

## CUPE OUWCC February 29 - March 3, 2024

Feb 29, 2024

- Opening remarks from Mark Hancock National President, Candance Reinnick National Secretary –Treasurer, and Yolanda Mc Clean Secretary –Treasurer CUPE Ontario.
- Topics discussed were living wage, contracting out, massively under funding in post-secondary it is the 2<sup>nd</sup> lowest in Ontario.
- 2<sup>nd</sup> Campaign focus on WILD leadership program for Racialized Women in Leadership Development.
- WILD is a year-long program geared towards supporting & strengthening the leadership capacity for CUPE women- identified members.
- Key Speaker was Mae J Nam.
- She taught us IKSEUNG BAGSAK means: Listen to our struggles, everyone contributions, and we all need each other to make change.
- We had a presentation from Steven Seaborn, Retirement Committee 1281.
- He talked about retirees and how they can still be involved.
- Presentation from Kimalee Phillips from Human Rights Office.
- She talked about AROP what makes it different from other equity programs. Move beyond representation about shifting and transforming power, Intergrated a structure equity review and analysis, Support the capacity and power of all members by addressing historic and ongoing in equities.

March 1, 2024

- We went to the picket lines at York University.
- Question and Answer and Discussion.
- We each went to our own workshops: Communications, Anti-Harassments and Bystander Training, and Introduction to Power Structure Analysis for Bargaining Campaigns.
- Communcations: Media Training by: Craig Sauders, Media instructor.
- Craig talked about how to interview, build a campaign, crisis communication is when something bad happens and you don't want that story. Campaigning is what story you want to share.

- National can help with cost share, National Reps.
  - Less is more information, stick to the same message as a group, Create a message for the head and the Heart. Be clear and listen.
  - Avoid the trap Questions: do not get in the repeat questions, do not get confrontational.
  - Redirect to the unions position, remain calm, keep it simple,
  - If you are talking off the Record, make sure you understand the terms prior to agreeing to talk.
  - In general, don't say anything you do want to be repeated.
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- The Introduction to Power Structure Analysis Workshop was presented by Preethy Sivakumar, the CUPE Researcher assigned to the University sector. She recommended two books, Campaign Planning Handbook and Achieving a State of Readiness, both by Rob Fairley. She discussed the concept of “plan, act, evaluate”, whereby you create the conditions for learning to develop union leadership. She recommended that local leaders invest time in the Organizing 4 Power training to strengthen their locals and consistently be in a “state of readiness”. Preethy reviewed the importance of high-power unions and the whole worker organization. This involves member buy-in, informed members, maintaining a high capacity, membership-rooted leadership, and membership-based trust in the union leadership. She also talked about a spectrum of allies and opponents which includes our organization and leading allies, and the leading opponents. Each side of the spectrum can have the same primary and secondary targets. We must increase cohesion and activity within the supporters’ camp, win over the middle, and arouse doubts and conflicts within the opponents’ camp. This plan will engage the active participation of the leaders and members of our own organization, and discredit and weaken our leading opponents.
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- Anti-harassment & Bystanders training Workshop.

Harm – Physical, mental, or emotional damage,

Harassment – repeat objectionable behavior which may include actions, language, gestures and or written material and which the harasser knows or ought reasonably to know is abusive and unwelcome.

What matters is the effect of the behavior on the target. A single serious incident of such behavior may constitute harassment if it has a lasting harmful effect on the target.

Discrimination – an action, attitude, stereotype or decision that treats a person or group negatively for personal characteristics such as race, ethnicity, gender, sexual orientation, disability or age.

### Protected Grounds - (13)

Full list of personal characteristics by the CUPE Constitution.

- Sex- includes sexual related to pregnancy or related to a person's gender and disability is includes male, female and intersex.
- Sexual Orientation – Person romantic or sexual attraction to another sex or attraction to another sex or gender. Some examples of sexual orientation include, Lesbian, gay, bisexual, 2 spirited and heterosexual.

Gender identity – inner sense of being male, female, both or neither. Some examples include man, women, trans, 2 spirit, non-binary and gender non- conforming.

- Gender expression – Gender presented to others through mannerisms, clothing, speech etc.
- Language – Ability or inability to use a particular language including the characteristics of their speech, such as accent, vocabulary and grammar.
- Age – includes discrimination based on youth or old age.
- Race – social construct that is used to categorize people based on fundamental differences such as physical traits that may include skin colour, hair texture, and facial characteristics. Race can encompass characteristics related to race and used to discriminate, such as ethnicity, ancestry, colour, place of origin or creed.
- Ethnicity – Cultural origin including language, religion etc.
- Ancestry – Family or line of descent.
- Colour – Skin colour.
- Place of origin – The place a person resided before living in Canada.
- Creed - Religion or faith, including Indigenous Spirituality.
- Disability – Health conditions or problem that has a degree of performance and interferes with a person's ability to carry out day to day activities.

A disability is created when this condition comes up against a disabling environment.

Disability is shaped by physical, intuitional and social barriers, including attitudes and assumptions about differences, abilities and inabilities. Disabilities can be temporary, episodic, permanent or chronic. A disability could be present from birth, caused by an accident or developed over time.

From Bystander to Active Witness

Intervention Strategies 5 d's

**Distract:** Anything that distracts or interrupts someone enough to discontinue the abusive behavior.

**Delegate:** If you don't feel comfortable or safe intervening, engage others to participate or ask someone else to do it.

**Document:** Record the event or take notes

Remember 5W's

Text yourself if you have to. Never post something online without permission.

**Delay** – When it is unsafe to jump in or rally others, check in with target as soon as it is safe.

**Direct:** Be direct and address the abuse. You can either address the target or confront a person who is abusive or inappropriate. Make sure it is safe to do so.

- Keep it short, Don't engage in dialogue
- Resist and escalation
- Ask target if they are OK
- Tell the abuser it is unacceptable to speak to someone like this! STOP.
- Ask someone in a position of power. SAFETY FIRST
- You may need to alert security or the police.
- Call 911 if necessary.
- Make sure you and others are safe. Let safety determine how you respond to any situation.

We did some scenarios to practice. And a Q&A

March 2,2024

- Fred Hahn, CUPE Ontario President did a welcome speech.
- Panel: Bargaining in 2023- Trends and Patterns Across the Sector. Question and Answer period.
- Presentation: Sector Threats and Opportunities, By Preethy Sivakumar, Research Sector.
- Underfunding causes threats to education.
- Unfordable housing. Private sector landlords pressure the government to higher the affordability of housing
- Canada is in last place for student funding.
- Performance funding takes the personality out of the job.
- Panel Conversation: Achieving a State of Readiness from Preethy Sivakuma, Scott Sorley, and Trever Scheering.
- Scott Sorley addressed workers on problems and how to grow from them.
- Trever Scheering, to build a plan to collect strengths and empower others and grow strong as a union.

March 3,2024

- Presentation on the action plan and adopted it.
- Had the OUWCC elections.
- Chair: David Simao (re-elected).
- Vice Chair Colleen Ferreira (re-elected).
- H&S Rep Karen Egan
- I W Rep Jeff Cornelisen (re-elected).
- Equity Rep Stacey Ann Williams (re-elected)
- Migrant Rep –Vacant.

Meeting adjoured.

