to the committee.

CLC Solidarity and Pride Working Group

2 meetings of the CLC Solidarity and Pride Working group were held in 2022 (April 13 and October 4). The CLC Human Rights Department is working

through updating resources.

To prepare for the ILGA World Conference, the working group discussed what challenges do young queer workers face (at work, within unions, in the labour movement), what equity structures exist within their local/union/labour council/federation, and how unions can better engage and empower young 2SLGBTQIA+ workers. The largest ever Canadian union delegation attended the conference with about 40 delegates in attendance from various unions and locals across Canada.

The final report and recommendations from the Employment Equity Act Review Task Force have not yet come out. But there was a broad consensus that 2SLGBTQIA+ be recognized as an equity-seeking group. To prepare for the ILGA World Conference, the working group discussed what challenges young queer workers face (at work, within unions, and in the labour movement). The group questioned what equity structures exist within their local/union/labour council/federation, and how unions can better engage and empower young 2SLGBTQIA+ workers. The largest-ever Canadian union delegation attended the conference, with about 40 delegates in attendance from various unions and locals across Canada.

Montreal Pride was canceled for the first time due to security issues. North Bay Pride also received threats, so unions went out in full force to support them. A representative from the CLC attended the Global Black Pride Conference in July 2022. At the conference, there were great discussions on the unique experiences of Black folks in 2SLGBTQIA+ communities, of anti-Black racism and homophobia and transphobia. There is also a coordinated backlash of the alt right against 2SLGBTQIA+ communities—at Pride events, about legislative changes (i.e., Ontario’s Human Rights Code), and sex education in schools. The alt right is co-opting social justice slogans and engaging people through the Internet with a broader reach than ever before. Labour and 2SLGBTQIA+ organizations can work together to support capacity building, providing subject matter expertise, political action, and education. Unions can continue bargaining for gender-affirming health care, paid time off to access that care, and demanding employers stop defining family for things like bereavement and care leaves.

Frontlines Delegation to Colombia

This summer, leaders from the CLC, CUPW, CUPE, NUPGE, and PSAC participated in the Frontlines delegation to Colombia. Frontlines is an initiative in which Canadian public sector unions, since 2004, have engaged in solidarity exchanges with Colombian unions, social movements, and human rights defenders. Jason MacLean, Secretary-Treasurer, and Trevor King, Secretary-Treasurer of NAPE, participated in this year's delegation.

For years, trade unionists and human rights and land defenders have been subjected to attacks and repression. In June, for the first time, Colombians successfully elected a progressive government, led by President Gustavo Petro and Vice-President Francia Marquez. This offered a sense of hope for the future, given decades of violence and impunity, and it was a critical time to show solidarity. The delegation met with labour and community leaders, including CAJAR, the Colombian lawyers' collective that NUPGE has supported. Importantly, the delegation went to rural communities where Colombia's Afro-Colombian and Indigenous communities are severely impacted by –in solidarity with our allies in Colombia and support their struggles, including to achieve justice for victims of state violence and advance labour and social reforms.

NUPGE Working with Our Allies

Canadian Health Coalition

NUPGE works with the Canadian Health Coalition (CHC) to protect, strengthen, and preserve our public health care system. The Canadian Health Coalition has been doing this work for over 40 years and brings together a diverse group of labour and community organizations committed to our public health care system.

The pandemic has exposed some serious problems that need to be addressed, and the CHC is concerned about the growing threats of privatization. New opportunities are also apparent when we note that there will be federal acts introduced for LTC and pharmacare in the next 3 to 4 years.

The pandemic has also caused great harm to health care workers and exacerbated the health human resource crisis. Virtual health care is also a critical issue, as private corporations have invested heavily in this largely unregulated sphere of health care. NUPGE sits on the board of the CHC and interacts with provincial health coalitions through it. It is critical that there be good communication across the many groups who work on health care. Coordination with political parties will also be key, because the Supply and Confidence Agreement between the Liberals and NDP contains many references to health care but with few details. It is incumbent on health care advocates to ensure that these initiatives do not allow for further privatization of our health care system.

The CHC has a number of subcommittees which NUPGE sits on, such as for pharmacare and long-term care. The CHC also engages federal politicians and participates in an annual federal lobby, which has been held virtually since the pandemic.

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Canadians for Tax Fairness

Those pushing for cuts to public services will always try and justify their position by saying there is no alternative, but that's not true. Campaigns for tax fairness have very shown is that there is an alternative to austerity—but it requires governments with the backbone needed to ensure that large corporations and the wealthy pay their share. Tax fairness continues to be a priority for the National Union's. Our work on tax fairness includes advocating for fair taxation measures and supporting allies.

A key ally in the National Union's work on tax fairness is [Canadians for Tax Fairness](#) (C4TF) and the National Union has strongly supported its work. In addition to the impact that its own advocacy work has, C4TF has been an invaluable resource for unions and other organizations concerned about tax fairness. The National Union has made use of research by C4TF when pushing for measures to make the tax system fairer. This includes our [submission to the federal government's consultation for the 2022 federal budget](#) call for a publicly accessible registry showing who controls companies registered in Canada (the beneficial owners).

Child Care Now

NUPGE is a member of Child Care Now, the national child care advocacy organization. Child Care Now advocates for a publicly funded, inclusive, quality, and non-profit child care system. This year, Child Care Now has been monitoring the implementation of the federal-provincial/territorial child care agreements and pressuring governments to address gaps and deliver on their commitments. Child Care Now has also been supporting the creation of more formal provincial advocacy coalitions where they don't already exist. There are new provincial chapters of Child Care Now in Alberta, Nova Scotia, and New Brunswick.



This fall, Child Care Now convened a national meeting to discuss issues with the implementation of a Canada-wide system. These are primarily governments' failure to address the workforce crisis and improve access to affordable, high-quality child care, which failure threatens to undermine the entire project. This led to the organizing of a National Day of Action on Early Learning and Child Care on November 30. Child Care Now coordinated the Day of Action, facilitating information-sharing, communications, and other national actions, with provincial coalitions leading on local actions and demands. NUPGE participated in the national coordinating committee for the Day of Action.

Climate Action Network

At the international level, CAN-Rac has done analysis on, and responded to, 2 Intergovernmental Panel on Climate Change (IPCC) reports released this year. This fall, COP27 was a major focus. CAN-Rac provided briefings, analysis, and logistics support to member organizations, and participated on the ground in Egypt.

Education for All

The Education for All (E4A) campaign is a joint initiative of the Canadian Association of University Teachers (CAUT), the Canadian Federation of Students (CFS), the Canadian Union of Public Employees (CUPE), the Public Service Alliance of Canada (PSAC), and NUPGE. Together, our combined memberships of more than 1 million students and workers are putting forward a vision of a more affordable, accessible, high-quality, publicly funded post-secondary education system in Canada—a system that is ready to take on the challenges of today and tomorrow.

This spring, E4A released new research on the rising cost of post-secondary education in Canada. It showed that, since the 1990s, the cost of tuition has been rising faster than the cost of other goods, including housing and transportation. The data showed that households are spending a larger proportion of their income on post-secondary

education, with lower-income households being affected the most. This new research coincided with the tabling of a federal private member's bill that would provide for a dedicated funding transfer for post-secondary education. E4A issued a joint press release in support of the bill and developed an online letter-writing tool for individuals to take action. NUPGE also released a statement welcoming the bill.

Green Economy Network

The Green Economy Network (GEN) is a coalition of labour, environmental, and social justice organizations working to build a green economy in Canada. Through GEN, member organizations share updates on their work and coordinate where appropriate.

This year, GEN has updated its fact sheets on 3 pillar areas: public transit, renewable energy, and greener buildings. GEN is also looking at ways to engage on these issues with a wider audience and to build on past lobbying efforts. Of note, GEN weighed in on the debate on high energy prices and the push from industry to ramp up fossil fuel production. GEN released a statement calling on the federal government to instead double down on its emissions reduction commitments, invest in a Just Transition for workers and communities, and invest in public services. GEN has also facilitated discussion and strategizing on Just Transition, including the development of federal legislation. GEN also organized a webinar on COP27 this fall.

International Civil Liberties Monitoring Group

The International Civil Liberties Monitoring Group (ICLMG) is a national coalition of civil society organizations that works to defend civil liberties and human rights. The coalition brings together NGOs, unions, faith groups, human rights groups, and others. ICLMG produces educational materials, writes submissions to government, meets with MPs and government officials, engages in actions and campaigns, and facilitates coordination amongst coalition members.

ICLMG has been doing work on areas such as

- the dangers of facial recognition technologies,
- reforming Canada's extradition laws,
- the impact of anti-terrorism laws,
- Canada Revenue Agency's targeting of Muslim charities,
- The importance of encryption tools, privacy and surveillance issues, and
- the government's proposed online harms legislation.

This year, ICLMG celebrated its 20th anniversary. It highlighted 2 decades of advocacy for civil liberties and human rights in the context of the so-called War on Terror by organizing a panel on the topic.

Mental Health Commission of Canada (MHCC), Advisory Committee—National Action Plan on Mental Health and Criminal Justice

The MHCC is developing and implementing a National Action Plan (NAP) on mental health and criminal justice “to recognize and address the mental health needs of people who come into contact with the criminal justice system.” This includes identifying the needs and considerations of priority populations (e.g., Indigenous, 2SLGBTQIA+, and women, and working to mitigate the impacts of colonialism, racism, and other forms of oppression.

To assist in the development and implementation of an NAP, the MHCC invited NUPGE to join with 21 experts on a Development Advisory Committee to give strategic advice, opinion, feedback, and to provide expertise to MHCC and “ultimately cocreate” the action plan.

There were 4 videoconference meetings in 2022: January 26, (the inaugural meeting, April 11, September 26, and November 1. Subsequent meetings will be held bi-monthly until winter 2023.

The first meeting allowed committee members to introduce themselves, review the terms of reference and guiding principles, and share priorities. At the subsequent meetings, participants reviewed and discussed the proposed vision statement of the NAP, its Mission, Guiding Principles, and continued to work on the action plan. NUPGE emphasized key points raised in NUPGE research documents on the crisis of overcrowding, occupational violence, and understaffing in provincial corrections, and the need to address mental injury among justice workers.

NUPGE will continue to participate in meetings of the development advisory committee to ensure that the action plan implements the concerns of our members working in the justice system.

Trade Justice Network, and Trade and Investment Research Project

To share research and to promote collective action on the impact of global trade and investor rights agreements on our economic and democratic institutions, the National Union continues to work in solidarity with labour and civil society allies in regular meetings. To this end, NUPGE is engaged with 2 coalitions: the Trade and Investment Research Project (TIRP), and the Trade Justice Network (TJN). The primary focus of TIRP is to share information and research, and the aim of the TJN is action.

The National Union’s involvement in these important coalition groups allows us to join forces with allies to defend the public interest against expanding corporate rights,

power, and influence. The National Union believes these agreements remove public safeguards and threaten public safety. They also erode quality public services through specific mechanisms designed to lock in liberalization and privatization.

In 2022, both coalitions raised awareness and provided critical intelligence about several global investment regimes, including ones to which the Government of Canada is a party, for example:

- Canada-US-Mexico Agreement (CUSMA)
- Comprehensive and Progressive Agreement for Trans-Pacific Partnership, formerly TPP
- Canada-European Union Comprehensive Economic and Trade Agreement (CETA)
- World Trade Organization (WTO).

With CUSMA, there was a continuing close examination in 2022 of certain complaints falling under the enforceable dispute settlement mechanisms in the agreement:

- US dispute with Mexico regarding labour reform efforts targeting violations of workers' rights to organize and collectively bargain.
- Mexico's complaints against the US regarding the rights of migrant labourers. (discrimination and sexual harassment in temporary work programs for migrants).
- Mexico's dispute with the US over differing interpretations of rules of origin for automotive vehicles.
- The ruling against Canada on tariff-rate quotas for dairy products.
- Canada's dispute with the US with respect to tariffs on solar products from Canada.

Regarding the WTO, there was continued discussion in 2022 on issues such as whether the WTO can be reformed to ensure fair trade between different countries at various stages of development, and to implement the socio-ecological transformation that is urgently needed in the face of various environmental and social crises.

Also discussed was the WTO's TRIPS waiver (explained elsewhere in this report).

With our TIRP and TJN allies, in 2022, the National Union continues to monitor the situation in ongoing negotiations for new trade and investment regimes, for example:

- The United Kingdom's ongoing post-Brexit negotiations over trade and investment agreements, namely UK-Canada trade relations, and UK accession negotiations with CPTPP member states.
- The Canada-Indonesia negotiations towards a Comprehensive Economic Partnership Agreement (CEPA).

Trade Unions for Energy Democracy

NUPGE participates in Trade Unions for Energy Democracy (TUED). TUED is a global, multisector initiative that aims to advance democratic direction and control of energy in a way that promotes solutions to the climate crisis, energy poverty, the degradation of both land and people, and responds to the attacks on workers' rights and protections.

TUED produces research and hosts forums to discuss key issues and highlight experiences around the world. Notably, TUED played a convening role in the drafting of the Trade Union Program for a Public, Low-Carbon Energy Future, which NUPGE endorsed last year. In October, leaders from trade unions, Global Union Federations, and allied organizations gathered in Nairobi to launch TUED South. This new initiative will promote a public approach to Just Transition, similar to what is outlined in the Trade Union Program, but in the Global South, specifically.

Major Issues (NUPGE and the Future)

Anti-privatization

In February, the National Union released an [updated version of its profile of Medavie](#). Medavie is playing a growing role in the privatization of health care services in 6 provinces. The National Union is also continuing to promote a report, [Virtual Health Care Privatization](#), we released last year, including sharing it with allies. This report looked at how the introduction of new technology is being used to privatize a growing portion of our health care system.

There were 2 videoconferences held for Component researchers, communications staff, and campaigners working to fight privatization. These meetings included presentations on issues related to privatization such as work NUPGE sponsored on provincial government finances and NAPE's campaign against privatization in Newfoundland and Labrador. Participants also discussed emerging threats and what is being done to fight privatization.

Bringing Long-Term Care under the Canada Health Act

The COVID-19 pandemic exposed the failure of Canada's Long-Term Care (LTC) sector.

Over 15,800 residents died during the first waves of the pandemic, an Canada has the world's highest



percentage of pandemic deaths in LTC. Over 2 years into the pandemic, and after the terrible failures we have witnessed in LTC, Canada is still not adequately protecting our most vulnerable elderly and infirm. NUPGE has been pressing governments to act to ensure better care for LTC residents and to address the stark failure of LTC in Canada.

NUPGE has been at the forefront of calling for changes in LTC and has been pressing the federal government to bring LTC under the *Canada Health Act* (CHA).

Throughout the pandemic, NUPGE has been consistent in our call for reform of LTC and its inclusion under the CHA. NUPGE even provided the federal government with polling showing that Canadians overwhelmingly supported bringing LTC under the public health care system. We have worked with allies, including the Canadian Health Coalition, and within organized labour and the Canadian Labour Congress to champion these changes. NUPGE, in all our correspondence with the Prime Minister and federal Health Minister on LTC and health care, has continued to press the government to act.

NUPGE has also been concerned that the federal government promises of a Safe Long-Term Care Act and national standards are proving hollow.

In May, we sent a letter to Health Minister Duclos demanding he step in to launch a new process to develop LTC standards that are comprehensive, effective, and enforceable. This was after NUPGE analyzed the proposed LTC standards that were produced by the Health Standards Organization (HSO).

The HSO's draft standards are vague and do not even guarantee minimum hours of care for LTC patients. NUPGE called on Minister Duclos to take over the process of developing the LTC standards, because the HSO is a private organization. NUPGE believes the standards for LTC must be the responsibility of governments to create, monitor, and enforce.

We are at a critical moment in LTC reform in Canada. Yes, provincial governments have promised better pay for workers and investments in LTC facilities. Unfortunately, if the sector is not brought under the *Canada Health Act*, and brought into our public health system, most of these needed investments will go towards increasing the profits of private corporations.

With the number of beds needed expected to double by 2035, we need major investment by governments. Without that public investment and strong regulations, we will continue to see the proliferation of for-profit care. If that is allowed to happen, it means more for-profit facilities where the owners put profit ahead of care. NUPGE remains committed to positive reform of our LTC sector, including bringing LTC under the *Canada Health Act*.

Fighting privatization of paid plasma

In August, a report was leaked showing that the Canadian Blood Services were on the verge of signing a major contract to allow a private corporation to collect paid plasma in Canada. NUPGE has long worked with Components and allies to oppose the expansion of paid plasma in Canada. NUPGE opposes paid plasma because it is a safety and security risk to our blood and plasma supply and because it is a large-scale privatization and commodification of health care in Canada.



Even before the agreement was announced, NUPGE joined Components in denouncing the impending deal. When the deal was officially confirmed in September, plans were in motion to maintain pressure on the CBS board, executives and the health ministers who appoint the CBS board. Letters and web stories were circulated and meetings were held to plan actions.

OPSEU/SEFPO lead a December 1 information picket during the CBS open board meeting in Ottawa. NUPGE supported this event with Jason MacLean, NUPGE Secretary-Treasurer, serving as Emcee. Over 30 people attended with representatives from NUPGE Components and allies. OPSEU/SEFPO, NSGEU and HSAA presented, as did allies such as BloodWatch, the Canadian Labour Congress, CUPE, the Canadian Health Coalition, the Ottawa Health Coalition and others.

There were solidarity events in Halifax and Edmonton, and the event was followed up by a press conference at the Ontario Legislature with OPSEU/SEFPO, BloodWatch and the Ontario NDP denouncing the Ford government's failure to reject paid plasma.

NUPGE is joining in solidarity against this deal and demanding the deal be cancelled. Furthermore, the CBS board and CEO have breached the public trust and violated the CBS mandate to support voluntary donation. NUPGE joins OPSEU/SEFPO and others calling for the removal of the CBS board and senior leadership. NUPGE supports the expansion of voluntary plasma collection in Canada and believes this is the solution to plasma shortages.

This fight will be ongoing and what is at risk is not less than the future of our public blood and plasma supply. Paying for blood and tissue is illegal in Canada, but plasma was not included in the ban. Expanding paid plasma will undermine voluntary collection in Canada and violates the ban on paid plasma in BC and Ontario. This must be stopped and there is ongoing collaboration to continue the fight against paid plasma.

Communications Review and Rebrand

COVID-19 has shown us how important it is to communicate regularly with our members, with our provincial Components leaders and staff, and with the public. Without the ability to meet in person, online communication has become essential. The National Union does great work—great campaigns, solid research—but if it doesn't reach our audience, it doesn't have the impact it could.



The National Executive Board recognized this and the need for NUPGE to be seen and valued as an important organization in discussions about public policy. To achieve that, NUPGE needs to build a stronger presence online, stronger relationships with journalists, and with government representatives. To reach those goals, the National Union issued a Request for Proposals for a major communications review.

The NOW Group and Metric were awarded the contract and have been working diligently on many aspects of the communications review and union rebranding. Meetings have taken place with NUPGE and Component staff to review goals, methods, and tools being used for communications and to promote the union. Focus groups have been held with members, and an ad hoc reference group has been created to work with the agency teams.

From those meetings and discussions, 9 recommendations were provided:

- Develop a new logo
- Find a central message
- Create a new website
- Create a new database with campaign tools (Action Network)
- Refresh social media
- Create purpose driven research
- Focus on core campaigns
- Refresh media relations
- Adopt a government relations strategy

The logo and tagline have been approved. Work on the database and the website should be completed by early 2023.

A final strategic communications plan will be completed by the end of 2022.

Crisis in Provincial Criminal Justice Systems

Canada's provincial criminal justice systems are in crisis for workers and inmates. Too many correctional facilities are dilapidated, old, crumbling, with unsanitary and inhumane living conditions. They are dangerously overcrowded, and they have poor ventilation and low-quality air filtration, which have led to dozens of COVID-19 outbreaks.

Correctional facilities have become institutions of last resort for people with addictions and mental health issues. These institutions offer limited access to adequate treatment programs or rehabilitation services.

What all this means for front-line corrections workers is exposure to extremely dangerous work environments with serious health and safety risks, especially COVID-19. There are daily incidents of violence directly related to overcrowding. And officers have no special training dealing with offenders with mental health or addictions issues, and there are not enough correctional nurses to cope.

There's a critical shortage of correctional officers. And there are problems recruiting and retaining for all categories of corrections workers.

It should therefore come as no surprise that correctional workers suffer from mental injury. They are almost 5.5 times more likely than the general population, and the highest among all public safety personnel, to screen positive for clinically significant symptoms consistent with one or more mental disorders.

In 2022, the National Union continued to work with Components to defend and promote the rights of all justice workers;

- condemn the ongoing overcrowding crisis in provincial and federal correctional facilities;
- highlight the crisis of understaffing and of retention and recruitment due to inadequate compensation, poor health and safety standards, and violence against justice workers;
- work with Components to lobby federal and provincial governments to improve the working conditions of justice workers;
- work with Components to develop and coordinate actions and communications strategies addressing the crisis in provincial criminal justice systems;
- educate the public that incarcerating people with addictions and mental illness is an inhumane, unacceptable, unjust policy response to inadequate community mental health supports;
- work with the Mental Health Commission of Canada (MHCC) to create an action plan that protects the mental and physical health and safety of workers and all those who come into contact with the criminal justice system.

Cyber Security

On February 8, 2022, a videoconference was held with NAPE and NUPGE staff members about cyber attacks against health authorities in the province of Newfoundland and Labrador.

Primarily 2 regional health authorities, Eastern Health and Central Health, were attacked sometime from October 28 to 29, 2021, until the week of December 25 to January 1, 2022.

The attacks compromised the personal information of staff and patients (log-in information for remote work, health information, social insurance numbers), disabled online communications (staff email), payroll services, appointments, and vax-pass portals.

The main topics of discussion at the meeting included

- the importance of communications with government;
- developing protocols for extra staffing to handle offline patient and staff services (paper copies of pay cheques and phone bookings);
- credit monitoring;
- integrated capacity management systems—fine tune to optimize capacity, efficiency, quality, and controllability;
- supply-chain issues.

There is ongoing discussion regarding another meeting on the subject of cyber attacks and cyber security.

Domestic Violence

The health mandates put in place to restrict the rate of infections during the COVID-19 pandemic have led to an alarming increase in domestic/intimate partner violence.

Why? Because the isolation has empowered the perpetrators, and those seeking help to escape the violence have struggled to find assistance, as most support groups and agencies were closed.

This has led to a pandemic within the pandemic. Evidence has shown that the rate of domestic/intimate partner violence has increased, and the injuries resulting from these incidents are much more serious.

The Advisory Committee on Women's Issues (ACWI) continues to work on the issue of domestic/intimate partner violence. At the March 2022 videoconference, the committee



[discussed a study called *The Shadow Pandemic: A Qualitative Exploration of the Impacts of COVID-19 on Service Providers and Women Survivors of Intimate Partner Violence and Brain Injury*](#), which probes how the pandemic has affected victims of violence. The committee also discussed one of the highlighted items of the study: traumatic brain injuries caused by domestic/intimate partner violence.

The ACWI continues to highlight the need for better funding for shelters and transition houses, affordable housing, public services for both those escaping violence and those perpetuating the violence. There is also the need for education within our school systems to reinforce that violence should never be used.

The ACWI is pleased that, due to pressure from unions, women's groups, and domestic violence groups, there is domestic violence leave in all provinces and territories. The committee will continue to work to ensure that the domestic violence leave is paid. The committee has also been provided with information regarding the [Domestic Violence Legislation Comparison](#) map. The CLC has created the map, which compares domestic violence legislation as of September 2020 across Canada.

At the ACWI meeting in June 2022, interest was expressed to receive information regarding bystander intervention. The committee was provided with information about the online National Sexual Violence Resource Center, which has a section on Bystander Intervention Resources. This section offers advocates and preventionists a collection of information and resources on bystander intervention. It includes resources to use with community members, as well as information and research on the effectiveness of bystander intervention. The committee noted that any training on the issue must have supports provided for those who could be triggered during and after the training.

Employment Insurance Reform

Even though the COVID-19 pandemic made the gaps in the Employment Insurance (EI) program blindingly obvious and the federal government committed to reforming the program, progress has been slow. While there have been consultations, key issues like improvements to benefits and expanded eligibility have yet to be addressed. At the same time, temporary improvements to the EI program were allowed to expire so we are back to the pre-pandemic program with its gaps in coverage and often inadequate benefits.

The National Union has been pushing the federal government for improvements to EI. NUPGE Secretary-Treasurer Jason MacLean was part of the consultation process on improvements to the appeals process. Presidents of 2 NUPGE Components participated in provincial roundtables on proposed changes. The National Union has also spoken out on the need for increases in benefits, improved coverage and for temporary measures to remain in place until permanent improvements are introduced.

Global Movement to Suspend the World Trade Organization Agreement on Trade-Related Aspects of Intellectual Property Rights (TRIPS)

The COVID-19 pandemic was supposed to engender global solidarity, as evident in the slogan, “We are all in this together.” However, with respect to vaccines and vaccine technology, what emerged was global protectionism and inequality.

In 2020, a handful of multinational pharmaceutical companies were granted tens of billions of dollars in public funding to promote the research and development of COVID-19 vaccines and therapeutics. Instead of sharing the technology, and bringing a swift end to the pandemic, these same companies were granted exclusive monopoly rights over the technologies and vaccines they developed

This vaccine protectionism exists because of the World Trade Organization (WTO) and its rules on intellectual property known as TRIPS: the Agreement on Trade-Related Aspects of Intellectual Property Rights.

TRIPS is a comprehensive multilateral international legal agreement binding all WTO member states and requiring them to protect intellectual property (IP) rights. The TRIPS regime is essentially a free license for pharmaceutical companies to accumulate staggering profits, while people in the Global South are denied access to vaccines and vaccine technology.

To end this grotesque inequality, a global campaign for a TRIPS waiver was launched by a coalition of states and civil society organizations, including the World Health Organization, Médecins Sans Frontières, and Public Services International. Canada was one of a small group of states that refused to support a waiver, undermining the campaign and eventually producing a limited and possibly unusual TRIPS clarification related to generic vaccine exports.

The movement is now demanding that the WTO member states expand this limited decision to cover COVID-19-related medicines and technologies, to make these essential goods available cheaply to all countries. Once again Canada is opposing this expansion, making it hard for citizens in the Global South receive the same level of COVID-19 protection that Canadians have.

Income Inequality

When NUPGE began its efforts to draw attention to income inequality, Canada and other countries were debating who would pay for the 2007–2008 financial crisis.

Those whose actions caused the crisis, and who received



billions in bailouts during the crisis, were arguing that it should be low- and middle-income people who should foot the bill through the implementation of austerity policies.

In many places, they were successful. Income inequality, which had already been growing before the financial crisis, got even worse.

In response, the National Union made fighting income inequality a priority. We were the first union in Canada to take on the issue. When we started our work on income inequality, much of our focus had to be making people aware of just how bad it had become.

Since then, we've seen growing recognition that income inequality is a problem and can't be allowed to continue to increase. In no small part, that is due to the work of the National Union.

Our research, public awareness campaigns, and lobbying initiatives have shown the negative impacts income inequality has on people. We have fought for measures to fight income inequality, including expanded government services, tax fairness, and modern economic strategies.

But what is clear from the attempts to introduce austerity policies to pay for the COVID-19 pandemic is that those who benefit from income inequality have not given up. Even though the pandemic showed how much we rely on public services, and how funding cuts and privatization put people at risk, we are still seeing a push for austerity policies.

In the same way that we started taking on income inequality over a decade ago, the National Union is ready for the fight against measures that threaten to make inequality even worse. But this time, we are able to build on over a decade of work by people in all parts of our union. And that work is continuing.

Work the National Union is doing and research we're supporting makes it clear that austerity policies aren't needed. But stopping austerity is only the first step. As materials the National Union has produced make clear, building back better has to include measures that will significantly reduce income inequality. This includes strengthening the public services low- and middle-income Canadians rely on and ensuring working people aren't left behind in the transition to a green economy.

International Solidarity

NUPGE remains committed to international solidarity work in a variety of areas. This includes speaking out against human rights violations, supporting humanitarian responses to crises, showing solidarity with workers and trade union movements around the world, and supporting migrant and refugee rights. In its international efforts, NUPGE works with allies, for instance, through the CLC International Group.

This year, NUPGE has spoken out about international crises, including issuing statements condemning Russia's invasion of Ukraine and expressing solidarity with the growing women-led movement in Iran. NUPGE continues its work to support the labour and social movements in Colombia and to show solidarity with the Rohingya, supporting on-the-ground organizations in both cases. Donations from the John Fryer Fund also went towards humanitarian responses to crises, such as the situation in Ukraine, Typhoon Rai in the Philippines, the hunger crisis in the Horn of Africa, and catastrophic flooding in Pakistan. Here in Canada, we have continued to join the calls for Status for All and amplify the demands of migrant-led groups like Migrant Rights Network. One demand was for the federal government to implement a comprehensive and inclusive regularization program.



Opioid-Related Poison Drug Overdose Crisis

There's another epidemic in Canada: a public health crisis of drug overdoses. In some provinces, it's killing more people than COVID-19. In 2018, we called it an opioid crisis. Today it's a poison drug crisis, with people unintentionally overdosing on lethal cocktails of synthetic opioids, typically fentanyl, mixed with stimulants like cocaine. The ingredients are illicit, nonpharmaceutical, nonprescription, and bootleg.

With COVID-19, overdose deaths increased dramatically, for many reasons:

- unscrupulous dealers facing lack of supply contaminated their drugs with toxic additives;
- users lost access to life-saving medical supervision due to social distancing rules and a health system on the brink;
- social isolation created new users and heavier abuse.

For workers, the poison drug crisis is a hazard to occupational health and safety. NUPGE Components have reported cases of workplace exposure, injury, illness, and hospitalization across occupational groups, especially among corrections officers, youth facility workers, paramedics, hospital staff, and front-line crisis workers.

Governments are focused on mitigating overdoses and deaths (surveillance and enforcement), but this has failed. To reduce harm and save lives, we need to do the following:

Stop the illicit market: amend the Controlled Drugs & Substances Act to remove opioids as an indictable offence and legalize small amounts for personal use.

Harm-reduction strategies: provide tax-funded, medically assisted consumption sites for safe personal use, and create a regulated safe supply (providing safer substitutes under medical supervision to stop the toxic drugs causing overdoses).

- **Recovery and treatment:** provide tax-funded public access to addictions and
- **Mental health services:** treatment on demand via the public health system.
- **Guarantee pan-Canadian equal access:** provide access to supplies and programs, without the threat of provincial barriers, by bringing them under the *Canada Health Act*.
- **Stop workplace exposure:** improve inmate mental health and addictions services, and stop poison drugs from entering facilities in the first place.

Pensions

The National Union’s work on pensions is focused on supporting the work of Component pension fund trustees and pension activists and addressing issues related to federal legislation and pensions. To assist Component pension fund trustees and pension activists in their work, a working session was held in Ottawa on October 20–21, 2022.

Participants in the pension working session were able to discuss several issues facing members’ pension plans in different provinces. These issues included indexing formulas and professionalization of pension plans boards. There were presentations on pension investment issues and federal programs like the CPP. Participants provided valuable feedback on the content and structure of the National Union’s pensions manual.

Presumptive Legislation for Occupational Psychological/ Mental Injury

There is alarming data on mental injury among Justice Workers (JWs). Credible scientific evidence published in reputable Canadian peer-review journals reveals that JWs have substantially more difficulties with mental injury than the general population. The scientific research shows that JWs are screening positive for high rates of clinically significant symptoms consistent with one or more mental disorders:

- post-traumatic stress disorder (PTSD)
- major depressive disorder
- generalized anxiety disorder
- social anxiety disorder
- panic disorder
- mood disorder
- alcohol and drug abuse

Some JWs (such as firefighters, paramedics, and police officers) are almost 4.5 times more likely than the general population to screen positive for mental injury. Among all JWs, the worst-off are correctional workers: they are 5.5 times more likely than the general population to report symptoms of mental injury.

Persuading provincial governments to adopt presumptive legislation for occupational mental injury counts among the victories of Canadian organized labour. Nevertheless, presumptive laws need improvement. The major flaw is that there are no pan-Canadian standards because Workers' Compensation falls under provincial constitutional jurisdiction. The result is a mess of inconsistencies, a hodgepodge of presumptive coverage in which workers are treated unequally, and in some cases, their rights to occupational health and safety are not protected at all.

There are 4 flaws in the existing policy framework (provincial presumptive legislation):

1. Many workers are excluded: presumption typically covers categories of workers exclusively defined as public safety personnel.
2. In some provinces, all psychological injuries are covered, while in others, only PTSD is covered, and other mental injuries are neglected.
3. Some provinces rule out altogether any chronic mental stress that develops gradually and cumulatively over time.
4. Some provinces cover mental injuries triggered only by trauma, while others cover mental injury triggered by both traumatic and nontraumatic stressors.

To correct these flaws, the National Union will campaign for common Canadian standards of presumptive legislation. This legislation must cover mental occupational injury for all workers, and for all scientifically recognized types of mental injury, including, but not limited to, post-traumatic stress disorder (PTSD).

We will fight for public policies that recognize workplace stressors that cause both chronic psychological injuries (developed gradually and cumulatively over time in response to a series of events or to multiple exposures to workplace stressors) and acute mental injury (the result of one single, sudden, discrete, traumatic workplace or work-related event).

And we will lobby for policies that include both traumatic and nontraumatic workplace stress triggers. Nontraumatic workplace stress is triggered by continuous or multiple exposures to significant workplace stressors that do psychological harm but don't rise to the level of trauma.

Responding to Austerity Post-COVID

The National Union is continuing its work to oppose the introduction of austerity measures as the COVID-19 pandemic ends. The National Union worked with the Canadian Centre for Policy Alternatives (CCPA) on reports on how provincial government revenues had been affected by the pandemic.

The most recent report, *Flush With Cash: The provinces are richer than they think*, showed that provincial government finances are in good shape. Every province has had a budget surplus or will shortly. 9 of the 10 provinces are projecting that their finances will be in better shape than before the pandemic started.

Social Media

Facebook, Twitter, and Instagram are the main social media channels on which the National Union shares its work. We amplify the voices of our Components and our allies to bring attention to issues that matter to members, the labour movement, and the public.

Valuing Care

The National Union has worked for decades to highlight the issue of care—both the rights and dignity of those receiving care and the rights of workers that provide care. The Advisory

Committee on Women's Issues has highlighted, in particular, the need for child care and elder care through its work on work/life balance and reporting

how women continue to shoulder a disproportionate share of unpaid caregiving.

Women make up the majority of paid care workers and women of colour, immigrant women, and migrant women are overrepresented as care workers, especially among the lowest paid.



Care systems are in crisis due to decades of underfunding, neglect, deregulation, and privatization. Too often, care services are fragmented rather than delivered through coherent systems. Workers in the care economy face diverse challenges, but common factors are low wages, poor working conditions, precarious employment, and high turnover. Staffing shortages that predated the pandemic are worsening due to overwork and burnout. At convention, a policy paper was produced stressing the need for sustained public investment to ensure high-quality care delivered through publicly funded and publicly managed systems, and decent work for all care workers. The policy paper resolution was passed, along with several others related to care NUPGE has been amplifying campaigns on care by the CLC and PSI

On November 1, the CLC held a Care Economy Policy Incubator. It brought together representatives from CLC affiliates and allies. NUPGE participated in this incubator, which examined the current state of care in Canada and aimed to develop a policy and advocacy agenda across all care sectors. 4 themes were developed: the right to care (securing care as a human right), a Care Economy Commission, the scope and definition of care, and building an inclusive agenda for care

Website

Our website, nupge.ca, is a central hub for the work done by the National Union. We share labour news, updates from Components, research and campaign news and material. Stories are published daily and sent in bulk mailings to activists. In 2022, we have published 225 stories, while the website received 162,448 views.

CONCLUSION

Together, with our members, the broader labour movement, and our international counterparts, we have accomplished much this year. We have responded to the challenges of this major health care crisis, while at the same time, advocating on behalf of workers—for those who are in our union, and for those who aren't.

We have adapted to a new way of working, with virtual meetings, conversations and collective problem solving. We have embraced these changes and used new tools to engage in more meaningful ways with our members to make our union stronger.

We have called out discrimination, violence, and abuse.

We have demanded action against climate change.

We have challenged employers and governments to do better, to be more compassionate and to act responsibly to build a stronger country for all of us.

We have infused our work with our core values of fairness and justice. Ultimately, we have worked hard to improve the lives of working families and our communities by ensuring our common wealth is used for the common good.

This is the work we did in 2022. Together, we all will do better.

NUPGE Meetings

January 12	Component Elected Executive Officers
January 26	UCCO Raid of Newfoundland Corrections Officers
February 8	Special Anti-Racism Committee Videoconference Component
February 9	Elected Executive Officers
February 15	Indigenous Issues
March 1	Advisory Committee on Young Workers' Issues
March 1	Component Liquor Board and Cannabis Retail
March 2–3	Representatives Advisory Committee on Women's Issues
March 7	Collective Bargaining Advisory Committee
March 9	Advisory Committee on the Environment
March 2-3	Advisory Committee on Women's Issues
March 20	National Union Finance Committee
March 24	Special Committee on Child Care
March 28	UCCO Raid of Newfoundland Corrections Officers
March 28–29	Health Human Resources Working Group
April 5	Privatization: Researchers, Communications Staff, and Campaigners
April 12	Legal Strategies Component Coordinating Committee
April 14	Component Indigenous Representatives
May 3–4	Joint Finance Committee and Component Elected Finance Officers and Staff
May 11	Component Elected Executive Officers
May 11–12	Canadian Health Professionals Secretariat
June 16	Advisory Committee on Women's Issues
August 13–19	23rd Leadership Development School
August 17	Finance Committee
September 19	Finance Committee
September 22–23	Correctional Officers and Youth Facility Worker Representatives
October 4	Component Liquor Board and Cannabis Sales
October 11	Representatives Component Elected Executive Officers
October 13–14	Advisory Committee on Women's Issues
October 20–21	NUPGE Conference on the Environment
October 20–21	Pension Working Session
October 27–28	Component Communication Officers
October 27	Special Committee on Child Care
Oct 31–Nov. 1	Canadian Health Professionals Secretariat
November 7–8	Young Workers' Conference
November 9	Legal Strategies Component Coordinating Committee
November 17	Privatization: Researchers, Communications Staff, and Campaigners
November 28	Finance Committee
December 14	Anti-Racism Committee

External Meetings

January 11	CLC Executive Committee Virtual
January 12	CLC Environment Advisory Committee
January 13	CCPA—Trade and Investment Research Project (TIRP) Briefing: CUSMA Panel Decision on Dairy
January 17–18	CLC Canadian Council
January 20	Canadian Health Coalition Board
January 26	Mental Health Commission of Canada (MHCC), Development Advisory Committee National Action Plan (NAP) on Mental Health and Criminal Justice
January 27	Canadian for Tax Fairness (C4TF) Board
February 1	CHC Pharmacare Strategy
February 7	CLC Special Meeting re Truck Convoy Pandemic Protest
February 8	CLC International Group
February 8	CHC Board Seniors/Long-Term Care Committee
February 10	CLC National Political Action Committee
February 12	Counter Protest to End Ottawa Truck Convoy Occupation
February 15	CLC Child Care Working Group
February 16	Trade Justice Network
February 23	CLC Legal Challenges Coordinating Committee
February 23	CLC Text Rally, Beyond Black History Month
February 24	CLC UNCSW 66 Trade Union Delegation Briefing
March 1–4	SHARE Investor Summit
March 1	Cannabis Retail Representatives
March 7	Collective Bargaining Advisory Committee
March 9	Advisory Committee on the Environment
March 14–25	66 th Session of the United Nations Commission on the Status of Women
March 16	Collective Bargaining, Police Unions, Race and Civilian Deaths Seminar
March 22	CLC National Political Action Committee
March 22	Hate Crimes in Canada: Justice System Gaps and Strengths Trade and Investment Research Project
March 23	Trade Justice Network
March 23	Trade Justice Network
March 24	Green Economy Network
March 24	Carleton Work and Labour Advisory Board
March 30–April 1	Transition to a Just Economy Dialogues Canadian for Tax Fairness Board CLC Employment Insurance Committee
April 2	CLC Legal Challenges Committee
April 4	CLC Executive Committee
April 5	CLC Pension Advisory Committee Group
April 6	Mental Health Commission of Canada
April 11	CLC Solidarity and Pride Working Group
April 13	CLC Anti-privatization Researchers' Group
April 19	

April 21	CLC Indigenous Rights Working Group
April 25	Canadian Centre for Policy Alternatives Strategy Session
April 26	BC Government and NUPGE
April 27	CLC Young Workers' Advisory Committee
April 27	Canada Employment and Social Development's Labour Program, Tripartite Virtual Roundtable re ILO Annual Conference
April 29	PSI LGBT+ Global Working Group
May 4—6	ILGA World Conference
May 5	Council of Canadians Webinar: Policing, Protest and the Resurgence of the Far Right
May 11	CLC Environment Advisory
May 12	CLC Pension Advisory Committee
May 17	CLC International Group
May 17	CLC Disability Rights Working Group
May 25	CLC Women's Advisory Committee
May 26	International Civil Liberties Monitoring Group
May 27—June 11	PSI's 110th International Labour Conference
May 29—May 31	2022 National Apprenticeship Conference
June 9	CLC Workers of Color Working Group
June 13	CLC Executive Committee
June 14	CLC Human Rights Advisory Committee
July 25	Canadian Peace Officers Memorial Association
August 26	Canadian Blood Services Representatives
August 31	Migrant Rights Network (MRN) Labour Solidarity Committee
September 8	Green Economy Network (GEN)
September 12	CLC Employment Insurance Committee
September 13—14	SI North American Affiliates
September 16	CLC International Group
September 26	Mental Health Commission of Canada
September 26—27	CLC Women's Advisory Committee
September 26—28	Climate Action Network (CAN-Rac) Days on the Hill
September 28	Child Care Now: National Child Care
September 26	Development Advisory Committee, National Action Plan on Mental Health & Criminal Justice, Mental Health Commission of Canada
September 26—27	CLC Women's Advisory Committee
September 26—28	Climate Action Network Lobby Days
October 3	CLC Indigenous Rights Working Group
October 4	CLC Solidarity and Pride Working Group
October 5	CLC Human Rights Advisory Committee
October 5	CLC Legal Challenges Coordinating Committee
October 6	CLC Disability Rights Working Group
October 6	Canadian Health Coalition Board: Paid Plasma Working Group

October 12	CLC Occupational Health and Safety Advisory Committee
October 13	CLC Pension Advisory Committee Group
October 13	CLC Environment Advisory Committee
October 25	CLC Canadian Council
October 27	Canadian Health Coalition Development Advisory Committee,
November 1	National Action Plan on Mental Health & Criminal Justice, Mental Health Commission of Canada
November 1	CLC Education Advisory Committee
November 1	CLC Care Economy Fall 2022 Policy Incubator
November 6–18	UNFCCC Conference (COP 27), Sharm El-Sheik (Egypt)
November 10	Canadian Health Coalition (CHC) Pharmacare Working Group
November 30	Mental Health Commission of Canada

Government Relations Letters

January 13	Letter to Seamus O'Regan, Minister of Labour, asking for protections and supports for workers who are precariously employed.
January 19	Letter to François-Philippe Champagne, Minister of Innovation, Science and Industry, regarding the need for more comprehensive data on precarious employment in Canada.
January 26	Letter from Seamus O'Regan, Minister of Labour, to Rosa Pavanelli, General Secretary, Public Services International (PSI), and the National Union, reporting that Canada has signed off on International Labour Organization (ILO) Convention 190. Letter states that the government is currently working closely with provincial and territorial governments with a view towards ratification of Convention 190 and hopes to ratify the Convention as early as possible.
February 1	Letter to Steven Guilbeault, Minister of Environment and Climate Change, asking for bold action to tackle the climate crisis, and as emphasized previously in a letter to his predecessor, Minister Wilkinson, the public sector has an essential role to play.
February 17	Draft changes to the Lobbyists' Code of Conduct submitted to the Office of the Commissioner of Lobbying.
February 25	Federal Budget 2022 Consultations—online submission.

- April 4 Letter requesting a meeting, including representatives of the BCFMWU, to discuss concerns around the issue of the corporate practice of importing of foreign workers in the marine industry and firing existing workers.
- April 5 Letter to Taylor Bachrach, Federal NDP MP, Member of the Subcommittee on Agenda and Procedure of the Standing Committee on Transport, Infrastructure and Communities.
- Letter requesting a meeting with him and the representatives of the BCFMWU to discuss concerns about the corporate practice of importing of foreign workers in the marine industry and firing existing workers.
- April 13 Letter to Mary Ng, Minister of International Trade, Export Promotion, Small Business and Economic Development; cc: the Prime Minister and Leaders of the other federal parties and Rosa Pavanelli, General Secretary, PSI.
- Letter calling on the federal government to reject the recently leaked WTO text and come back to the original intention and vision contained in the TRIPS Waiver proposal made by India and South Africa.
- April 21 Letter to Provincial Premiers: John Horgan, Premier of BC; Jason Kenney, Premier of Alberta; Scott Moe, Premier of Saskatchewan, Heather Stefanson, Premier of Manitoba; Doug Ford, Premier of Ontario; François Legault, Premier of Quebec; Blaine Higgs, Premier of NB; Tim Houston, Premier of NS; Dennis King, Premier of PEI; Andrew Furey, Premier of NL; Sandy Silver, Premier of Yukon; Caroline Cochrane, Premier of NWT; P.J. Akeeagok, Premier of Nunavut;
- Letter in support of collecting race-based COVID-19 data at the federal and provincial levels.

Government Relations Meetings

- April 21 Provincial/Territorial Premiers—in support of collecting race-based COVID-19 data at the federal and provincial levels.
- April 29 NDP Critic for Families, Children, and Social Development, Gazan—request for a meeting to discuss how to continue to move forward a child care system that is truly universal, public, non-profit, inclusive, and high quality.

- April 29 Minister of Families, Children, and Social Development, Gould—follow up to December, 2021 letter, writing to again request a meeting to discuss members’ experiences and needs and to discuss strategies to address the workforce challenges in the sector and the development of federal child care legislation.
- April 29 Minister of Immigration, Refugees and Citizenship Fraser—2nd request at Danilo de Leon August 29 deportation be stopped and that Canada grant him permanent resident status as his being the chairperson of Migrante Canada could have him facing political persecution if he is returned to the Philippines. 1st request on July 17, 2020 to then Minister of Foreign Affairs Champagne.
- August 10 PM Trudeau and the Minister of Immigration, Refugees and Citizenship Fraser—proposed regularization program for people without status in Canada to give permanent residence to low-waged migrant workers with temporary or insecure status.
- August 26 PM Trudeau and cc Deputy PM Chrystia Freeland, and Minister of Employment, Workforce Development and Disability Inclusion, Qualtrough—concern about the problems that will be created if measures put in place to address the shortcomings of the Employment Insurance (EI) program end on September 24, 2022.
- September 26–28 Lobby with Climate Action Network (CAN-Rac) Days on the Hill
- October 13 Meeting with MP Leah Gazan and staff member Peyton Veitch with BCGEU President Stephanie Smith—the Canada-wide child care system and workforce issues was discussed.
- October 20 Meeting with Federal Minister of Health Minister, Duclos and CLC Officers, staff and members of the CLC Executive Committee—virtual roundtable with 2 federal ministers to discuss health worker shortage crisis. President Blundon spoke on home care and long-term care concerns and the urgent need for a pan-Canadian human resources strategy for health professionals. The meeting provided an opportunity for organized labour to outline to Minister Duclos and Minister Khara that this crisis needed federal leadership and that both workers and patients were suffering because of the ongoing labour shortages in health care.
- November 2 Ontario Premier Doug Ford—condemning Bill 28 and the legislation to impose a contract on 55,000 education workers who are members of the Canadian Union of Public Employees (CUPE). and invoking the notwithstanding clause that is an outrageous attack on workers’ rights and human rights.

November 22 Meeting with Ontario NDP MP and Health Critic France Gelinas, Anil Naidoo, Kat Lanteigne, BloodWatch; OPSEU/SEFPO members Geoff Cain, Noemi Khondo and Kelsea Mahabir—re Canadian Blood Services, paid plasma and respecting the Voluntary Blood Donations Act (2014). The ONDP greed to put forward a question in Ontario Legislature and hold a December 7, 2022 press conference focused on ensuring the Ontario government respects the Ontario ban on paid plasma.

Publications

January *Medavie Inc.* (Updated)

February Submission to the Office of the Commissioner of Lobbying on Draft Changes to the Lobbyists' Code of Conduct

February Submission by the NUPGE to the Budget 2022 Consultations

March *Period Poverty in Canada*

March *Diversity and Inclusion in Our Unions: Anti-Black Racism*



NATIONAL UNION OF PUBLIC AND GENERAL EMPLOYEES

- B. C. General Employees' Union (BCGEU)
- Health Sciences Association of British Columbia (HSABC)
- Health Sciences Association of Alberta (HSAA)
- Saskatchewan Government and General Employees' Union (SGEU)
- Health Sciences Association of Saskatchewan (HSAS)
- Health Sciences Association of Saskatchewan (HSAS)
- Manitoba Government and General Employees' Union (MGEU)
- Manitoba Association of Health Care Professionals (MAHCP)
- Ontario Public Service Employees Union/Syndicat des employés de la fonction publique de l'Ontario (OPSEU/SEFPO)
- Canadian Union of Brewery and General Workers (CUBGW)
- New Brunswick Union of Public and Private Employees (NBU)
- Nova Scotia Government and General Employees Union (NSGEU)
- PEI Union of Public Sector Employees (PEI UPSE)
- Newfoundland & Labrador Association of Public and Private Employees (NAPE)

The National Union of Public and General Employees is an affiliate of the Canadian Labour Congress and a member of Public Services International.

15 AURIGA DRIVE
NEPEAN, ONTARIO
CANADA / K2E 1B7

[613] 228-9800
FAX [613] 228-9801

www.nupge.ca

national@nupge.ca

