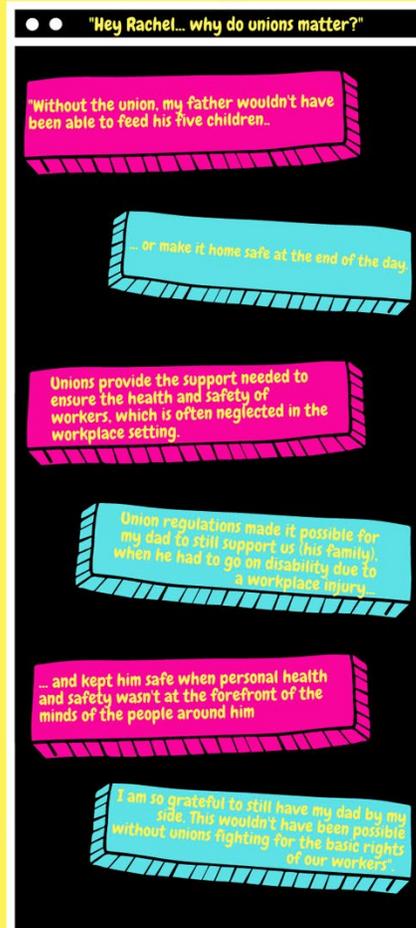


NUPGE Annual Report: 2021 in Review

UNIONS MATTER

#ALL
TOGETHER
NOW



UNIONS FIGHT TO CREATE EQUITABLE WORKPLACE CONDITIONS FOR EVERYONE. FOR FAMILIES LIKE MINE, IT HELPED TO PROVIDE A STABLE INCOME, MEDICAL, AND PENSION PLAN.

Rachel
Long
2020

The National Union of Public and General Employees (NUPGE) is a family of 11 Component and 3 affiliate unions. Taken together, we are one of the largest unions in Canada. Most of our 390,000 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.

Larry Brown, President

Bert Blundon, Secretary-Treasurer

Dear Friends,

2021 has been an incredible year. As we moved through lockdowns, outbreaks, and reopenings, we witnessed patience, perseverance, and a large dose of courage. The introduction of vaccines has allowed people to feel some long-awaited relief. Now, with the availability of vaccinations for children, we're a step closer to having entire families more protected.

Yet, there are still speed bumps on the road to recovery. As I write this, the coronavirus variant omicron has been discovered. This roller coaster continues, and we hang on.

This last year, our focus on the well-being and rights of workers and the public paid off, as we leveraged our collective power to force governments to continue providing support and benefits to those impacted by this health crisis. We pressured governments and employers to increase their care and concern for the most vulnerable people in our communities, including our seniors. Our calls for action were relentless.

Our leaders, nationally and in the Components, continued as always to make the safety and security of our members job #1, and we were largely successful in those efforts.

NUPGE members in every sector continue to play an important role in the fight against COVID. Without public services, our country would have been even more ravaged by the effects of the virus.

As we move forward, our 3 overarching issues are the climate crisis, income and wealth inequality, and the looming wave of austerity.

Climate change is among the biggest challenges of our lifetime. We are seeing the worsening effects every day, in more extreme weather events, displaced communities, food insecurity, and biodiversity loss. The science is clear: we need urgent action to minimize future impacts, to keep global warming to 1.5 °C, to help our communities adapt to the effects, and to ensure there is Just Transition for workers. Through our Advisory Committee on the Environment, we share information like the great work done by the Canadian Centre for Policy Alternatives and its report, entitled *Roadmap to a Canadian Just Transition Act*. We continue to pressure the federal government to implement Just Transition legislation and policies. We also wrote a submission to the federal government's consultation on Just Transition this fall.

The climate crisis is directly connected to our fight against inequality. Just as the pandemic exposed and exacerbated inequalities in society, so too does climate change, with front-line workers, communities of Black people, Indigenous people, people of colour, and of low-income people bearing the brunt of its impacts. These voices need to be included in any action plan to create a more equal and just society.

NUPGE has a long tradition of working with our allies to take on challenges, so it's no surprise that we are members of the Climate Action Network, the Green Economy Network, and Trade Unions for Energy Democracy. These groups do exceptional work to build a fairer, sustainable and just world.

And as part of the global community on climate change, NUPGE Secretary-Treasurer Bert Blundon was an accredited delegate, and ACE member James Coccola participated in public events, at the UN climate change conference known as COP26 in Glasgow. As part of the official Canadian delegation, NUPGE helped to put pressure on the Canadian government to be more ambitious in its commitments.



We will also play an important role in the recovery of families, and communities, and Canada's economy. But we know there's another challenge on the horizon. Governments are getting ready to issue austerity mandates. The heroes on the front lines that protected the public will be told that the cupboards are bare and that they now need to sacrifice, again, for the sake of the economy.

There are false narratives in play here. The federal government funding covered 86% of COVID-19 pandemic costs, so provincial governments are in far better shape than they are admitting. Plus, all that federal spending boosted provincial income and sales taxes, for a windfall of unexpected income.

And the State of Tax Justice 2021, along with many other reports, clearly show that there is an alternative to austerity. Governments can reverse the 20-year trend to cutting corporate taxes on profitable companies. They can curb tax dodging. They can institute an excess profits tax and a wealth tax to raise the revenue needed to keep our public services running at full capacity, and to pay a good wage to the workers who make that possible.

This is a rich country. The wealth is being hoarded to a huge degree by the mega-rich. The idea that we can't afford public services is hogwash. What we can't afford is to let profitable corporations and the wealthy continue to be tax scofflaws.

For the most part, people have been so grateful for the work you have done and are doing. They understand the importance of strong public services. People want more investment in public services like a national child care program, public not-for-profit long-term care, and real action on climate change. We need to make sure they know what austerity will mean for them and their loved ones. We all need to move forward, not back to the way things were. We have done too much, seen too much, to allow that to happen.

We continue to push for a publicly funded, inclusive, and high-quality non-profit child care system and are part of Child Care Now to add our voices with other supporters. We have continued our campaign to bring long-term care services under the *Canada Health Act* as an extension of our health care system. Knowing that more people died in for-profit long-term care homes than in not-for-profit homes, we can't let this issue go.

The issues on our plate are way more than we have sketched out here. I know we can conquer the challenges that face us. We have seen a glimpse of what is possible in the face of crisis—not only communities coming together but also governments mobilizing the necessary resources to address a crisis through a strong public sector.

This report details the work that the National Office has been engaged in for the last year. What it doesn't convey is the heart and soul of the people who get it all done. We have an impressive group of people contributing every day to make the lives of our members, and the public, better.

Led by the effective leadership of Managing Director Len Bush and National Coordinator Brenda Hildahl, our staff carried on with the lessons learned during 2020 from the virtual world. 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 hard 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.

As the Officers of NUPGE, we are blessed with a wonderful National Executive Board, dedicated, committed and effective leaders in their own Components, and also leaders with the vision and perspective to help guide our national and interprovincial work. We are grateful for their support and engagement.

Saving the best for last, I want to thank you, our members. Without your determination, commitment, and good humour, our challenges may have overwhelmed us. But you were there at every step, working hard, putting yourselves on the line, to serve the communities you love.

As a union, we have always believed that great things can happen when we work together. This time is no different. Just as we came together at the beginning of COVID,

we remain shoulder to shoulder as we continue our work. 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 and fairness part of any recovery.

It's time to reimagine our world. And we will do that—together.

In solidarity,

A handwritten signature in black ink, appearing to be 'LB', written in a cursive style.

Larry Brown
President

NUPGE Executive Officers

President	Larry Brown
Secretary-Treasurer	Bert Blundon

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
	Diane Fowles
	Sandra Lea Megeney
	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 tirelessly to protect and promote the interests of our over 390,000 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 under our belts, we used our technology to reach each other like never before. If anything, 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

A big part of our union work is to bring workers together from across the country to share information and build solidarity. Here are some of the ways we did that in 2021.

Advisory Committee on the Environment

The Advisory Committee on the Environment (ACE) met twice this year on April 7–8, and on November 30. 10 Components are represented on this committee.

At these meetings, ACE members shared updates on the work being done within their Components. This includes member education and engagement, research, and Component-level committees, or working groups on the environment. Participants also discussed the political climates and legislative and policy developments in their respective provinces and at the national level.

One area of focus for the committee has been a Just Transition. At the April meeting, guest speakers presented on the CCPA report, *Roadmap to a Canadian Just Transition Act*. NUPGE has amplified these and other recommendations as it continues to pressure the federal government to implement Just Transition legislation and policies. NUPGE also wrote a submission to the federal government's consultation on Just

Transition this fall.

Relatedly, ACE has discussed the importance of addressing equity in environmental issues, such as environmental racism, and supporting member education in this area. NUPGE made this the focus of several web stories in addition to incorporating an intersectional lens into its letters and materials.

ACE discussed the need to make climate change an election issue. NUPGE's Election Guide contained a fact sheet on environment and climate change. Climate change was also one of 3 areas of focus in NUPGE's 2021 federal election campaign, *Vote for Better*, which included ads, a website, and a poll.

As a result of discussions with ACE members, NUPGE hosted a webinar in October that was focused on COP26 and what it meant for workers. At the November meeting, Secretary-Treasurer Bert Blundon and committee member James Coccola spoke about the key issues at COP26 and the implications for Canada.

ACE has also focused on collective agreement language related to the environment. Committee members have shared existing language and helped identify areas and language to consider in negotiations. From this, NUPGE compiled a report.

Advisory Committee on Women's Issues

In 2021, there were 2 videoconferences for the Advisory Committee on Women's Issues (ACWI): in January and November. A key concern for the committee continues to be the disproportionate effects on women during the pandemic and the need for women's voices to be included in the economic recovery (often called *she-recovery*). The largest employment losses since the start of the pandemic have been in low-wage, precarious jobs that are occupied mostly by women and highly racialized groups and have high rates of individuals with disabilities.

The other key piece of the crisis for women's economic security is that women



**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.**



are shouldering a huge increase in unpaid labour such as child care and elder care. There are 3 key strategies that are essential to overcoming barriers for women's participation in the economy: 1) a national, affordable child care program; 2) a system of comprehensive and publicly managed caring service; and 3) strong labour protections such as pay equity and removing barriers such as systemic racism and ableism. The other effect of the pandemic has been the alarming increase in domestic violence, as well as the severity of the violence.

A situation the committee has been following for several years is period poverty. The cost of menstrual products continues to increase, and for women and girls living in poverty, in domestic violence shelters, for Indigenous women, women with disabilities or the homeless, the costs of these products can mean that they are choosing food over health. For women living in rural or Indigenous communities, the cost can be double and products may be unavailable. The committee discussed what measures are being taken by federal, provincial, territorial, and municipal governments to provide access to free products within schools, shelters, community centres, and other public buildings. They also discussed possible actions that can be taken to address the issue, including lobbying governments to create poverty-reduction strategies, access to free menstrual products, and subsidizing reusable menstrual products.

The committee has continued to be updated on the work that the Rohingya Women's Welfare Society (RWWS) has been doing. The RWWS has been working tirelessly in the refugee camps in Cox's Bazar, Bangladesh, to help Rohingya girls and women who have been victimized by violence in Myanmar. The Bangladesh government-imposed restrictions to access to the camps due to COVID-19 has resulted in rising violence against women and girls and sexual exploitation. As per the resolution passed at the June 2019 NUPGE Convention, the union has sent its 2nd contribution of \$20,000 to the RWWS.

The 65th Session of the United Nations Commission on the Status of Women (UNCSW65) was held March 16–26, 2021. 6 delegates and 23 observers represented NUPGE at the session that was held virtually. The priority theme was "Women's full and effective participation and decision-making in public life, as well as the elimination of violence, for achieving gender equality and the empowerment of all women and girls."

Advisory Committee on Young Workers' Issues

The Advisory Committee on Young Workers' Issues (ACYWI) met twice via videoconference in 2021. The first meeting took place on June 28 and the second on November 29. The committee grew in 2021, with 2 more Components sending representatives to meetings, bringing the total of participating Components up to 10.

Surveys remain a popular tool for reaching out to young workers. Some

Components are also hosting game nights on Zoom, or running giveaways on social media. The NBU/NUPGE launched a monthly speaker series on Zoom that has had great turnout for new members (approximately 90% of participants are new members or members who have never before been to a union event). One-on-one member engagement projects were also discussed to gain a better understanding of the demographics of the membership as well as making members feel like they were being heard by the union.

Top priorities emphasized by the committee were affordable child care and affordable housing. Several Components are also doing a lot of work on anti-racism and precarious work. Suggestions of how NUPGE could better serve young workers included the following:

1. preparing online sharables for memorial days and on the benefits of joining a union;
2. expanding the scholarship programs to include part-time students;
3. facilitating regional lobbying on young worker issues;
4. developing material on environmental racism;
5. developing material on the history of the labour movement and unions—NUPGE 101;
6. creating a series of short ads to entice young workers to connect with unions and fight stigmas about unions; and
7. implementing a mentoring program.

It was suggested that some material should be professional but humorous to better engage young workers.

Canadian Health Professionals Secretariat

The Canadian Health Professionals Secretariat (CHPS) had 2 videoconferences to discuss critical health care issues, as well as the COVID-19 pandemic. Almost 70 participants were present through the 2 meetings, with 10 Components and 3 CHPS allied constituent unions represented, along with some NUPGE staff.

Mass vaccinations in Canada have greatly reduced hospitalizations and deaths among the vaccinated. The unvaccinated, however, are still getting sick and continuing to place an undue burden on our public health care system. In some parts of the country, COVID-19 continues to have a severe impact on our health care system. This is putting stress on the workers we represent and has exacerbated the systemic and structural challenges within our health care system.

CHPS members are on the front lines of health care, witnessing how this pandemic is taking a great toll on health care workers, leaving many suffering from chronic workplace stress. This, in turn, has exacerbated the health human resource crisis, which existed before the pandemic. Governments are just beginning to realize that they have a serious problem in trying to ensure there are enough health professionals to provide quality health care. An aging workforce, stressed by a global pandemic and treating an aging population, requires action to mitigate the coming shortages.

CHPS has also continued to look at issues around privatization in health care. This includes concerns around the expansion of telehealth and virtual health care, with the risk that this is a method for for-profit health care expansion in Canada. The surgical backlog has also created conditions that have resulted in many provinces turning to use private for-profit clinics. These clinics have regularly been cited for violating the terms of the *Canada Health Act* and provincial health acts.

The crisis in long-term care and home care continues to be an issue that CHPS has also been monitoring. LTC should be part of the *Canada Health Act*, and Canada needs a comprehensive seniors' care strategy. The deaths in LTC in Canada are a national tragedy, and action needs to be taken to ensure we never leave vulnerable seniors unprotected and that workers have the resources and staffing they need to provide quality care.

CHPS continues to support the implementation of pharmacare in Canada and closely watched the federal election. Unfortunately, pharmacare has dropped in priority for this government, so it is important to keep pressuring it for national pharmacare.

The high likelihood that new variants and new waves of the pandemic will reach Canada creates an urgency to press employers and governments to take immediate action to deal with the challenges in our public health care system. CHPS understands the impacts of austerity on health care in Canada and is very concerned that there will be investments to strengthen and protect Canada's public health care system.

Collective Bargaining Advisory Committee

The Collective Bargaining Advisory Committee (CBAC) met twice virtually in 2021. Comprised of some of the most senior Component leadership and negotiators, the committee provides a vital overview of collective bargaining from across the country.

The pandemic was an important point of discussion over the past year. Most



Components did a remarkable job in protecting members' health and job security during the pandemic. However, concerns are emerging about what a post-COVID work world could look like. Almost all Components are beginning to hear rumbling from their provincial government about austerity measures being needed. Many provinces are using the argument that they went into a significant deficit position as a result of spending during the COVID pandemic. There are also concerns about rising inflation rates and what this will mean for collective bargaining going forward.

Another serious area of concern is the growing crisis in worker shortages being reported. Throughout our unions, many sectors were faced with too few workers for what was required, but the pandemic has served to seriously exacerbate this. This was particularly noted in health care and the justice sector but is being felt throughout the public sector.

Communications Officers

Component Communications Officers met by videoconference on September 23. There were 23 participants from 9 Components. There were addresses by the President and Secretary-Treasurer outlining the challenges members and unions are facing. Specifically highlighted were the climate crisis, growing wealth and income inequality, and the fight against austerity.

Participants were updated on the work NUPGE did during the federal election (polling, ads, fact sheets, and web stories), the report from CCPA about COVID spending, our scholarship program, and the web stories marking commemorative dates.

Components reported on the political landscape and issues facing their union. Participants also provided updates on campaigns and projects their Component is undertaking. Members discussed more timely ways to exchange information and support Component campaigns and issues.

Component Liquor Board Representatives

Fighting privatization and protecting worker health and safety remain top priorities in provincial liquor and cannabis stores and warehouses.

During the COVID-19 pandemic, provincial liquor and cannabis stores remained opened. In many provinces, workers had to fight for adequate health and safety measures. Among the challenges that emerged were dealing with customers trying to enter stores without masks and attempts by management to downplay the risk when someone in a workplace tested positive for COVID-19.

Like many workers who were designated as essential and forced to stay on the job at

the height of the COVID-19 pandemic, workers in provincial liquor and cannabis stores and warehouses are now facing the threat of privatization. Several provincial governments are looking at partial or full privatization of liquor stores.



In addition to the impact on workers, privatization of provincial liquor and cannabis stores and warehouses will increase the financial pressures facing provincial governments. Provincial liquor and cannabis operations make money for provincial governments, and that revenue will be lost with privatization. Privatization also leads to increased health costs, which will further increase the financial pressure on governments. That privatization of liquor and cannabis retailing and distribution is even being considered shows the extent to which privatization is driven by ideology and well-connected lobbyists.

At the videoconference for Component Liquor and Cannabis Representatives that the National Union held in 2021, the pandemic and privatization were the main items on the agenda. The videoconference provided an opportunity for people from different provinces to share information and strategies for dealing with these problems.

Component Organizers

The day after the meeting with Representatives from AFT, AFSCME and PSI a one day meeting of Component Organizers was held. The meeting looked at a wide-range of campaigning and organizing issues that have arisen since the start of the pandemic.

Among the topics discussed were:

- current Component campaigns;
- adapting to digital and online methods of organizing and campaigning;
- sharing insights in preparing a Component for digital campaigns; and
- discussing ongoing national coordination.

Participants felt it was a highly productive meeting and helped create some national contacts for Component organizing efforts.

Corrections and Youth Facility Workers

On September 23–24, 2021, the annual meeting of corrections and youth facility workers was held as a videoconference. Joining the meeting were 31 participants from 7 Components representing adult and youth corrections.

The meeting was an opportunity for participants to share information and discuss a wide range of issues relating to the political climate in each province, to working conditions, wages and benefits, collective bargaining, and to occupational health and safety.

The discussions were primarily focused on the ramifications of the COVID-19 pandemic on the working conditions of provincial correctional workers. The topics of discussion included

- vaccination requirements protocols for workers and inmates;
- health and safety protocols (e.g., testing of inmates and staff, and cleaning);
- personal protective equipment (e.g., masks, sanitizer, and gloves);
- wages and benefits (COVID pay);
- sick leave;
- infrastructure (retrofits, plexiglass, flow patterns, and signage).

There was a discussion pertaining to wages while in quarantine and self-isolation, and while on sick leave. Participants had a comprehensive discussion on staffing problems across Canada regarding the conditions that contribute to problems with recruitment, retention, and high turnover. This situation was compared to that of federal prisons, hospitals, policing, and other high-wage professions competing for new workers.

There was a brief discussion about the Corrections Officers Physical Abilities Test (COPAT) and how that impacts recruitment and retention of workers.

Following the meeting, notes and relevant materials were uploaded to a dedicated [Corrections and Youth Facility Workers—COVID-19](#) web page on the NUPGE website. The page has been regularly updated as new information becomes available. The page contains notes from the conference calls and materials from the national office, from Components, and international unions.

Group Home Representatives

Representatives of group home workers met via videoconference on April 19 and 20. Participants shared updates on the COVID-19 situation, including outbreaks (if any) and employer response, health and safety protocols, the impacts on workers and residents,

and vaccine rollouts. The pandemic has led to burnout and has had other mental health impacts on members and affected their ability to do their jobs.

Many issues related to working conditions are common across the provinces, including retention, low staffing, precarious work, and violence in the workplace. Components continue to fight for fair wages for group home workers. Participants gave collective bargaining updates, including the barrier of wage-freeze legislation, but also some wins related to wage increases and pensions.

The political situation in many provinces is marked by governments unfriendly to labour. There is inadequate support for social services and concern about post-pandemic austerity. Participants shared Component campaigns and advocacy, including campaigns on mental health, raising the profile of community service workers, and the value of public services.

There was a discussion on the funding and delivery models for community social services across the country, and on the issues that result from the fragmented systems. Participants gave valuable feedback to NUPGE as it looks to develop its advocacy on this issue.

Highway Safety Officers

On April 8, 2021, a meeting of NUPGE highway safety officers was held by videoconference. There were 15 participants from 6 Components, along with NUPGE staff in attendance. The meeting was an opportunity to share information and discuss a wide range of issues relating to the political climate in each province, to collective bargaining, working conditions, wages, and benefits, and to occupational health and safety.



Among the host of topics about which participants shared information were

- workload (including overtime and denied vacation requests).
- health and safety, including the increase in workplace incidences, sick leave, and serious critical incidents such as weapons and drugs in vehicles;
- personal protective equipment, and use of force tools, such as soft body armour, bulletproof vests, radios, batons, pepper spray, firearms, and hand cuffs;
- self-defence training;
- violence and physical assaults;

Leadership Development School

The National Union's 22nd Leadership Development School took place November 8–10, 2021, and was very different from the 21 schools that preceded it. Because of the COVID-19 pandemic, for the first time the school was held virtually.

It was recognized that it would not be possible to replicate the in-person school online. Instead, working with Elaine Bernard, the former executive director of the Harvard University Labor and Worklife Program, a shortened version of the program was developed. The shortened program was modified for the online format and designed to benefit both those who will be attending future in-person schools and those who were attending just the virtual school.

Over 3 days, participants from 6 components participated in sessions conducted by Elaine Bernard that dealt with leadership and organizational change, with a look at the impact the pandemic has had. Participants also heard from speakers about Indigenous rights and reconciliation and how we need to stop austerity before it starts.

Legal Strategies Component Coordinating Committee

This committee met on May 18 and on October 29, 2021. With in-house representatives and external counsel present, these meetings enjoy wide participation from Components. At these meetings, participants provide updates on legislation, arbitration, and cases of note from their provinces. This is in addition to the discussion and sharing of analyses on issues and cases that are of shared interest across the country. Andrew Astritis of RavenLaw, legal counsel to NUPGE, is present at these meetings and often provides analysis.

This year, the impacts of COVID-19 have featured prominently in these meetings—specifically, the impacts of emergency measures on collective bargaining and the issue of vaccine mandates. NUPGE prepared a summary document for Components on the legal basis for potential challenges to vaccine mandates and on unions' duty of fair representation. Also, the increase in working from home arrangements due to the pandemic has revealed the gaps in occupational health and safety protections for workers, as well as the lack of collective bargaining language on working from home.

In addition to pandemic-specific issues, the committee continues to be concerned with Bill 32 in Alberta. Bill 16 in Manitoba represented another attack on unions, but it has since been withdrawn. Other cases of note include the use of the notwithstanding clause (e.g., in the religious symbols legislation in Quebec and the third-party election spending rules in Ontario) and the use of the *Companies' Creditors Arrangement Act* at Laurentian University. Wage restraint legislation, austerity, and challenges to picketing continue to be common struggles across provinces.

Long-Term Care Representatives

NUPGE assembled a videoconference with representatives from 9 Components who work in long-term care to discuss the impact of COVID-19 in the sector. 20 members provided updates on what measures were being implemented to care for residents. They reported on the working conditions and restrictions that were being placed on NUPGE members working in these residences.

The biggest concern raised was the lack of PPE available to workers and the lack of consistency around enforcing rules and regulations. Each province was providing workers with different instructions on how to proceed. Several provincial governments issued single-site orders to restrict the spread of the virus. This decision meant that some workers received an increased wage as a way of replacing lost income from their other employment. In other provinces, income enhancement was less consistent.

Among the challenges long-term care workers faced was the lack of appropriate space to isolate residents who were infected. This is especially true for those working in older long-term care homes that have not been updated.

National Executive Board Meetings

The National Executive Board met a total of 5 in 2021.

- Meeting #314: March 4–5, 2021, Videoconference
- Meeting #315: May 10, 2021, Videoconference
- Meeting #316: June 14, 2021, Videoconference
- Meeting #317: October 4–5, 2021, Videoconference
- Meeting #318: December 7–8, 2021, Toronto

Post-secondary Education Representatives

On January 18–19, 2021, NUPGE convened a videoconference of representatives in the post-secondary education (PSE) sector with participants from 8 Components and staff of the National Union.

As in 2020, the pandemic has had a significant impact on PSE institutions. Although there was variance across individual institutions, most continued with a blended-learning model.



The meeting provided an opportunity for participants to share information, experiences, strategies, and resources. High workload continued to be the top issue, compounded by the switch to online learning and, in many cases, lack of understanding or trust from management. Other common challenges across the provinces include layoffs, burnout and mental health, access to equipment and training for online teaching and learning, privatization and contracting out, and impacts on students.

Participants shared several exciting campaigns and advocacy initiatives that Components are undertaking—both PSE-specific and general initiatives. The National Union sought feedback and guidance from members on NUPGE joining the Education for All campaign, which it then went on to join.

Probation Officers

On September 27–28, 2021, a meeting of NUPGE Probation Officers was held by videoconference. There were 9 participants from 4 Components. The meeting was an opportunity for members to share information and discuss a wide range of issues relating to the political climate in each province, working conditions, wages and benefits, collective bargaining, and occupational health and safety.

There was a discussion about staffing shortages and reduced staffing levels across Canada. Even though the number of clients has declined, there is still a need for more workers because the type of clients they are dealing with result in a heavier workload. Clients typically suffer from mental health issues, addictions, and generational trauma, and they live in poverty.

Participants discussed wages focusing on the use of temporary market adjustment (salary raise to higher grid levels) to attract and retain new workers.

There was a discussion about working remotely in various dedicated permanent office sites and itinerant sites (community spaces and hubs). Participants reported on the use of a dynamic operating model, which is essentially a hybrid model of remote work and office work. Participants talked about the hesitancy among workers of returning to their offices right away because of the new-found work-life balance associated with working from home. Other participants mentioned the advantages of virtual reporting (compared to in person or face to face) for high-risk clients. Some mentioned that there has been better compliance with the ability to connect by phone as opposed to in person.

Each Component provided an update on the impact of the COVID-19 pandemic on provincial probation and parole officers. Some of the topics discussed were

- health and safety protocols;
- personal protective equipment (e.g., masks, sanitizer, and gloves);
- wages and benefits;

- sick leave;
- infrastructure (retrofits, plexiglass, flow patterns, and signage);
- vaccination, testing, and COVID protocols for employees (mandatory vaccinations; for all staff), and vaccine passports;
- average caseload size—pre-pandemic and current.

Other discussions included

- use of Core Correctional Practices (CCP);
- field work and community-based offender monitoring and compliance checks;
- the type of field work parole officers are engaging in with clients in the community;
- whether POs are performing compliance checks in the community; and if so,
- what health and safety controls/policies are in place to mitigate risks associated with such activities;
- dangerous work and the risk posed by clients in community offices.

Scholarships

The National Union awards 9 scholarships in the amount of \$2,500 each year. They are available to the children/grandchildren and foster children/grandchildren of our members and/or retirees of our Components.

Except for the 2 Young Worker Scholarships, all applicants must be starting a post-secondary education in a Canadian public educational institution.

Applicants for the Young Worker Scholarships who are under 30 and who are members or the children/grandchildren and foster children/grandchildren of one of our members/retirees are eligible to apply if they are currently attending a post-secondary, Canadian public educational institution or have previously received post-secondary credits.

Brian Fudge Memorial Scholarship
 Scholarship for Black Students
 Scholarship for Indigenous Students
 Scholarship for LGBTQI2S Students
 Scholarship for Students of Colour
 Terry Fox Memorial Scholarship
 Tommy Douglas Scholarship

Lydia Zhang, NSGEU
 Ava Fearn, MGEU
 Kristen Tolley-Procyk, SGEU
 Maxime McKen, NBU
 Mudit Jain, BCGEU
 Adrienne Andres, MGEU
 Kerry Yan, OPSEU



Young Worker Scholarship
Young Worker Scholarship

Kirstie Muloin, HSAA
Lillian Starchuk, HSAA

Wildland Firefighters

In 2021, the National Union continued its ongoing lobbying effort to include wildland firefighters under the public safety occupation provisions of the federal *Income Tax Act*.

Wildland firefighters share many of the same occupational risks and diseases as urban firefighters. However, wildland firefighters do not enjoy the same pension tax rules as urban firefighters, because they are not covered by the existing definition of public safety occupation. Consequently, workplace stress and hazards with these occupations have all too often meant that these workers are unable to enjoy a full retirement.

In April, a letter was sent to the Hon. Bill Blair, Minister of Public Safety and Emergency Preparedness, stating the National Union's position, and requesting a meeting with the minister for Larry Brown, President, and Bert Blundon, Secretary-Treasurer, and representatives from NUPGE Components.

Following the results of the September federal election, the ministry was divided, both divisions having a minister. In November, a joint letter was sent to the ministers responsible: The Hon. Bill Blair, Minister of Emergency Preparedness, and The Hon. Marco Mendicino, Minister of Public Safety. Once again, we stated our position, requesting a meeting with the ministers for NUPGE officers and Component representatives.

Working Session for Social Workers

On March 8–9, 2021, NUPGE convened its first Working Session for Social Workers. Participants from 6 Components and representatives from the National Union attended. Participants shared their experiences about the impacts of COVID-19 on social workers and on the sectors in which they work. A common theme was the confusion resulting from unclear guidelines, mixed messages from employers, and frequently changing policies.

The discussion also highlighted several common issues related to working conditions: heavy workload and caseload, staffing shortages, precarious employment, recruitment and retention, and health and safety issues, including violence and harassment in the workplace and mental health. Participants shared the strategies and initiatives that Components are using to address these issues, such as forming committees and working groups, engaging with employers, and organizing. They also highlighted Component campaigns and advocacy initiatives.

Guest presenter, Fred Phelps of the Canadian Association of Social Workers, spoke about his organization's work. His presentation led to discussion on policy and social justice issues of shared interest, such as income supports and mental health, and on the way social work is regulated across the provinces.

NUPGE compiled a series of provincial information comparisons as a resource for Components and to help inform future discussions.

Special Committees

Child Care

The special committee, which was formed in 2020 amidst the pandemic, met on February 16 and October 13. There are 8 Components represented on the committee, which is chaired by Stephanie Smith, President of the BCGEU. Child care was one of NUPGE's priority issues this year, and so the special committee offered valuable expertise, guidance, and feedback



that informed our work. The special committee has also provided a forum for members to share updates on the child care situation—access, affordability, wages, retention issues, etc.—in their provinces.

The special committee discussed the need to maintain pressure on the federal government to fund and implement a national child care system. In NUPGE's submission to the pre-budget consultations, child care was 1 of 2 areas of focus.

NUPGE requested meetings with Ahmed Hussen, Minister of Families, Children and Social Development, and Leah Gazan, the NDP Critic. Larry Brown, Stephanie Smith, and NUPGE staff had 2 fruitful meetings with Gazan and her team. NUPGE brought forward members' concerns and the need for a national system that is universal, public, and high quality. We worked with Gazan on a parliamentary motion, though it was never tabled due to the timing of the budget.

The government's commitment to build a national child care system announced in Budget 2021 was significant, but the details were crucial. With the fight moving to the provincial and territorial level, NUPGE committed to supporting Components in their engagement and advocacy. We shared updates and materials with the committee and

the NEB. The committee brought forward updates on provincial political situations and advocacy initiatives. NUPGE developed a resource for Components on the budget commitments and on evidence and arguments to pressure provinces.

To maintain pressure at the national level, child care was a key focus of NUPGE's election work. It was the subject of one of NUPGE's *Federal Election Guide* fact sheets. It was 1 of 3 issues of focus in NUPGE's election campaign, *Vote for Better*, which included ads, a website, and a poll to find out voters' level of support and their voting intentions. NUPGE also wrote a letter to Conservative leader Erin O'Toole, demanding his party be clear with voters on its position on child care.

At the February meeting, CCPA economist David Macdonald presented research on child care, which NUPGE has supported and amplified. NUPGE directly joined Child Care Now (CCN), the national advocacy organization, as a national member and increased its financial contribution. NUPGE was represented on the Advocacy Table that CCN convened this year. In October, Morna Ballantyne, CCN Executive Director, made a presentation to the committee on the federal election and next steps for advocacy. There was also discussion of the need to maintain momentum on child care and seize this political moment to establish a national system. Following the October meeting, President Larry Brown sent a letter to Bea Bruske, President of the CLC, requesting a national meeting on child care to ensure labour is well coordinated.

Anti-racism Committee

The Special Anti-racism Committee met on March 1 and 24 with representatives from 8 Components. Participants shared updates from their Components. It was noted that some Components had difficulty getting Black members, Indigenous members, and members of colour (BIPOC) to self-identify, or didn't have a way to keep track of what percentage of their membership was comprised of BIPOC.

Most Components do not have an equity seat for BIPOC on their executive boards, and the creation of equity seats would require a constitutional amendment. Several Components are moving forward with new anti-racism training and initiatives, but it's not uniform across all Components.

There was a discussion on whether their collective agreements had any provisions around human rights and discrimination, and specifically, racism. Most collective agreements have very general antidiscrimination language and don't get into specifics around race. It was noted that getting BIPOC into HR departments would be a good strategy, so they can be more involved in the hiring process.

NUPGE continues to work on anti-racism material in multiple formats. The first backgrounder (which complements the work done on the *Diversity and Inclusion in Our Unions* series) on white privilege was published in October 2021. Participants were unanimously supportive of the idea to send a letter regarding the collection of race-based COVID-19 data to the government.

A resolution to make the Special Anti-racism Committee into a permanent standing committee will be drafted and voted upon at NUPGE's Triennial Convention in 2022.

NUPGE in the Broader Labour Movement

Canadian Labour Congress

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 2021 Convention of the CLC, after being delayed as a result of the pandemic, was held online in June. The National Union sent the largest delegation in its history.

Unfortunately, efforts to see a constitutional resolution passed that would improve the delegate allotment process failed to hit the floor. Yet, the convention did see the election of 3 strong women for the top leadership positions. Endorsed by NUPGE, the members of Team Unite were overwhelmingly elected by the convention delegates. Newly elected were President Bea Bruske, Secretary-Treasurer Lily Chang, and Executive Vice-President Siobhan Vipond. In addition, Larry Rousseau returned for another term as Executive Vice-President. The National Union looks forward to working closely with the new team.

Since taking office, the new leadership at the CLC has moved quickly to reconstitute its committees and embark on some important actions. CLC committees are disbanded



after each convention and then start anew shortly afterward. One important meeting by the CLC was to look at possible union responses to government and employer vaccination policies.

Canadian Labour Congress's Legal Challenges Coordinating Committee

NUPGE President Larry Brown continues to co-chair the CLC's Legal Challenges Coordinating Committee. He is well positioned to take on this challenge through his close involvement with the National Union's own Legal Strategies Component Coordinating Committee.

The CLC committee works to build cooperation and coordination among labour allies with regard to taking labour rights legal challenges forward. Then at the CLC's Canadian Council, Brown provides a report from the committee on the important cases that impact workers and unions.

PSI Regional Young Workers' Committee

The PSI Regional Young Workers' Committee met monthly for the first half of 2021. In general, participants emphasized the role of social media as a key tool for confronting fake news, for mobilizing workers, and for maintaining links with affiliated organizations. Some participants reported challenges in maintaining group cohesion because of the absence of contact due to the pandemic.

There are no set timelines for any project, but the committee agreed to creating a website for young workers with materials and resources from all sub-regions. The website would feature content from rank-and-file young workers on topics such as, what has changed for them since the start of the pandemic, and the future of work, etc. The committee also plans to organize a training webinar about young workers and ILO Convention 190.

Meeting with Representatives from AFT, AFSCME, and PSI

The National Union, working with Public Services International, convened a second meeting with representatives from the American Federation of Teachers (AFT), and the American Federation of State, County, and Municipal Employees (AFSCME). The meeting was intended as a follow up to a highly successful one held in Washington in 2018.

The focus was on hearing from those unions about their highly successful campaigns to counter right-to-work style of laws in the US. There was a large and enthusiastic

participation of Component leadership, senior staff, and activists. A number of Component organizers were in attendance.

A highlight of the meeting was hearing from HSAA/NUPGE on their recent member-to-member campaign that was based on the discussions that had taken place at the previous meeting in Washington. Topics of discussion were lessons learned and innovations to the model campaign.

NUPGE Working with our Allies

Canadians for Tax Fairness



Canadians *for*
Tax Fairness

Canadiens pour une fiscalité équitable

For the National Union, fighting for tax fairness is a priority. With the profits of many corporations and the wealth of billionaires reaching record levels, the need for tax fairness has also increased. Ensuring that the wealthy and large corporations pay their share will increase the funds available for public services. The work that NUPGE and its allies do on tax fairness also helps make it clear that governments do have an alternative to austerity policies—they can finally make large corporations and the wealthy pay their share.

In the last year, the National Union's work has included pressuring the federal government to support plans for a global minimum corporate income tax and pushing for a higher rate. This measure would make it harder for multinational corporations to use tax havens and other tax dodging schemes.

An important part of the National Union's work on tax fairness is supporting allies in the fight. The National Union is a long-time supporter of [Canadians for Tax Fairness](#) (C4TF). C4TF is Canada's strongest voice for tax fairness. It's work in the last year included a fair tax recovery plan, which identified tax fairness measures that would generate over \$75 billion in new revenue to help fund existing public services as well as new ones like pharmacare.

C4TF has also been pushing for measures to make it harder for corporations and individuals to dodge paying their fair share. A major problem has been how easy it is to set up shell companies in Canada and to hide who really controls those companies. This year saw significant progress with the announcement in the 2021 federal budget of a publicly accessible registry showing the real owners of corporations. The challenge now will be to make sure that promise is kept and that the registry includes companies

registered at the provincial or territorial level.

Climate Action Network

NUPGE continues to be a member of Climate Action Network Canada (CAN-Rac), a coalition of environmental, labour, faith-based, and other civil society organizations. This year, NUPGE increased its financial contribution to CAN-Rac, recognizing the growing urgency of advocacy on climate policy and climate justice in Canada. NUPGE staff participate in CAN-Rac's national climate calls, during which members discuss national and regional policy updates and share research, campaigns, and other initiatives.

At the federal level, CAN-Rac did a great deal of education, advocacy, and lobbying work this year on Bill C-12, the *Canadian Net-Zero Emissions Accountability Act*. CAN-Rac, which had long called for climate accountability legislation to ensure Canada meets its climate targets, pushed for this legislation to be strengthened. NUPGE echoed these calls in letters and web stories. A backgrounder for Components, which included the recommendations for climate accountability legislation put forward by CAN-Rac and others was also developed.

CAN-Rac has increasingly been expanding its work on a Just Transition. This includes 2 webinars on workforce and labour transitions as part of its Pathways to Zero series, as well as a joint report with Blue Green Canada.

The network was also active during the federal election and then in maintaining pressure on the newly elected government through the No More Delays campaign. In October, NUPGE supported and signed on to an ad in the *Hill Times* urging the new federal cabinet to prioritize climate action and justice. At the international level, a major focus for CAN-Rac this year was COP26, the annual climate summit known as the Conference of the Parties. CAN-Rac was the lead organization for Canadian civil society in the international climate negotiations at COP. In the lead-up to COP, NUPGE was among the organizations that endorsed CAN-Rac's paper outlining recommendations for Canada's new Nationally Determined Contribution under the Paris Agreement.

Education 4 All

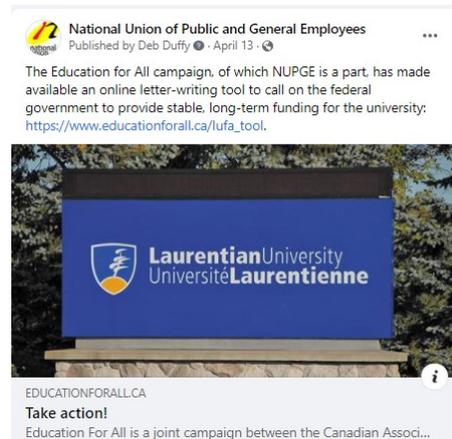
The Education for All (E4A) campaign is a joint initiative of the Canadian Association of University Teachers (CAUT), the Canadian Federation of Students (CFS), the Canadian Union of Public Employees (CUPE), NUPGE, and the Public Service Alliance of Canada (PSAC). Together, our combined memberships of 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.

The E4A campaign launched in January 2021 with a virtual panel event, in which NUPGE President Larry Brown participated. In February, the E4A coalition released a [report](#) that outlined the challenges facing the sector and laid out a comprehensive plan to strengthen post-secondary education as key to the pandemic response and recovery. The coalition also submitted recommendations to the federal government.

E4A held another virtual event in the spring, Equity and Education for All. E4A has continued to do other actions, such as those around Laurentian University's use of the *Companies Creditors' Arrangement Act*, and research into key issues in the sector.

The campaign paused during the federal election period but reconvened in the fall. The campaign is working on a series of research reports and a Skills Forum, in 2022.



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 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 2021, both coalitions have raised awareness and provided critical intelligence about numerous global investment regimes, including ones to which the Government of Canada is a party, namely:

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

The TJN continued to monitor the situation in UK with ongoing post-Brexit negotiations over trade and investment agreements, namely UK-Canada trade relations, and UK accession negotiations with CPTPP member states.

There was much discussion in 2021 on the WTO, whether it 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, the WTO's TRIPS waiver was discussed.

There was also discussion about Israel-Canada trade in light of the Israeli state military aggression in the occupied West Bank and the bombing of occupied Gaza. Also discussed were the impending trade and investment agreement between Canada and the United Kingdom, various CUSMA disputes initiated in 2021 (around the labour and dairy disputes in particular), U.S. labour complaints vs. Mexico, Mexican labour complaints vs. U.S., softwood lumber tariff hike, and human rights concerns in the global south.

Major Issues (NUPGE and the Future)

Anti-privatization

The National Union released 2 reports on the privatization of health care services.

In February, [*Neglecting the Most Vulnerable: The Privatization of Long-Term Care*](#) was released. This report looked at how privatization adds to the problems caused by underfunding and contributed to the appalling impact of COVID-19 in many long-term care facilities.

At the end of the year, the National Union released a briefing note on the ways virtual care is being used to privatize health care. The virtual “walk-in” clinics that charge user fees have received a lot of attention, but these clinics are just the tip of the iceberg. From telehealth to electronic medical records services, the introduction of new technology is being used to privatize a growing portion of our health care system.

As governments plan for the end of the pandemic, many are introducing austerity policies. Predictably, the privatization industry is using austerity policies as an opportunity to push for more privatization of public services. The irony of using austerity policies to justify privatization is that privatization invariably costs the public more in the long-term (and in the short-term when services like liquor stores are privatized).

In November, the National Union held a 2-day videoconference of Component researchers, communications staff and campaigners working to fight privatization. At the meeting, participants discussed emerging threats, including the privatization of virtual care, what is being done to fight privatization, and measures that could make it easier to see who is involved in the privatization of public services.

The National Union continues to monitor the issue of social impact bonds and other means of using social finance to privatize public services. Of particular concern, since federal ministers have not ruled it out, is the possibility that the federal Social Finance Fund may be used to subsidize the privatization of public services.

Bringing Long-Term Care under the *Canada Health Act*

After witnessing the disaster that overwhelmed Canada's long-term care sector at the beginning of the pandemic, the National Union was determined to find a solution that would ensure that history would never repeat itself.



While it was no surprise to our members, it became clear to the rest of the country that more deaths due to COVID-19 occurred in for-profit private residences than in not-for-profit homes. Nearly 6,000 people died, not including those who lived in retirement home or who were receiving home care.

Allowing privatization to take over long-term care services put our seniors at risk, as corporations focused on growing revenue rather than on ensuring seniors were properly protected from the virus. Many of these residences were unable, or unwilling, to properly care for residents under COVID health and safety protocols due to the lack of staff, the inability to quarantine residents who contracted the virus, and the overall lack of personal protective equipment for those working with infected residents.

NUPGE launched a campaign to educate and inform our audiences of the perils of privatization, while addressing the shortfalls in our health care and seniors' care across

the country. By moving long-term care under the CHA, these services would no longer be open to private ownership, and revenue would be directed back into the homes and services they provide. The National Union produced website stories and used social media to reach our members and the public to encourage them to support this positive alternative to the current system.

Following the initial poll on moving long-term care under the CHA, the National Union commissioned a second poll through Abacus Data to see if the issue was a major concern, or motivating factor, during the federal election. While the Canadian public overwhelmingly supports the idea to bring long-term care under the public health care system, it was only a slightly motivating factor when deciding which party to support.

The National Union also campaigned on public long-term care during the election. Ads were run on Facebook and Instagram prior to election day. Tweets were used to amplify the issue as well. The union continues to run our long-term care ad in multiple magazines across Canada.

Communications Review

COVID-19 has shown us how important it is to communicate regularly with our members. 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, with journalists, and with government representations. To reach those goals, the National Union issued a Request for Proposals for a major communications review. A review of this sort has not taken place for more than a decade.

This review will not only include an assessment of our current technology and resources to determine whether they suit our needs, but it will include a reimagining of our entire identity and brand as a national union. The project will include consultation from various groups to fully inform the discussion.

In October, after reviewing the 3 submissions and meeting with the teams involved, the NOW Group and Metric were awarded the project. The project will continue in 2022.

Domestic Violence

Since March of 2020, we have witnessed a pandemic *within* a pandemic. Physical and social isolation, economic stress, and the uncertainty of dealing with an unprecedented

global health crisis have created a perfect storm for increasing domestic violence. The lockdowns imposed by governments to help restrict the rate of infections have made it harder for domestic violence survivors to seek help.

During the federal election in 2021, NUPGE issued fact sheets based on the 4 parties' platforms. [Responding to Domestic Violence](#) noted that during the COVID-19 crisis, there has been an increase in domestic violence due in part to physical and social isolation, economic stress, and mental stress. It cited the great need for stable funding and support for shelters and transition houses, increased mental health services, affordable housing, legal aid, and income supports.

NUPGE submitted a resolution to the CLC Convention on domestic violence. It called on the CLC to coordinate training on the issue for labour activists and staff and to advocate for paid domestic violence leave. It also called for the CLC to work with affiliates to develop collective bargaining language for paid domestic violence leave, workplace supports and training, and workplace safety policies. It called for lobbying the federal government to ensure women's shelters, transition houses, and community supports have appropriate funding, and that affordable housing is accessible to all. It called on the CLC to urge the government to ratify the ILO Convention on Violence and Harassment (No. 190). The resolution passed.

NUPGE regularly posts website stories on gender equality issues, including the [Gender Equality Week](#). The story focused on the gendered impacts of the COVID-19 pandemic, including the increased risk of gender-based violence and domestic violence.

NUPGE continues to support the Canadian Research Institute for the Advancement of Women (CRIAOW), which conducts research on economic and social issues facing women, using an intersectional feminist approach. NUPGE also continues to support Women's Shelters Canada (WSC) and its Shelters Voice survey and report.

Federal Election

During the federal election, the National Union produced a *2021 Federal Election Guide*. The guide was released in 12 parts, with each section dealing with an issue that was important to members of the National Union. Issues addressed in the guide included

- income inequality,
- actions for a fair recovery,
- federal transfers to provinces and territories,
- the overdose crisis,



- long-term care
- pharmacare,
- Indigenous rights, and
- the environment and climate change.

The National Union is non-partisan and does not endorse any political party. However, through our conventions and our National Executive Board, the National Union does take clear positions on issues. Because Elections Canada can potentially consider advocating for a particular position, such as opposing privatization, to be partisan, NUPGE registered as a 3rd party to ensure it was not violating election finance laws.

A benefit of registering as a 3rd party was that the National Union was able to do more extensive work on issues that we felt needed more attention: long-term care, child care, and climate change. A national poll on these issues was conducted, and results highlighting the need for action by the federal government were released. Social media ads were also produced for Facebook and Instagram and shared on Twitter. For the first time, NUPGE placed ads on pod casts garnering excellent results and a much wider audience. In all cases, the goal was to increase awareness and highlight the level of support for the positions the National Union supports.



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

Since the beginning of the pandemic, under the leadership of a coalition of states in the Global South, including India and South Africa, there has been a worldwide movement against intellectual property rights, a pillar of 21st century neoliberal globalization. The movement is calling on the World Trade Organization (WTO) to suspend intellectual property rules where they restrict access to key medicines and technology and hinder the fight to save lives. This would be essentially a waiver that would allow countries to bypass certain protections on intellectual property rights under the WTO. The waiver is supported by a global coalition of governmental and nongovernmental organizations, including the World Health Organization, UN human rights experts, and organizations like Médecins Sans Frontières, and Amnesty International, and the international labour movement, including PSI. Less wealthy countries have already had to wait, and without a waiver, may wait for many years before their citizens can enjoy the same level of COVID-19 protection Canadians have received. Canada, among other

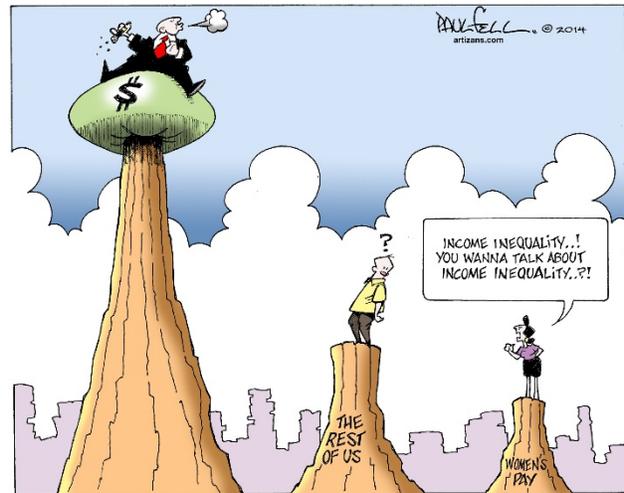
member states like the US, UK, and Australia, have refused to grant a waiver.

What concerns the organizations and labour unions spearheading the waiver movement is that the monopoly powers given to pharmaceutical companies by the WTO's TRIPS will give free license to companies to make extravagant profits, while it's been public dollars in the tens of billions of dollars that has been spent on COVID-19 vaccines and therapeutics globally. And it's been workers and the public have made efforts and sacrifices in extremely difficult circumstances to ensure we overcome the crisis.

Income Inequality

The National Union has been a leader on the issue of income inequality for more than a decade. We took on the issue before any other union in Canada. It informs our daily work at the local, provincial, national, and internationally levels.

Our research, public awareness campaigns, and lobbying initiatives have been exceptional. We have examined issues such as how COVID-19 has disproportionately impacted Black people, Indigenous people, and people of colour, hard-to-house people, people with disabilities, and women. We have gone as far as to explain how even trade can exacerbate income inequality when we give up our rights to our public and social services.



We have continued our fight for universal, publicly funded child care, to address rising income inequality. When we fight for accessible and affordable housing, we are reducing income inequality. When we fight for good jobs and good wages, we are fighting income inequality. The same goes for when we lobby for a wealth tax, tax fairness, and *she-covery*. Our focus on equality, justice, and fairness has been our answer to governments that think their only option is to starve, cut, or privatize public services, institute wage restraints, or downsize the workforce. We oppose the employers that create and rely on unfair and discriminatory practices and precarious, low-wage jobs. We push to expose corporations that hide their money in offshore accounts, robbing the Canadian economy of the revenue to sustain and improve our vital public services.

Our Union Matters campaign has championed the idea that unions bring democracy and fairness to workplaces and to society. Our campaigns on the need for a national child care system, the need to move long-term care services under the *Canada Health*

Act, and the need to embrace bold action on the climate crisis have been effective tools to build support for our public services and public service workers. In 2021, the National Union wrote to the Prime Minister, the Minister of Health, as well as the party leaders to express our concern for these issues. On the issue of LTC, the National Union was the first union to push in this direction. Other unions quickly followed suit, supporting the idea.

We saw some of our lobbying efforts pay off during the federal election when Jagmeet Singh, leader of the New Democratic Party, publicly committed to bringing long-term care under the CHA. We also saw the Liberal Party endorse the issue of setting national standards for long-term care, something that the National Union and our allies have been demanding for decades.

All these efforts go a long way in the fight for equality, fairness, and justice for all.

International Solidarity

NUPGE remains committed to international solidarity work in a variety of areas. We continue to speak out against human rights violations. On the situation in Colombia, we have written web stories, amplified campaigns, and written letters to government officials, condemning the brutal repression and voicing support for the movement led by the National Strike Committee. Through PSI, we participated in a solidarity meeting with comrades in Colombia.

NUPGE endorsed and contributed funds to the Investigate PH project, an independent investigation into human rights abuses in the Philippines. We sent a joint letter to the Prime Minister calling on the government to condemn the violence and to end its support of the Philippine military and police. Under the leadership of the ACWI, NUPGE continues its solidarity with the Rohingya. Following the military takeover in Myanmar, NUPGE urged the Canadian government to monitor the situation and ensure the safety of our allies.



NUPGE hasn't shied away from speaking out for justice. This winter, we expressed support for the farmers movement in India and were signatories on a joint statement published in the *Toronto Star*. In May, we issued a statement of solidarity with the

Palestinian people, calling for respect for international law, human rights, and the self-determination of Palestinians. NUPGE has also pressured the federal government regarding Canadians facing injustices abroad, including Cihan Erdal and Hassan Diab. At the 2021 CLC Convention, NUPGE and its Components brought forward several resolutions on international issues, including support for labour and human rights in Chile and the self-determination of the Kurdish people.

In addition, this year, we renamed our Social Justice and Solidarity Fund in honour of John Fryer, former NUPGE President and BCGEU General Secretary. Since February, donations from the John Fryer Fund have gone towards international solidarity efforts, such as the strike fund for municipal workers in Brazil, the Investigate PH project, and hurricane relief efforts in Haiti.

NUPGE continues to support migrant and refugee rights. Building on our advocacy for status for all, NUPGE signed an open letter to governments, calling on them to ensure vaccine access for all, regardless of immigration status. We also developed a letter template for Components to write to their governments to call for access to public services for all, regardless of status.



NUPGE works with its allies through the International Civil Liberties Monitoring Group and with fellow affiliates through the CLC International Group.

Overdose/Poison Drug Crisis

On March 18–19, 2021, a special meeting was held as a videoconference entitled Responding to the Opioid Crisis. There were 37 participants from 9 Components. The focus of this meeting was to address the growing concern about the existing overdose and opioid crisis, made worse by the pandemic.

National Union President Larry Brown provided a national overview of the union and gave context about what was happening across the country. Participants were provided with an overview of much of the information known about the overdose/opioid crisis in Canada. A significant portion of information presented was provided by members at various meetings of the National Union (of health professionals, of OH&S, correctional officers, and of probation officers).

It was noted that the pandemic has shifted the focus away from the overdose/opioid crisis. Far less information has been available in 2021 than in the period prior to the pandemic. Several provinces have not updated their information and numbers, so there is no way of comparing COVID-19 deaths and the deaths due to the opioid/overdose crisis during the same time. The participants painted an increasingly bleak picture of life for vulnerable people.

Each Component reported on the situation in their province. Much of the discussion focused on workplace exposures to some of these drugs, as well as on increases in violent incidents. The overdose/opioid crisis is being experienced by front-line workers in a growing range of workplaces. There is a real need for widespread training on the issue throughout the public service.

A highlight of the meeting was an address given by guest speaker Libby Davies, former member of Parliament 1997–2015, former house leader and deputy leader of the NDP, and long-time activist and community organizer. Davies offered recommendations on several actions for the National Union, that is, address some of the underlying issues: such as the social determinants of health, people living in terrible conditions, people suffering from trauma and self-medicating, and Indigenous people facing colonialism and residential schools are all factors. Davies pointed out that it's important to discuss the issues of safe supply and decriminalization: looking at where people are getting the drugs, and why people are forced to turn to a toxic illicit drug market. There is a need to create a safe supply, which again emphasizes the need for action by the federal government. There is growing recognition of the need for low-threshold services: basic health care, good housing, mental health supports, safe supply, and possibly decriminalization.

Pensions

On October 14–15, 2021, the National Union held a working session for Component pension fund trustees and pension activists that was attended by representatives of 9 Components. The working session provided an opportunity to discuss issues facing pension plans in different provinces, including the impact of the Canada Pension Plan (CPP) enhancement, changes to accounting rules for public sector pension plans, and rules for withdrawing money from pension plans.

The National Union has continued working on issues related to federal legislation on pensions, including a call for the federal government to close a loophole in bankruptcy protection legislation to prevent publicly funded institutions from using federal bankruptcy and insolvency legislation. Because of the lack of protection for pensions in federal bankruptcy and insolvency legislation, if publicly funded institutions are allowed to use it, in addition to the impact on public services, workers' pensions would be at risk. The National Union has repeatedly called for amendments to bankruptcy legislation to

protect pensions.

There have been proposals for the Public Sector Accounting Board (PSAB) to change the accounting standards for public sector pension plans. The National Union supported efforts to ensure that these standards provide plan members and the public with an accurate picture of the financial condition of pension plans and don't impose expensive or impossible-to-meet conditions.

Responding to Austerity Post-COVID

The experience of the COVID-19 pandemic should have made it clear how much we need strong public services. So should the natural disasters linked to the climate crisis. Whether it is wildland firefighters, highway maintenance workers, emergency services personnel, or community services workers, how effectively we can respond depends on people delivering public services.

But despite what we've been through, provincial governments across the country are considering dangerous austerity policies. Austerity policies will deprive Canadians of the services they rely on and increase the risks people face during future natural disasters and outbreaks of serious diseases. Austerity policies don't just harm those who rely on public services and the workers that deliver them. Cutting public services will harm the economic recovery from the pandemic.

In many cases, provincial governments are pursuing austerity policies because they have been convinced that there is no alternative. The National Union is aggressively challenging that myth.

In 2021, the National Union worked with the Canadian Centre for Policy Alternatives (CCPA) on 2 reports on the impact of COVID-19 spending on provincial finances. [*Picking Up the Tab: A complete accounting of federal and provincial COVID-19 measures in 2020*](#) was released in January and showed that over 90% of COVID-19 spending was coming from federal government sources. That finding undercut attempts by provincial governments to claim that pandemic-related spending meant they had no money.

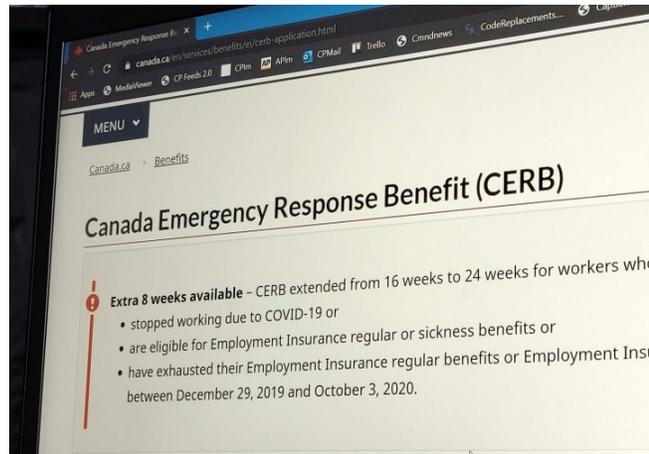
In August, [*Still Picking Up the Tab: Feds still cover almost all COVID-19 spending*](#) was released. This report found that the federal government was still picking up an overwhelming share of the cost of spending related to COVID-19—86%—and that some provinces still hadn't spent a portion of the funds they received.

As a leader on the issue of tax fairness, and through our work with allies, the National Union has shown that there is a lot governments can do to increase revenues, provided they have the courage to make large corporations and the wealthy pay their share.

The CERB and EI

During the past year, the National Union has continued to work with others in the labour movement to address gaps in federal support for unemployed workers. There were some successes.

The announcement in the 2021 federal budget that the Canada Recovery Benefit (CRB) and the Canada Recovery Caregiving Benefit would be extended provided much-needed support for workers who would not have qualified for Employment Insurance (EI). Setting the number of hours needed to qualify for EI at 420 until September 2022 will also increase the number of unemployed workers getting income support.



Unfortunately, even though many workers are still without work because of the COVID-19 pandemic, federal support for unemployed workers is starting to return to pre-pandemic levels. In September, the federal government ended several temporary improvements to Employment Insurance (EI), and in October, the Canada Recovery Benefit (CRB), a program for people who didn't qualify for EI, ended.

This means that we will be back to the EI system that failed to meet the needs of unemployed workers before when the pandemic started. For this reason, the National Union is continuing to support efforts to get permanent improvements to EI. The National Union is also using its website and other tools to make sure members can get information on what is planned—particularly when changes aren't advertised until just before they are due to take effect.

Social Media

The National Union shares its work on multiple social media channels, including Facebook, Twitter, and Instagram. We also amplify the voices of our Components, as well as our allies, to bring attention to issues that matter to members and the labour movement.

The National Union has used social media to campaign on various issues, including during the federal election. We used Facebook and Instagram were used to highlight 3 key issues: climate change, long-term care, and child care. Working with the communications firm, Metric, ads were developed to raise attention to these issues and to encourage voters to support them at the ballot box. The National Union also conducted a poll on voters' support and voting intentions on these issues.

National Union of Public and General Employees ...
 Published by Deb Duffy · November 2 ·

There needs to be a ban on conversion therapy. No question!
 #NoConversionCanada

**WE'RE CALLING ON
 PARLIAMENT TO BAN
 CONVERSION PRACTICES.**

It's time for Canada to stand with survivors, end this abuse and protect 2SLGBTQI+ communities.

National Union of Public and General Employees ...
 Published by Deb Duffy · October 20 ·



Canadian Union of Brewery and General Workers ...
 March 31 ·

400,000 members strong! We are with you in your fight for fairness, equality and respect!



Post Insights

The National Union of Public and General Employees condemns the anti-vaccination protests being...
 Published by Deb Duffy · September 14 ·

Post Impressions	Post Reach	Post Engagement
5,913	2,823	460

Interactions



National Union of Public and General Employees ...
 Published by Deb Duffy · March 29 ·

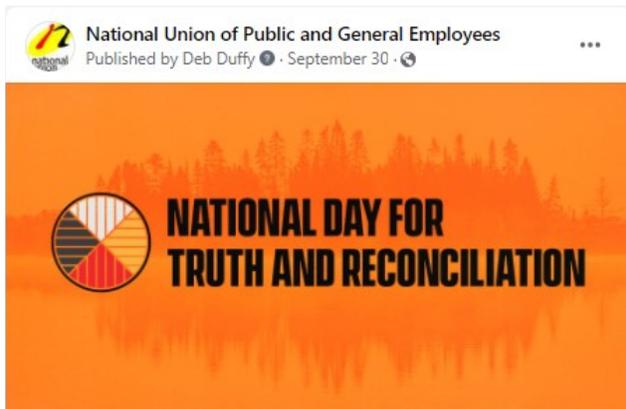
Please send a letter to Frederic Landmeters, CEO and President of Molson Coors telling him to end the lock-out and get back to the table to negotiate a fair and reasonable contract.



LABOURSTARTCAMPAIGNS.NET
Support Locked-out Molson Coors Workers
 Please support this LabourStart urgent action campaign and spread the word.

Canadian Union of Brewery and General Workers ...
 updated their cover photo.
 March 26 ·





National Union of Public and General Employees
Published by Deb Duffy · November 23 at 12:47 PM · 🌐

On behalf of the 390,000 members of the National Union of Public and General Employees (NUPGE), we are pleased to see the release of the journalists who were arrested by the RCMP on Wet'suwet'en territory. We do not support this kind of intimidation, as these workers try to highlight the injustices taking place on this land. The freedom of the press is essential in a functioning society.

The use of force and threats have no place in this dispute. The sovereignty of Indigenous governance must be respected. This includes respecting the authority of the Hereditary Chiefs, the UN Declaration on the Rights of Indigenous Peoples, and the calls of action from the Truth and Reconciliation. A settlement cannot be reached without this.

We echo the call of our Component - BCGEU - and countless others demanding the provincial and federal governments act to deescalate this conflict.



Web Stories

November

[Announcement of no layoffs, repeal of Bill 28 offers more reasons to hope for “fresh start”](#)

“The announcement about the repeal of the PSSA and the government’s stated intention to take a ‘different approach’ should translate into meaningful change at the bargaining table immediately. Public workers who have kept Manitoba’s public services running through the pandemic should be treated fairly.” — Kyle Ross, MGEU President

[End Inequalities. End AIDS. End Pandemics — NUPGE supports World AIDS Day](#)

“While the world is consumed by the COVID-19 pandemic, we must not forget that the

HIV/AIDS pandemic is ongoing. World AIDS Day is an important moment to press for continued action to eradicate HIV/AIDS. Understanding the failures made in dealing with AIDS can help us better deal with the current pandemic.” — Larry Brown, NUPGE President

[International Day of Persons with Disabilities 2021](#)

“People with disabilities need real support now,” said Larry Brown. “They have been sounding the alarm bells for years about their precarity and the pandemic made things even worse for them.”

[100+ groups call for transparency and oversight of GMOs](#)

We oppose the sale of unregulated, unreported genetically engineered foods and seeds. We oppose the proposals from Health Canada and the Canadian Food Inspection Agency (CFIA) that would allow many gene-edited genetically engineered foods and seeds onto the market with no government oversight.

[Green New Trade, a resource for climate and trade justice activists](#)

GreenNewTrade.org identifies concrete solutions that would bring about change in international trade rules — change that would better enable the types of actions needed to address the climate crisis.

[HSAA experts to work directly with Alberta Urban Municipalities Association to improve ambulance service](#)

"A decade with no investment in EMS and the massive amount of people waiting for care due to delayed procedures and diagnosis means that what could have been preventative care is becoming a health emergency and overwhelming our incredibly stretched ambulance service." — Mike Parker, HSAA President and advanced care paramedic

[Warning of dangers of privatizing liquor sales](#)

A reminder that privatizing alcohol sales will increase the number of alcohol-related health care problems, including deaths, and the costs for the public.

[International Day for the Elimination of Violence Against Women 2021](#)

“Gender-based violence has not gone away during the COVID-19 pandemic. In fact, it’s gotten worse — in homes, in workplaces, and in public. Although it is not a new issue, the pandemic has brought a new urgency to the need to invest in prevention and in supports and services for victims and survivors.” — Larry Brown, NUPGE President

[Nova Scotia government cuts funding leaving 30 jobless before holidays](#)

“The government owes these 30 people an explanation and tell them why it was better to cut their funding and take away their jobs, rather than conduct a transparent audit to hold those people actually responsible to account.” — Jason MacLean, NSGEU President

[Transgender Day of Remembrance 2021](#)

“There’s an onus on government and law enforcement to ensure transgender and gender-diverse people feel like they can access their services safely. Trust must be rebuilt.” — Larry Brown, NUPGE President

[NUPGE sends letter to new health minister regarding the collection of race-based COVID-19 data](#)

“Without collecting race-based COVID-19 data, the government is effectively saying they know some populations are more vulnerable than others, but they’re not interested in taking concrete steps to help the communities who need it most.” — Larry Brown, NUPGE President

[Judicial inquiry into problems with P3 privatization scheme seen as an attack on privatization](#)

If P3 privatization schemes are as good as the privatization industry claims, what’s wrong with a judicial inquiry?

[Stronger enforcement needed to get wealthy to pay their share of taxes](#)

The fact that someone revealed in the Panama Papers as “Canada's top offshore middleman” has not faced charges more than 5 years later confirms that there is a lot more that need to be done to ensure that the wealthy and large corporations pay their share of taxes.

[NUPGE supports organization bringing Afghan journalists to Canada](#)

The National Union of Public and General Employees (NUPGE) is supporting Journalists for Human Rights in their efforts to evacuate journalists from Afghanistan following the rise to power of the Taliban.

[BCGEU members ratify collective agreement with LifeLabs](#)

"All workers in B.C. deserve respect and a wage that keeps pace with the high cost of living in this province, and at the end of the day that's what this dispute was about. I would like to thank and congratulate everyone on the bargaining committee for the long hours they put in to get this deal, and for standing as an example for all working people." — Stephanie Smith, BCGEU President

[22 years of the NUPGE Leadership Development School](#)

“NUPGE’s Leadership Development School is an important part of labour education for our activists. Conducting the school online does limit some networking potential, but the issues facing our leaders cannot wait until after the pandemic.” — NUPGE President, Larry Brown

[The glaring inequality of the climate crisis](#)

New research, and the lived experiences of people around the world, show that economic inequality is a driving force of climate change — and the climate crisis is, in turn, having disproportionate impacts on marginalized and vulnerable communities. In the context of the COP26 summit currently underway, this relationship underscores the need for radical action that addresses both the climate and inequality crises.

[Lest We Forget – Remembrance Day](#)



Photo courtesy of Laurentiu Iordache.

[Celebrate Community Social Service Workers](#)

"So, today, we salute those who have chosen to make helping others their life's work, not only for their dedication and commitment, but for the way they walk into difficult situations trying to make a meaningful difference in the lives of others. Thank you for everything you do." — Larry Brown, NUPGE President

[Failure of Pineland privatization scheme revealed](#)

"There have been no jobs for Hadashville, nothing has filled that void, and we're back to square one with a site that's been sitting empty and should have been growing trees this entire time to regenerate our forests." — MGEU President, Kyle Ross

[New poll shows British Columbians support investing in B.C. wildfire fighters](#)

"The bottom line is this poll shows that British Columbians agree with what our members have been saying for years," said Smith. "If we are serious about protecting our communities, economies, and ecosystems, it's time to radically rethink our entire wildfire service model, including how we recruit and retain top quality, professional wildfire fighters." — Stephanie Smith, BCGEU President

[Support migrant front-line workers](#)

Sign the [petition organized by Migrant Workers Alliance for Change](#) and send a message to Prime Minister Trudeau, calling on the federal government to open a pathway for all migrants, including refugees and undocumented people, to obtain permanent residency without unfair work and language requirements.

[What you need to know about COP26](#)

Earlier this month, NUPGE organized a webinar called "COP26: What does it mean for workers?" The webinar gave an overview of what is COP, why it matters, and what it means for workers — in Canada and globally.

[More needed to be done to attract, retain continuing care assistants](#)

"The Premier has pledged to fix health care, and it is critical that we remember that

long-term care and home care are a part of health care. They cannot be neglected any longer." — Jason MacLean, NSGEU President

[HSABC research examines widespread staffing shortages, erosion of public rehab care](#)

Many British Columbians, lack access to rehabilitative care that can help them recover from COVID-19, avoid developing other debilitating chronic diseases or help self-manage conditions that can lead to hospitalization or require surgery. Improving public access to rehabilitative care will go a long way in addressing health equity.

October

[To the new Cabinet: Seize this moment for people, planet, and justice](#)

Days away from the United Nations climate conference, we are at a critical juncture. Now is the time to bridge Canada's credibility gap and act.

[Global Day of Action: Investment and decent work in Care sector](#)

"Our members continue to deliver public health care and social care services throughout the pandemic and other crises, and under extremely challenging circumstances. They have come to be seen as heroes. And they deserve this recognition and our thanks, but they also deserve decent work. That means investment in quality public and social services, which will benefit us all." — Larry Brown, NUPGE President

[Loss of emergency COVID-19 benefits will leave gap in social safety net](#)

It's important to let the federal government know that it shouldn't be abandoning the 750,000 people relying on the Canada Recovery Benefit.

[NUPGE publishes new backgrounder on white privilege](#)

"Our members, just like the rest of Canadians, have various levels of understanding of privilege and racism. It's our hope that our backgrounders can help deepen our members' understanding of the topic and help them to be better allies." — Larry Brown, NUPGE President

[New President elected by MGEU members](#)

Larry Brown, President of the National Union of Public and General Employees (NUPGE), of which the MGEU is a Component, congratulated Ross. "The MGEU/NUPGE has always been a leading voice in our family of unions, and we look forward to adding to our strength with Kyle at our table."

[Public safety and fraud cases potential issues if monitoring of offenders privatized](#)

In 2013, a forensic audit by the National Audit Office, Britain's auditor general, found that the two companies providing electronic monitoring in England and Wales had overcharged the British government by "tens of millions of pounds."

[NBU and NUPGE honoured by Ability NB](#)

"This donation comes at a crucial time when demand for our services is high. The NBU and NUPGE are working with us to make sure New Brunswickers with a mobility disability have the supports and tools they need to live safely and independently through the pandemic." — Haley Flaro, Ability NB

[Child Care Worker and Early Childhood Educator Appreciation Day 2021](#)

“Showing ECEs and child care workers the appreciation and support they deserve is more than a one-day event — it must be core to this system-building project. This includes fair wages and benefits, implementing strategies for training, recruitment, and retention, and giving workers the resources, they need to do their jobs.” — Larry Brown, NUPGE President

[Heroes unmasked: recognizing NSGEU/NUPGE members](#)

"We look forward to receiving your nominations, and hearing all about your awesome co-workers! Thank you for the work that you do on behalf of all Nova Scotians."

[Lies, damn lies and false claims about international agreements on corporate taxation](#)

Canada and other countries are struggling to pay the costs of the COVID-19 pandemic and the measures need to reduce emissions that cause climate change. Weak international agreements on taxation aren't just unfair - they're dangerous.

[Building Forward Together: International Day for the Eradication of Poverty](#)

This year the federal government will issue a statement on International Day for the Eradication of Poverty. Based on previous statements, it will likely be full of fine words. But to eradicate poverty, we need to look past the fine words and focus on the action of the federal government and others who have the power to reduce poverty but are failing to act.

[NBU health professionals ratify contract](#)

"I want to thank the team as well as all the members who took the time to study the tentative deal, asks questions and vote." — Susie Proulx-Daigle, NBU President

[Government must rethink abrupt, inconsistent proof-of-vaccination requirement for liquor stores](#)

"We've been living through this pandemic for a year and a half. There's no longer any excuse for this kind of ill-prepared, knee-jerk decision-making around public health." — Sharon Friess, Chair of SGEU's Saskatchewan Liquor and Gaming Authority bargaining unit

[Colombia's government must honour human rights, demands for justice](#)

"We are in solidarity with the Colombian people, with Colombian workers, in particular with the organizations that are affiliated to Public Services International." — Larry Brown, NUPGE President

[Secrecy around privatization scheme remains even after "P3 failure"](#)

Sarah Wright-Gilbert, a member of the Transit Commission, stated that, "Compounding the frustration is the tangled web that is the public-private-partnership (P3) between the city of Ottawa and RTG. It has created a 'pass the buck' environment of secrecy, lacking any semblance of transparency or acting in the public's interest."

[World Mental Health Day - NUPGE calls for immediate action to address mental health crisis](#)

"As we approach the second winter of this pandemic, the impacts on mental health are increasing and demand immediate action. Mental health and well-being have long been ignored or met with caring words, followed by little else. This World Mental Health Day,

we are demanding governments show their commitment through action! The pandemic has greatly harmed the mental health of many. As a society, we must take on the challenge of providing support to those struggling with mental health issues." — Larry Brown, NUPGE President

[National Union Scholarship winners for 2021](#)

"Congratulations to all the winners of our 2021 scholarships. All entries were excellent and showcased the impressive abilities and wide interests of Canadian students. We wish the winners and entrants the best of luck as they pursue their education and eventual careers." — Larry Brown, NUPGE President

[World Day for Decent Work: Govts must meet responsibilities to create decent jobs](#)

What is also being made clear is that to be effective, job plans need to involve unions, employers, and others. And new jobs must be climate-friendly with the goal of a zero-carbon economy.

[NUPGE sends support to Haiti](#)

"While these recent events may have been the catalyst for the current crisis, the scope of the problem also has its origins in the many decades of neglect and exploitation of Haiti by many developed nations of the world." — Larry Brown, NUPGE President

[New leak, a reminder that much more needs to be done to deal with tax havens](#)

As more details from the Pandora Papers become public, where Canadian politicians stand on public registries of beneficial owners will be a test. If politicians are serious about cracking down on tax dodging and money laundering, they will support public beneficial ownership registries.

[Sisters in Spirit Virtual Vigil rescheduled to October 7, 2021](#)

Due to Facebook technical issues the Sisters in Spirit (SIS) Vigil that was to be held on October 4, 2021 has been rescheduled to October 7, 2021. Communities across Canada will have the opportunity to honour the memory of missing and murdered Indigenous women, girls, and gender-diverse people.

[Webinar: COP26 and what it means for workers](#)

You are invited to participate in this webinar on Thursday, October 7 from noon to 1 pm EDT. To receive the link, please register in advance [here](#).

[LGBT History Month 2021](#)

"LGBTQI2S+ history should have a place in our history curriculums," said NUPGE Secretary-Treasurer, Bert Blundon. "LGBTQI2S+ history is Canadian history. It's our duty to pass on intersectional knowledge to future generations."

[Women's History Month October 2021](#)

"Women continue to be heroes on the front lines of this pandemic! They continue to make huge differences in society, in Canada, and in their communities. As we celebrate their past and current achievements, we must ensure that their future includes economic security and equity!" — Larry Brown, NUPGE President

September

[National Day for Truth and Reconciliation 2021](#)

"It's up to individuals to ensure governments live up to their promises of reconciliation. We've already seen that, without oversight, they are happy to keep the status quo." — Larry Brown, NUPGE President

[2021 Canadian Police and Peace Officers' Memorial Service](#)

This year's ceremony will be a virtual ceremony livestreamed from Parliament Hill on Sunday, September 26.

[NDP respond to NUPGE's letter regarding Canada's Disability Inclusion Action Plan](#)

The response from the NDP claims a strong commitment to the UN Convention on the Rights of Persons with Disabilities and a desire to use it as a guiding principle for their policies.

[Joint Statement from CUPE Alberta, HSAA, UNA and AUPE](#)

"Our paramedics are overstretched and exhausted. There are no more respiratory therapists. Everyone is either working or sick. There are no more rabbits to pull out of the hat. That's why we need our Premier to swallow his pride and ask the rest of Canada for help." – Mike Parker, HSAA President

[Gender Equality Week 2021](#)

Gender Equality Week overlaps with Election Day. Voters will go to the polls to elect the next federal government — a government that will be responsible for getting us through the COVID-19 pandemic recovery and beyond. NUPGE encourages its members and the public to consider the political parties' commitments to gender equality when casting their ballots.

[NUPGE 2021 Federal Election Guide: Fair Recovery](#)

Whether we have a fair recovery will depend on whether the federal government we elect on September 20 is willing to learn from the mistakes of the last 30 years. Will the government assume handouts for corporations will be enough, or will it seek to lift everyone up with improved public services, stronger labour rights, and by tackling barriers that have held back women, racialized Canadians, Indigenous people, and people with disabilities?

[2021 Federal Election Guide: Federal transfers to provinces and territories](#)

The federal government must maintain its historic role in helping fund services delivered by provinces and territories like health care, education, social assistance, and social services. It must also ensure national standards are met. That includes upholding the *Canada Health Act* requirements that no federal money goes to for-profit health of any kind.

[Poll: Replace for-profit long-term care with public system](#)

"This polling shows that Canadians understand that our LTC system needs to change. Before the vaccines, Canada was the worst country at protecting our seniors in LTC. 80% of pandemic-related deaths were in LTC. Invest and make it public, these are 2 key steps toward better protecting our seniors and the workers who care for them." —

Larry Brown, NUPGE President

[NUPGE 2021 Federal Election Guide: Income Inequality](#)

Ottawa (16 Sept. 2021) — The federal election has been called and voter's will be going to the polls on Sept. 20.

"While we may not have wanted this election now, we are here. And we need to take it seriously. There are huge stakes in electing a new government," said Larry Brown, President of the National Union of Public and General Employees (NUPGE).

[2021 Federal Election Guide: Health Care](#)

The pandemic has proven the critical importance of a strong public health care system. It has also exposed some structural issues in the system. Advocates have long been calling for increased federal investment in public health care and for an expansion of our system beyond doctors and hospitals.

[International Equal Pay Day 2021](#)

"Today, and every day, NUPGE is committed to fighting for equal pay for equal work for our members — and for all workers — across the country." — Bert Blundon, NUPGE Secretary-Treasurer

[More than 8 in 10 voters want climate action to be a priority for next government](#)

"Canadians are ready for bold action — and they expect the same from their government. This poll shows that whoever forms the next government must answer the call to action and make sure that affected workers and communities are properly supported through the transition." — Larry Brown, NUPGE President

[NUPGE calls for immediate financial aid for people with disabilities](#)

"We challenge all federal party leaders to think about how they would live on the financial aid currently available for people with disabilities. As a society, we failed to support people with disabilities prior to and during the pandemic: let's not continue the pattern of failure into the future." — Larry Brown, NUPGE President

[NUPGE Federal Election 2021: Overdose Crisis](#)

Only focusing on recovery and treatment is not enough. We need harm-reduction strategies like safe-consumption sites and a safe (non-poisonous) supply. The best way to stop the toxic drug supply is to give people pharmaceutical-grade alternatives or give drug-checking technologies so that users can test, use, and share safely. We must also consider decriminalization.

[Open letter to all those who work in Canada's health care system. You deserve respect and security!](#)

The National Union of Public and General Employees condemns the anti-vaccination protests being conducted outside Canada's hospitals and health care facilities. Those who have risked so much while working through the pandemic should not be the target of hateful attacks instigated by those seeking political gain.

[NUPGE 2021 Federal Election Guide: Fair Taxes](#)

Where parties stand on tax fairness is the real test of whether they really want to help low- and middle-income Canadians and reduce income inequality. Years of tax cuts that went largely to the wealthy and large corporations have failed to deliver the economic

growth we were promised. Instead, those tax cuts led to income inequality and the underfunding of our public services. We will not have a fair recovery unless the federal government is willing to ensure that the wealthy and large corporations are paying their share.

[NUPGE 2021 Federal Election Guide: Responding to Domestic Violence](#)

Over the last 19 months, we have witnessed a pandemic *within* a pandemic. Physical and social isolation, economic stress, and the uncertainty of dealing with an unprecedented global health crisis have created a perfect storm for increasing domestic violence. The lockdowns imposed by governments to help restrict the rate of infections have made it harder for domestic violence survivors to seek help.

[Child care a priority for voters this election: poll](#)

"The need for a universal child care system has long been clear, and the pandemic made it more urgent than ever. We've seen growing public and political support during the pandemic. And today's polling results show that voters are going to take this to the ballot box." — Larry Brown, NUPGE President

[NUPGE 2021 Federal Election Guide: Indigenous Rights](#)

Despite promises to honour Indigenous sovereignty, there are serious flaws with the way the federal government relates to Indigenous people. Infrastructure projects are still being run through traditional and unceded territories, like the Coastal GasLink pipeline. Aggressive raids are being conducted by the RCMP, like on the peaceful Wet'suwet'en land defenders. Inaction by the current Liberal government allowed Mi'kmaw fishers to be verbally and physically harassed when the Sipekne'katik First Nation launched its treaty fishery. Political decisions have always come at the expense of Indigenous communities.

[OPSEU/SEFPO condemns planned anti-vaccine protests in front of hospitals](#)

"These are innocent bystanders who don't make policy decisions. We owe hospital front line workers our respect and gratitude for risking their lives to take care of us in the last 18 months, not angry protests. And patients in need of care should not have to put up with this nonsense."— Warren (Smokey) Thomas, OPSEU President

[NUPGE 2021 Federal Election Guide: Environment and Climate Change](#)

Climate change is among the biggest challenges of our lifetime. We are seeing the worsening effects every day, including air and water pollution, more extreme weather events, displaced communities, food insecurity, and biodiversity loss. The science is clear: we need urgent action to minimize future impacts, to keep global warming to 1.5 °C, and to help our communities adapt to the effects. But there is reason for hope: it's not too late to act. And there is an opportunity to build a fairer, more just world in the process.

[NUPGE 2021 Federal Election Guide: Anti-racism Measures](#)

Much of the racism in Canada is systematic. It impacts BIPOC in all stages of life, from the quality of education they receive, to whether they can afford to go to post-secondary school, to the types of jobs they're hired to do, and to where they can afford to live. We must ensure, that going forward, the government looks at all programs and policies with

an equity lens to ensure that anti-racism efforts are always kept as a priority issue.

[Global Union Day of Action for Myanmar](#)

“NUPGE is in solidarity with the people of Myanmar. We join the calls for an end to the military violence, for the release of imprisoned trade unionists, and for the respect of human rights.” — Larry Brown, NUPGE President

[Canadian voters deserve an answer on child care](#)

“Throughout the election campaign you have been asked directly if you will cancel the child care agreements, and your response has been evasive. Given that child care is a key issue for so many Canadians, they deserve the respect of a definitive answer to this question.” — Larry Brown, NUPGE President

[NUPGE 2021 Federal Election Guide: Long-term Care](#)

COVID-19 has greatly stressed Canada's health care system. This has exposed some structural failures in the system and highlighted areas where reform is needed. No failure is as stark as Canada's failure to protect residents and workers in long-term care (LTC) facilities from COVID-19. During the most acute part of the pandemic, many promises were made. This election is a chance to outline the concrete steps the parties will need to take to ensure problems in LTC are not ignored after the pandemic.

[NUPGE 2021 Federal Election Guide: Pharmacare](#)

Medicare was never supposed to stop at doctors and hospitals; the original idea was to expand to pharmacare, dental care, and to continue to build on the core services. This election must take us forward toward national pharmacare. Canada cannot afford to remain the outlier on pharmacare in the world.

[NUPGE 2021 Federal Election Guide: Child Care](#)

The renewed attention on the value of child care, and the child care workforce, during the pandemic brought unprecedented public and political support for universal child care. We are in a unique moment for child care in Canada. The next government has an opportunity to make a universal, public, affordable, and high-quality child care system a reality.

[This election isn't about nothing, it's about our future](#)

"While we might not like going to the polls, we need to seize this opportunity to tell the government what we need to rebuild. We need investments in green technology to create good jobs to address climate change and boost our economy. We need to put money and resources back into health care, community services, and other areas of the public sector that neoliberal policies at the federal and provincial levels stripped away. The need to pay workers living wages and full benefits has never been clearer. Without this, we will see potentially catastrophic consequences." — Larry Brown, NUPGE President

August

[Alberta funding announcement means no additional paramedics](#)

This funding "doesn't solve the issue of not having enough members hired. Every shift is being run short. Without hiring more new paramedics, the current government continues to put the system, our members, and every Albertan needing urgent medical care, at risk." — Mike Parker, HSAA President

[Which childcare plan is best for children and families?](#)

In every city outside Quebec, families paying the median child care fee would be better off with a national child care program providing \$10 a day child care.

[Federal government still paying lion's share of COVID-19 bills](#)

"With the federal government shouldering most of the costs of this pandemic, even in areas like health care, there is no room for provincial austerity in the years ahead" — David Macdonald, CCPA Senior Economist

[NUPGE statement on mandatory vaccinations](#)

"It is critical to note that vaccinations alone are not enough to stop the spread of the virus. Employers have a duty to continue to provide proper PPE to workers, and to ensure workplace infection prevention and control measures are adhered to. Our position cannot be taken as repealing the employers' legal obligation to protect workers' health." — NUPGE

[New report highlights risks of privatizing Manitoba infrastructure and Vehicle Equipment Management Agency](#)

"The study is a huge caution flag. Members are warning this government that the privatization road they're going down will either increase costs to Manitobans or sacrifice road safety in our province." — Michelle Gawronsky, MGEU President

[Conservatives would relegate gig workers to second-class citizens](#)

"These workers kept Canada going during the darkest days of the pandemic, yet Erin O'Toole and the Conservatives would deny them retirement security, EI benefits and even basic legal protections. That is reprehensible." — Bea Bruske, CLC President

[BCGEU encourages vaccination, re-issuing of single-site and mask orders](#)

"Since the beginning of the vaccine roll-out, our union has robustly encouraged members and the general public to get vaccinated against COVID-19. We also know we cannot effectively combat COVID-19 with vaccines alone, which is why we are calling on the government to re-institute single-site restrictions for health care workers, and to re-introduce the mask mandate." — Paul Finch, BCGEU Treasurer

[One Kids Place professionals vote overwhelmingly for strike mandate](#)

"All they're asking for is some small leeway to look after their own families as well, just as they've been doing for years. Overturning the apple cart now makes no sense. It's unfair to staff and the children they care for." — Eduardo (Eddy) Almada

[International Youth Day 2021](#)

The theme for IYD 2021 is Transforming Food Systems: Youth Innovation for Human and Planetary Health.

[Temporary improvements to EI end Sept. 25](#)

Starting on September 25, 2021, temporary measures that made it easier for people to qualify for Employment Insurance and provided a minimum benefit will be phased out.

[Privacy issues with for-profit virtual health care corporation](#)

There is already considerable concern about what will happen to patients' confidential information when virtual health care services are controlled by for-profit corporations and these reports will add to those fears.

[NUPGE supports National Suicide Prevention Helpline](#)

NUPGE calls on the CRTC and governments to urgently implement a 988 Suicide Prevention Hotline as part of a comprehensive mental health strategy. The pandemic has increased the mental health crisis in Canada and action is needed now.

[Ontario can do much better than just recover: OPSEU/SEFPO](#)

"Give workers a real voice in post-pandemic planning, and we're confident that Ontario won't just recover from COVID-19, it will be revitalized and rejuvenated." — Warren (Smokey) Thomas, OPSEU/SEFPO President

July

[Workers' Environmental Rights in Canada report](#)

We hope that the framework for workers' environmental rights serves as a tool for action on climate change and for a just transition to a sustainable economy.

[Exhausted, understaffed paramedics on the brink](#)

"Our paramedic members have been telling us for months that they are absolutely on the brink of exhaustion and breaking down both mentally and physically" — Jerry Earle, President of NAPE

[OPSEU to Solicitor General: 'Protect correctional staff from criminal biker gangs'](#)

"We will not tolerate attempts to intimidate these front-line heroes." — Warren (Smokey) Thomas, OPSEU President

[NUPGE urges Canadian Senate to pass Bill C-6](#)

"We cannot go back in time and prevent the traumas that occurred to conversion therapy survivors, but we can ensure that no child in Canada is subjected to conversion therapy ever again." — Larry Brown, NUPGE President

[SGEU calls for investments in workers for Grocery Heroes Day](#)

"There are two things the premier could do immediately to demonstrate his thanks to frontline workers: raise the minimum wage from the lowest in the country and bring in paid sick days for everyone." — Tracey Sauer, SGEU President

[NUPGE Wildland Firefighters answer the call](#)

"While many Canadians are enjoying the summertime as a relaxing moment for vacation, NUPGE wildland firefighters are working to protect lives and property." — Larry Brown NUPGE President

[Immediate action needed to fix emergency room Halifax staffing shortages](#)

"Nova Scotia's nurses were stretched thin before the pandemic. Now, they're starting to break." Jason MacLean, NSGEU President.

[OPSEU calls on Minister to intervene as Black Creek boss sabotages bargaining](#)

"The hypocrisy of this Executive Director is so shameless it's breathtaking. She won't budge on giving her mostly racialized staff an increase that keeps up with inflation but has been only too happy to use public dollars to jack up her own six-figure salary repeatedly and bully workers into submission." — Eduardo (Eddy) Almeida, OPSEU First Vice-President/Treasurer

[Wildfires and natural disasters: Workers' rights and union support](#)

In the event of a wildfire or other disaster evacuation in your community, your first priority must be getting yourself and your family somewhere safe.

[Nova Scotia health care workers accept tentative agreement](#)

"We are pleased we were ultimately able to negotiate an agreement with their employers and government that begins to get them back on track to where they need to be: leading in Atlantic Canada." — Jason MacLean, NSGEU President

[Private air ambulance costs up to 5 times more than public system](#)

"Throughout this pandemic, we have seen that when profits come before people, something has to give. The profit motive has no place in our health care system." — Jerry Earle, NAPE President

[B.C.-Canada child care deal an important step](#)

"With this important step forward, we expect to see other provinces and territories coming to the table to negotiate strong deals that lay the groundwork for a universally accessible, publicly funded and publicly managed, high-quality child care system that fairly compensates and supports the workforce." — Larry Brown, NUPGE President

[OPSEU/SEFPO part-time College Support workers reach tentative agreement](#)

"The theme going into this round was 'bargaining for better,' and I'm proud to say that's exactly what we were able to do." — Lisa Lavigne, OPSEU/SEFPO chair of the part-time college support bargaining team.

[MGEU welcomes newest local, Manitoba Ombudsman, Local 457](#)

"MGEU/NUPGE is thrilled to begin working with this new local to ensure they have a strong voice and receive the respect they deserve while on the job." — Michelle Gawronsky, MGEU President

[Tentative agreement reached for health care workers](#)

"This agreement includes a wage offer and language improvements that are reasonable and recognize the significant contributions health care workers make each and every day." — Jason MacLean, NSGEU President

[Heat wave, wildfires underline need for climate action](#)

The intensity of this latest heat wave, the wildfires, and the tragic, unequal impacts make clear the urgency of acting on climate change.

[Uber and Lyft avoiding almost \\$135M in taxes](#)

"Companies like Uber and Lyft shouldn't be allowed to get a free ride when it comes to

paying their fair share of taxes." — Larry Brown, NUPGE President

[OPSEU/SEFPO calls on Black Creek Community Health Centre to stop bullying and get back to bargaining](#)

"After demanding an unreasonable and unnecessary strike deadline extension, Ms. Davis walked away from the table, indicating with high-handed arrogance that they would take their "sweet time" in considering the union's offer, effectively forcing the workers onto the picket line." — Warren (Smokey) Thomas, OPSEU/SEFPO President

[Conciliation fails, health care strike vote scheduled](#)

Halifax (06 July 2021) — After hailing health care workers as "heroes" for the past 16 months, the Nova Scotia government refuses to negotiate a deal that will mean that many of these workers will no longer be amongst the lowest paid in the country. Now, these same health care workers may be forced to take strike action to achieve a fair collective agreement.

[PSI statement on the discovery of unmarked graves on residential school sites](#)

PSI affiliates in Canada join residential school survivors and Indigenous communities who are grieving after the horrifying discovery of hundreds of unmarked graves on the grounds of former residential schools in British Columbia and Saskatchewan.

June

[Canada's unions say this Canada Day is a time for reconciliation, not celebration](#)

"Collectively, we need to honour these children who never made it home and their families who have lived and breathed their loss for decades." — Larry Brown, NUPGE President

[Poll shows 8 out of 10 Ontarians want hospitals fixed, not privatized](#)

"The COVID-19 crisis has given the public a glimpse into the horrors of private, for-profit care" — Eduardo (Eddy) Almeida, OPSEU First Vice-President/Treasurer

[Safety for workers must be top-of-mind as province re-opens: SGEU President Tracey Sauer](#)

"Workers are feeling stressed. If we truly want to get 'back to normal,' this government needs to bring in structural changes that will support working people through the rest of this pandemic, and afterwards." — Tracey Sauer, SGEU President

[NUPGE mourns the passing of BCGEU/NUPGE member](#)

Our deepest condolences are with the officer's family, community, and the members of the Conservation Officer Service.

[Recognizing workers on United Nations Public Service Day](#)

From testing drinking water to plowing roads in the winter to maintaining provincial parks, public services keep us safe and add to our quality of life.

[NUPGE calls for reconciliation on National Indigenous Peoples Day 2021](#)

Canada is at a crossroads. Indigenous peoples are calling for reconciliation and a path to healing after decades of systemic racism and cultural genocide as exemplified by the residential school tragedy. The labour movement stands in solidarity with Indigenous

peoples and calls for governments to move beyond words and to take action towards reconciliation. — Larry Brown, NUPGE President

[Women of Team Unite sweep CLC elections; Rousseau returned as VP](#)

"This new team of leaders at the CLC is exciting! We've elected people who are firmly committed to our core values of fairness, equality, and respect. They are inclusive and determined to focus on organizing the unorganized, continuing the fight for workers' rights and for giving the tools to members to activate in their own communities." — Larry Brown, NUPGE President

[Day 2: CLC Convention](#)

"We can be very proud, all of us, for taking on this serious issue. We are not wrong. The democracy within the CLC is flawed. Our motion would have gone a very long way to correcting that. We will not abandon our efforts. With a new team at the helm of the CLC, we can foresee less obstructions in our path in the future." — Larry Brown, NUPGE President

[NUPGE delegates gather at historic CLC Convention](#)

"The CLC 2021 Convention will set the course for the labour movement over the next several years internally and externally. NUPGE members will be front and centre in that work." — Larry Brown, NUPGE President

[Manitoba's Public Services makes its case in Bill 28 Court of Appeal hearing](#)

The *Public Services Sustainability Act* (Bill 28) is unconstitutional, as it denies public sector workers their Charter rights to sit down and negotiate fair wage increases with their employer.

[Ford's notwithstanding clause silences front-line heroes: OPSEU/NUPGE](#)

"After everything front-line workers have been through during this crisis, now is the time to listen to them, not limit their ability to share what they've learned and have their unions advocate for the changes Ontario needs." — Warren (Smokey) Thomas, OPSEU President

[NUPGE backs call for a 21% global minimum corporate tax rate](#)

"We watched as the world's leaders clapped for us, but now we need them to act for us."

[NUPGE statement on Islamophobic attack in London, Ontario](#)

"NUPGE condemns the violent and abhorrent Islamophobic attack. Targeting innocent people based on their faith is repulsive and must stop. The federal government needs to step up to the plate and designate more funding for anti-Islamophobia initiatives. They have a duty to protect people of all faiths living in Canada." — Larry Brown, NUPGE President

[International Transport Workers urge Trudeau to support TRIPs waiver](#)

Letter urges Trudeau to "send the right message to the global community."

[NUPGE's international donations to honour John Fryer](#)

"The loss of John created a huge gap in the labour movement in his home province of British Columbia, across Canada and internationally. This renaming is a small symbol of our gratitude and admiration."

[Take action: End the violent attacks on demonstrators in Colombia](#)

Public Services International and LabourStart have launched a campaign calling for the Colombian government to cease state violence, negotiate with the National Strike Committee, and accept the requests of human rights commissions.

[NUPGE marks National AccessAbility Week](#)

"If we're going to build a fairer society, we must ensure people with disabilities are included in decision-making to determine what supports are needed to live a full and active life." — Larry Brown, NUPGE President

May

[NUPGE statement on discovery of graves at Kamloops Indian Residential School](#)

"This was a crime against humanity. There must be a full accountability for these horrendous deaths. This can't be just studied and investigated. Those responsible must be identified and their guilt exposed." — Larry Brown, NUPGE President

[NUPGE celebrates Pride Month 2021](#)

"We see you and we celebrate with you. Though most of us can't be together in person this year, we're with you." — Bert Blundon, NUPGE Secretary-Treasurer

[NUPGE recognized with 2021 Canadian Freedom of Association Award](#)

The award recognizes organizations and individuals who played a key role in Canada's 2017 ratification of ILO Convention C98.

[Canadian Environment Week 2021](#)

"We cannot go back to 'normal.' The post-pandemic recovery presents a potentially pivotal moment to meet the twin crises of inequality and climate change head on, and to build towards a more equitable, just, and sustainable future." — Larry Brown, NUPGE President

[Large corporations fighting to keep Canadians paying too much for medication](#)

For a government concerned about income inequality ensuring people no longer have to choose between food and medication should be more important than making billionaires richer.

[Justice for Hassan Diab](#)

"The Canadian government has a responsibility to take action to right this wrong." — Larry Brown, NUPGE President

(2021-05-25) [Read more](#)

[NAPE publishes Red Flags in the Greene Report](#)

St. John's (19 May 2021) — On May 6, Moya Greene, Chair of the Premier's Economic Recovery Team (PERT) released her report *The Big Reset*.

[Unions an important support for workers during COVID, study finds](#)

Essential workers report feeling unsafe, stressed, and overworked. Some also believe their employers are using the pandemic to justify negative changes to working conditions.

[MGEU calls out Pallister government's privatization in infrastructure and VEMA](#)

Help keep Manitoba's highway and vehicle maintenance services public by [sending a message to the Premier, the Minister of Infrastructure, and the Minister of Central Services](#).

[International Day against Homophobia, Transphobia and Biphobia 2021](#)

"The pandemic has shown once again just how important solidarity is. Solidarity between folks from different backgrounds, and solidarity between countries. When one of us is suffering, we all suffer. It's essential that we show solidarity with our LGBT friends around the world." — Larry Brown, NUPGE President

[Solidarity with Palestinian people](#)

We call for respect for international law, and respect for the human rights and self-determination of Palestinians, as a fundamental precondition for an end to hostilities.

[Public institutions shouldn't be allowed to use bankruptcy protection to force through cuts](#)

When publicly funded institutions are allowed to use bankruptcy protection legislation, public accountability is lost. All that matters is what creditors want.

[Survey results reveal urgent need for change at Winnipeg Fire and Paramedic Services](#)

"Now, the crisis in this workplace has deteriorated to the point that patient care was placed at risk. We've been calling for City and WFPS leadership to step in and correct this behaviour because emergency medical services are too important to allow this situation to continue." — Michelle Gawronsky, MGEU President

[Duque government must stop violence against protestors](#)

"We support the continuity of the strike and peaceful mobilizations in line with the decisions of the National Strike Committee and the multiple social organizations that accompany it." — Larry Brown, NUPGE President

[Public Services International welcomes U.S. decision to back TRIPS waiver](#)

Vaccines for all: The U.S. Supports the TRIPs Waiver — where's Canada?

[OPSEU/NUPGE calls for end to for-profit long-term care](#)

"The Ontario Long-Term Care COVID-19 Commission's final report has exposed the shameful and outrageous failure of long-term care. We're calling for an end to for-profit care and for public control of the sector." — Larry Brown, NUPGE President

[Asian Heritage Month 2021](#)

"The National Union of Public and General Employees proudly celebrates Asian Heritage Month. Asian Canadians and Asian people living in Canada have faced an increase in attacks on their community since the beginning of the pandemic. Hatred is not acceptable." — Larry Brown, NUPGE President

[SGEU elects Tracey Sauer as President at first-ever virtual convention](#)

"I am honoured to have been elected to serve as SGEU's president and to lead the continued work of our union to support members and be their voice for social change. I believe that by working together, we can build a stronger labour movement across Saskatchewan." — Tracey Sauer, President SGEU/NUPGE

[Health workers demand WTO: put health over profits](#)

Don't let trade rules stop universal vaccine access. Support the temporary TRIPS waiver proposal.

April

[Investigation of shell companies and tax havens to be restarted](#)

The decision by FINA comes after media reports that people who were victims of a fraudulent investment scheme that transferred over \$500 million out of Canada are calling for the inquiry to be restarted. Their call points to the similarities in the methods used for tax dodging and money laundering.

[International Workers' Day - Standing Together](#)

May Day is a time for workers to show solidarity to each other. The world is experiencing a collective challenge as the pandemic continues to rage. We are counting on strong public services and the work of front-line workers to keep us safe. We all need to stand with those workers and protect their rights and protect our public services.

[NUPGE supports workers on National Day of Mourning](#)

"The pandemic has exposed serious gaps in workplace safety and protection. This Day of Mourning launched almost 40 years ago because it was clear that workers were not being properly protected, this pandemic proves we have much more work to do." — Larry Brown, NUPGE President

[NUPGE urges against back-to-work legislation at Port of Montreal](#)

"We are deeply disappointed that your office would consider introducing back-to-work legislation before the picket lines were even started. This only serves to allow the Maritime Employers Association to not bargain in good faith with the union. That your office has continued with this threat to the constitutional right of these workers severely undermines all labour relations in the country." — Larry Brown, NUPGE President

[NUPGE wants to see greater democracy at the CLC with constitutional amendment](#)

"We are not alone in this fight for greater democracy. There are many other unions and their members who wish to see this practice that allows the stacking of elections ended." — Larry Brown, NUPGE President

[Survey says - Don't privatize Manitoba parks, improve them](#)

Take Action: [Send a message](#) to the government — Keep our parks public!

[NUPGE disappointed with ruling on Bill 21 in Quebec](#)

"Quebec is denying qualified workers jobs in essential industries that are currently facing shortages. Bill 21 unfairly persecutes Muslim women who wear the hijab, and those who wear a kippah or turban." — Bert Blundon, NUPGE Secretary-Treasurer

[Chartwell's pandemic profiteering off seniors' care demonstrates need to move away from for-profit system](#)

"Chartwell's actions prove once again that the profit motive is directly at odds with supporting the kind of care system that workers and seniors' deserve." — Stephanie Smith, BCGEU President

[Earth Day 2021: Health, environment, and inequality](#)

“Amid a devastating third wave of COVID-19 in many parts of the country, Earth Day serves as a reminder of the relationship between human and environmental health, which we simply can’t ignore. The current overlapping crises also reinforce the need to meaningfully address ongoing and worsening inequities.” — Larry Brown, NUPGE President

[Celebrating administrative professionals](#)

Ottawa (21 April 2021) — Once known as "Secretaries' Day," April 21 is now celebrated as Administrative Professionals Day. Historically, these workers were shown gratitude with gifts of cards, flowers, chocolates, and lunches for their hard work.

[NUPGE calls on CPPIB to reject investment in water privatization](#)

“Canadians don’t want to see their pension funds going to privatization schemes that harm the most vulnerable people in society” — Bert Blundon, NUPGE Secretary-Treasurer

[National Union calls on feds to declare overdose crisis a public health emergency](#)

“My union recently convened a meeting of front-line workers from a wide range of communities from across the country who are dealing with the overdose crisis. I wish you could have heard their comments. Speaker after speaker impressed upon me the urgency of the situation.” — Larry Brown, President NUPGE

[Federal budget 2021: Lofty ambitions need details](#)

"While there are certainly some positive measures, there are also serious gaps and missed opportunities in this budget." — Larry Brown, NUPGE President

[No more delays on climate action, justice](#)

“To put it simply, we cannot afford to delay any longer on a just and equitable transition towards a sustainable economy.” — Larry Brown, NUPGE President

[Another legal win! Court of Appeal confirms MGEU’s right to Interest Arbitration for Civil Service](#)

"As we expected, the Court of Queen’s Bench agreed with us and ordered the Minister to appoint an interest arbitration board, calling the Minister’s argument 'disingenuous at best.' She granted an order requiring the board be appointed and for the government to pay legal costs to the MGEU/NUPGE. Shockingly, the government still refused to do the right thing.” — Michelle Gawronsky, MGEU President

[President's Commentary: Good ideas from the U.S.; let’s build on them](#)

Canada would gain at least \$11 billion per year in corporate tax revenue from a global minimum tax rate at 21%, according to a study released by international corporate tax experts.

[CUBGW Local 325 members ratify settlement to lockout](#)

"Congratulations to the members of Local 325 who once again showed Molson Coors that they will not be bullied into accepting a bargain-basement contract." — Larry Brown, NUPGE President

[Dalhousie staff reject final offer, poised to strike](#)

Please send a message of support for the 844 workers who are being forced to take

strike action to protect their pensions here: https://nsgeu.ca/home_page/protect-dals-pension-send-a-message-of-suppo...

[Act Now: Demand public funding to secure Laurentian's future](#)

The Education for All campaign, of which NUPGE is a part, has made available an online letter-writing tool to call on the federal government to provide stable, long-term funding for the university: https://www.educationforall.ca/lufa_tool.

[Day of Pink 2021](#)

The National Union of Public and General Employees encourages all its members to wear pink on April 14 to let our LGBTQI2S+ friends, family, co-workers, and community members that we are with them in the fight for equality.

[Canada lagging on Panama Papers investigations](#)

The Canada Revenue Agency (CRA) identified 894 Canadians and Canadian companies through the Panama Papers leak, but as of last week no charges had been laid.

[Equal Pay Day 2021](#)

"Equal Pay Day serves as a reminder of these longstanding gaps and inequities, and that we must not let up the fight for pay equity. On this day, and every day, NUPGE is committed to fighting for equal pay for equal work for our members across the country."
— Bert Blundon, NUPGE Secretary-Treasurer

[NUPGE supports World Health Day 2021, 'building a fairer, healthier world'](#)

Inequality, especially during this pandemic, is putting people's lives at risk. NUPGE supports the World Health Organization's call for "building a fairer, healthier world" because a fairer world is a healthier world.

[Manitoba 2021 budget must address pandemic impacts through public investment](#)

"We've been calling out the cuts and chaos in healthcare for years and the government refused to listen. Hopefully after all the heartbreak and loss of the last year our government has learned when those who provide care are not valued, it's patient care that suffers most." — Michelle Gawronsky, MGEU President

March

[Report shows Canada has the worst record in protecting seniors — Long-term care needs to be under the Canada Health Act](#)

"This report by a federal government agency shows how governments and employers failed seniors in long-term care as we went through the first, then the second, wave of COVID. And now they are failing them again in the third wave. Canada cannot continue to ignore this crisis; the impact on residents and workers in these facilities is a national tragedy. To protect our seniors, the *Canada Health Act* must govern long-term care in Canada." — Larry Brown, NUPGE President.

[NUPGE adds new scholarship for Black students](#)

The Scholarship for Black Students is open to Black students preparing to enter their first year of a full-time program at a Canadian public, post-secondary education

institution.

[Transgender Day of Visibility 2021](#)

“We can’t celebrate in person, but NUPGE is proud to celebrate Transgender Day of Visibility. We stand by our transgender members and transgender friends, family members, and neighbours, and we promise to keep fighting against discrimination in the legal system and in society.” — Bert Blundon, NUPGE Secretary-Treasurer

[NUPGE holds meeting on opioid-related poison drug crisis](#)

Health professionals and justice workers represented by NUPGE are eyewitnesses to the unfolding crisis.

[NUPGE welcomes Supreme Court ruling on carbon pricing](#)

“This is an important day for climate action. Carbon pricing is just one tool in the toolbox for meeting the climate crisis, but it remains an important one. We hope that today’s decision drives forward ambitious federal action to respond to the climate emergency and to ensure the transition to a low-carbon economy is a just one.” — Larry Brown, NUPGE President

[OPSEU/SEFPO puts out welcome mat for COVID vaccinations](#)

“We’re all in this together.” — Warren (Smokey) Thomas, OPSEU President

[Organizations express concern about massacre in the Philippines](#)

Now known as Bloody Sunday, it is the latest in the ongoing state-sponsored violence and deteriorating human rights situation in the Philippines.

[International Day for the Elimination of Racial Discrimination 2021](#)

“Just as many young people will continue to advocate for policy change and fight against racism, so must we all. Only with everyone working together to advocate for change at every level will we achieve a truly equitable, non-racist society.” — Larry Brown, NUPGE President

[Pandemic straining Canada's child care sector: CCPA report](#)

"The only way to stabilize this situation and prevent loss of child care spaces in the future — which women will need to re-enter the post-pandemic workforce — is through sustained, substantial public operational funding. We're sounding the alarm: the federal government must prioritize funding and full transformation of child care now, before it's too late." — Martha Friendly, report co-author

[World Water Day theme shows why water shouldn't be treated as a commodity](#)

What is meant by the value of water is “enormous and complex value for our households, food, culture, health, education, economics and the integrity of our natural environment” rather than just the price.

[NUPGE urges Canada to act in case of Hassan Diab](#)

"The Canadian government has a responsibility to take action to right this wrong. I am asking you to raise this matter with your French counterparts and to communicate the view that the proper course of action is for the French authorities to drop these unfounded charges against Diab and to not continue with the prosecution." — Larry Brown, NUPGE President

[NUPGE tells Molson Coors — an injury to one is an injury to all](#)

"It's not just Local 325 members fighting, it's all 390,000 of us." — Bert Blundon, NUPGE Secretary-Treasurer

[President's Commentary: Unions rise to challenge of pandemic](#)

"We will continue to advocate for our members, but also ensure that the recovery benefits everyone. Our future can be inclusive and fair, with the importance of public services more recognized than ever, where we take better care of our children and our seniors and everyone in between, and where we can reduce income and social inequality. We can build a healthier and safer country for everyone. In fact, it's not only that we can — we must." — Larry Brown, NUPGE President

[HSAA members voted! Parker returns; Alfaro steps up](#)

HSAA/NUPGE elections were held from February 17 until February 24.

[Canada needs tax justice to fulfill women's rights, address gender inequality](#)

Women bear the brunt of harmful tax practices and policies, such as tax dodging and regressive tax cuts.

[Wage subsidy program biased in favour of privatized services](#)

"While it may not have been what the federal government intended, the way CEWS is set up effectively subsidizes privatization" — Bert Blundon, NUPGE Secretary-Treasurer

[Canada must support global access to COVID-19 vaccines at WTO](#)

Canada's unwillingness to endorse a proposal at the World Trade Organization to make COVID-related vaccines, treatments, and technologies more affordable and readily available for all countries is a glaring example of this mismatch between words and deeds.

[International Women's Day 2021](#)

"As we celebrate the contributions women and gender-diverse people have made to make Canada and the world a better place, we commit to [pressuring the government](#) to ensure that they have a voice in the economic recovery. As the pandemic has highlighted, the inequities of the past must not be part of our future." — Larry Brown, NUPGE President

[NUPGE participates in Global Assembly — Stand with Africa](#)

"We are proud to stand in solidarity with all people of the Global South to have access to safe and effective vaccines." — Larry Brown NUPGE President.

[Canadian unions, community organizations express solidarity with India's farmers](#)

At this historic moment, we are with Indian farmers in their struggle for survival, for justice, for democracy, and for a say in determining and protecting their futures, and that of successive generations.

[More evidence of problems with for-profit long-term care](#)

According to the Toronto Star analysis, the death rate due to COVID-19 was 7.3 per 100 beds in for-profit facilities compared to 3.8 in non-profit facilities and 1.5 in publicly owned facilities.

February

[Fair Tax Recovery Plan could raise over \\$70B in annual revenues](#)

"Our plan shows how a range of progressive tax measures can fund programs that will help Canadians and the economy recover" — Toby Sanger, economist, and director of Canadians for Tax Fairness

[Following failed vote NUPGE again calls for action on pharmacare](#)

NUPGE says defeat of Bill C-213, the Canada Pharmacare Act, must not be the end for pharmacare. Federal legislation to enact universal public pharmacare is needed now!

[Act Now! National Union urges support for the Canada Pharmacare Act, Bill C-213](#)

The Canada Pharmacare Act, Bill C-213, represents a critical step forward towards full universal public pharmacare. The National Union is urging all members of parliament to vote for this private members' bill.

Migrant and undocumented people are at the forefront of the COVID-19 crisis, but at the same time, many migrants in Canada don't have a health card or coverage.

[Letting people drink in 7-Elevens would be a lose-lose-lose for Ontario](#)

"And since this is clearly a ploy to open the door to all convenience stores selling alcohol, it will rob the province of alcohol revenues it needs to fund our vital public services while, at the same time, increasing alcohol harms and the demands on those already overburdened services." - Warren (Smokey) Thomas, OPSEU/SEFPO President

[NUPGE submission to federal budget consultation](#)

To ensure Canada recovers from the COVID-19 pandemic with minimal loss of life, and without leaving people behind, the federal government has an enormous role to play.

[MGEU members receive Australian certificates of appreciation for efforts in wildfires](#)

11 members of the Manitoba Wildfire Service have been recognized with the New South Wales Bushfire Emergency Citation for their efforts.

[NAPE calling on metro employers to allow those who can work from home to do so](#)

"This is not like the first time around — we have the experience necessary to make this work very quickly. — Jerry Earle, NAPE President

[Nearly 200 safety inspectors vote to join OPSEU/SEFPO](#)

"I always love welcoming new members to our great union, but it's just as nice to welcome back old friends." — Warren (Smokey) Thomas, OPSEU/SEFPO President

[Report highlights struggling education sector, makes urgent call for national strategy](#)

"A high-quality and accessible post-secondary education system will be crucial to meeting the challenges of today and to a more equitable, more sustainable future. We need our colleges and universities, more than ever, to train workers who design, build, and maintain green infrastructure, who perform care work, including child care and long-term care, and the numerous other skills that contribute to our society." — Larry Brown, NUPGE President

[NUPGE supports temporary court order exempting people experiencing homelessness from Quebec curfew](#)

“There was never a logical reason to include people experiencing homelessness in the curfew. People experiencing homelessness have no permanent shelter to stay in during the curfew, nor do they have the resources to pay the fines for breaking curfew. Had people experiencing homelessness been exempt from the curfew from the start, Raphaël André would still be with us today.” — Larry Brown, NUPGE President

[OPSEU applauds Ontario government for installing fentanyl-detecting scanners at 10 jails](#)

“Plain and simple, this is an investment that will save lives. I’m grateful the members of my union kept urging government to provide these scanners, and I’m pleased to see the government take action.” — Warren (Smokey) Thomas, OPSEU President

[NUPGE Paper: the impact of COVID-19 on trade and investment](#)

“We have seen during COVID-19 how these trade and investment agreements create unemployment and compromise access to necessary public goods and services like medical supplies and equipment. This report is intended to start looking closely at these issues.” – Larry Brown, NUPGE President

[Privatization of long-term care making problems from underfunding worse](#)

“Ending privatization means that the millions of dollars that for-profit companies pay to their owners every year will be available to improve care in long-term care facilities” — Larry Brown, NUPGE President

[NUPGE supports NDP call for federal action on long-term care](#)

"The crisis in long-term care urgently requires federal action. It is shameful that Canada is the worst country at protecting our vulnerable seniors, having the highest proportion of COVID-19 deaths in our long-term care facilities. NUPGE is pleased that the federal NDP is championing long-term care reform at this critical moment." — Larry Brown, NUPGE President

[Working from home? NUPGE wants to hear from members](#)

The National Union of Public and General Employees is conducting an online member survey on working from home. Members are invited to anonymously share their experiences with, and opinions on, working from home during the pandemic, as well as what types of options they hope to see for the future. The survey can be completed in either English or French.

[Canada must act to support Rohingya, urges NUPGE](#)

"I implore the Canadian government to continue monitoring the situation in Myanmar, specifically as it affects the Rohingya. I also reiterate NUPGE’s previous calls on the Canadian government to support the Rohingya’s ongoing needs and movements on the ground, and to support Rohingya-led grassroots struggles for peace." — Larry Brown, NUPGE President

[NAPE launches We Called Them Heroes campaign](#)

“Our members have seen this type of rhetoric before, which has led to cuts, layoffs, closures and privatization. Rather than simply waiting to see what happens, our union is

sending a strong message to those in power that they shouldn't forget the critical role that public services and the hardworking and dedicated people who provide them play in our province every day, no matter what challenge is put in their way." Jerry Earle, NAPE President

[Black History Month 2021](#)

As we work on eradicating racism in the present, it's also important to reshape the way we view the past. We must continue to uncover stories excluded from traditional narratives of history and support the work of Black academics who study and teach history and related fields.

January

[NUPGE applauds federal designation of January 29 as a National Day of Remembrance](#)

Though nothing will ever make up for the loss of Mamadou Tanou Barry, Azzeddine Soufiane, Abdelkrim Hassane, Ibrahima Barry, Aboubaker Thabti and Khaled Belkacemi, the designation ensures that they, and the survivors of the attack, are properly honoured.

[Report links for-profit long-term care facility company to tax dodging](#)

"Various management fees, administrative fees, interest payments and other seemingly artificial transactions with related parties appear to be used to shift profits out of taxable entities and into tax havens."

[Provinces sitting on billions in unspent emergency funds as COVID-19 rages](#)

While some provincial governments are trying to claim that public spending in the COVID-19 pandemic means austerity policies are unavoidable, the report shows that isn't the case. When provincial governments are providing only 8% of funding for COVID-19 measures, provincial governments that are trying to use the pandemic to justify cuts to public services are not being honest.

[NUPGE Scholarships to get an update – watch for the announcement](#)

After more than 2 decades NUPGE's scholarship program is getting an update. Applicants are encouraged to watch the website for an announcement.

[Jobs already being impacted in early plans for new adult mental health facility](#)

"At this stage, we're scrambling to get answers for our members because, once again, front-line workers and the unions that represent them have not been included in the planning and transition process." — Jerry Earle, NAPE President

[Ontario hospital workers being told to use vacation or lieu time to get COVID-19 vaccine](#)

"The OHA claims to exist to preserve the integrity of our healthcare system, and then they treat our frontline heroes, who keep our health system running, with contempt." — Warren (Smokey) Thomas, OPSEU President

[New report shows income inequality in Canada still a serious problem](#)

While many workers were laid off and had to rely on income support of \$500/week during the pandemic, the stock market boom means half of CEOs will likely see an

increase in their compensation for 2020.

[Consult front-line workers before reopening schools](#)

“Front-line support workers are experiencing anxiety, increased workload, and loss of pay related to faulty reporting mechanisms and contact tracing. It’s important to set standardized, contact tracing protocols across every public school board.” — Warren (Smokey) Thomas, OPSEU President

[Manitoba government plans to shutter services for farmers, rural businesses, and communities](#)

“The government calls this ‘modernizing’ and ‘elevating the client experience,’ but to me it looks like they’re just making it harder for rural Manitobans to access the services and support they need.” Michelle Gawronsky, MGEU President

[Paramedic heroes return home after helping with COVID-19 fight in northern First Nations communities](#)

The paramedics stationed up north pitched in to do whatever was needed to help alleviate the strain on the northern health system—whether it was to provide a COVID-19 swab test, start an IV, provide medications, or help with any medical emergencies that arose during the holidays.

[Drop in charitable donations could harm not-for-profit long-term care](#)

This situation is yet another reminder of why having not-for-profit organizations take over public services like long-term care doesn’t solve the problem of underfunding. It just changes how the services are funded.

[Alberta health care worker passes after contracting COVID-19 on duty](#)

“This tragic death highlights why we have been advocating so strongly for the immediate vaccination of all front-line, health-care workers who put themselves at the greatest risk every day.” — Mike Parker, HSAA President

Meetings of Committees and Working Groups

January 18 & 19	Post-Secondary Education (PSE) Representatives
January 28–29	Advisory Committee on Women’s Issues (ACWI)
February 1–2	Ad Hoc Residential Long-Term Care
February 2	Component Executive Officers
February 16	Special Committee on Child Care
February 17	National Union Finance Committee
February 22	NUPGE, AFT, AFSCME and PSI Representatives
February 23	Component Organizers
March 1	Special Committee on Anti-Racism
March 8–9	Working Session for Social Workers
March 9	Liquor Board and Cannabis Retail Representatives
March 15–26	UN Commission on the Status of Women (UNCSW65)
March 18–19	Responding to the Opioid Crisis

March 24	Special Committee on Anti-Racism
April 7–8	Advisory Committee on the Environment (ACE)
April 8	Component Highway Safety Officers
April 13	Component Executive Officers
April 19–20	Group Home Representatives
April 22–23	Working Session for Home Care Workers
May 3	National Union Finance Committee
May 13–14	Canadian Health Professionals Secretariat (CHPS)
May 18	Legal Strategies Component Coordinating Committee
June 16	NUPGE CLC Convention Caucus
June 28	Advisory Committee on Young Workers Issues (ACYWI)
September 23	Component Communication Officers
September 23–24	Correctional Officers and Youth Facilities Workers
September 27–28	Probation Officers
September 29	National Union Finance Committee
October 7	Advisory Committee on the Environment (ACE) Webinar: COP26: What Does it Mean for Workers?
October 13	Special Committee on Child Care
October 14–15	Pension Representatives
October 25	Collective Bargaining Advisory Committee (CBAC)
October 26	International Solidarity Representatives
October 29	Legal Strategies Component Coordinating Committee
November 4–5	Anti-Privatization Researchers
November 25	Advisory Committee Women's Issues (ACWI)
November 8–10	Leadership Development School
November 22	National Union Finance Committee
November 25	Health and Human Resources Working Group
November 29	Advisory Committee on Young Workers Issues (ACYWI)
November 30	Advisory Committee on the Environment (ACE)
Nov 30–Dec 1	Canadian Health Professionals Secretariat
December 6	National Union Finance Committee

External Partners Meetings

Various Dates	Canadian Health Coalition (CHC)
Bi-weekly	Climate Action Network
Various Dates	Education for All (steering committee and sub-committees on research, government relations, and communications)
January 11	CLC Discussion Group
January 21	Education for All Launch Day
January 22	Jagmeet Singh NDP re Long-term Care Meeting
January 27	CLC International Group

January 29	Adapting Canadian Work and Workplaces to Respond to Climate Change (AWC) All-Team Meeting
January - July	Public Health Agency of Canada Roundtable Discussions
February 23	NDP Peter Julian re Pharmacare
February 26	CLC Training and Technology Committee
March 1	CLC Executive Heads of Unions with Finance Minister Freeland, Pre-budget Consultation
March 2	Green Economy Network
March 3	NDP Leah Gazan re Universal Child Care
March 11	Education for All Coalition Event
April 19	Stakeholders' Briefing on Federal Budget 2021
May 20	International Civil Liberties Monitoring Group (ICLMG) Spring Assembly
May 28	CLC Post-Budget Consultation with Minister Freeland
June 3	Information Session on EI
June 29	PSI's North America Annual Subregion Affiliates
June 29-July 2	Generation Equality Forum
June 30	PSI Regional Young Worker Committee
January-July	Public Health Agency of Canada Roundtable Discussions (Bi-weekly)
July 6	Child Care Advocacy Table
July 15	CLC International Group
July 20	Canadian for Tax Fairness (C4TF) Board and AGM
July 21	Child Care Advocacy Table
July 21	PSI Colombia Solidarity Meeting
July 29	CLC National Political Action Committee
July 29	CLC Employment Insurance Committee Meeting
August 17	CLC Union Strategy Meeting on Mandatory Vaccination
August 28	Adapting Canadian Work and Workplaces to Respond to Climate Change (ACW)
September 9	Canadians for Tax Fairness
September 22	Information Session on Forthcoming Changes in EI
September 27	Canadian Health Coalition Election Strategy
October 13	Canadian Health Coalition Board Meeting
October 18	Blended Finance Project
October 20	Green Economy Network
October 21	CLC Apprenticeship Working Group
October 25	Canadian Health Coalition Meeting with Don Davies NDP MP
October 25	CHC Meeting with PTHC's
October 29	CLC Pension Advisory Committee
Oct 31 - Nov 12	26th Session of the Conference of the Parties (COP26) to the UN Framework Convention on Climate Change (UNFCCC), Glasgow

November 2	CLC Women's Committee
November 8–9	AUPE Pension Forum
November 10	CLC's Legal Challenges Coordinating Committee
November 16	Canadians for Tax Fairness
November 17	Trade and Investment Research Project, CCPA
November 22	Commissioner for Workers Accessing Regional Enquiry Units
November 23	International Civil Liberties Monitoring Group (ICLMG) Fall Assembly
December 10	CLC Researchers
December 16	CLC Health and Safety Advisory Committee
December 17	CLC Environment Advisory Committee

Government Relations Letters

January 26	Jagmeet Singh, MP, Leader of the New Democratic Party: Thank you for meeting with us on Friday to discuss the issues confronting long-term care (LTC). It was clear to us that you find the ongoing crisis for the residents of long-term care, and for the staff that support them, as distressing as we do.
January 26	Joint letter to federal and provincial governments signed by the National Union and other unions and organizations to ensure full access to the COVID-19 vaccine to all migrants regardless of immigration status. Vaccine provision must be free of charge; not require a health card or health card number; be accessible; not collect any ID or addresses, or information about immigration status, and develop alternative mechanisms for tracking vaccine doses. Health authorities must guarantee that any personal information that is collected will not be shared with immigration enforcement or police; and not be coercive or mandatory.
February 1	Marc Garneau, Minister of Foreign Affairs: Military Seizing Power in Myanmar
February 2	Leah Gazan, MP, NDP Critic for Families, Children and Social Development: Requesting a meeting on the topic of a universal childcare system for Canada.
February 2	John Horgan, Premier of BC and Adrian Dix, BC Minister of Health: Calling on the NDP BC government of British Columbia to become a leading voice in the national effort to achieve universal, public Pharmacare.

- February 5 Ahmed Hussen, Minister of Families, Children and Social Development, cc Maryam Monsef, Minister for Women and Gender Equality, Chrystia Freeland, Deputy Prime Minister and Minister of Finance: Neglecting the Most Vulnerable: The Privatization of Long-term Care Report that examines the impact of privatization on long-term care, including what has occurred during the COVID-19 pandemic.
- February 18 Chrystia Freeland, Minister of Finance: National Union's online submission to the Federal Budget 2021 Consultation
- February 18 Christian Dubé, Ministre de la Santé et des Services Sociaux and Provincial Ministers of Health: Neglecting the Most Vulnerable: The Privatization of Long-term Care Report that examines the impact of privatization on long-term care, including what has occurred during the COVID-19 pandemic: Requesting a meeting with the Minister on the need for a universal public child care system in Canada
- February 24 Email blast: Urging all MPs support New Democrat MP Peter Julian's Pharmacare Bill C-213 today to realize universal pharmacare for all people in Canada
- February 26 Senator Frances Lankin: Concerns with respect to the Social Finance Fund
- February 27 Published in the Toronto Star Newspaper: Statement of Solidarity with the Farmers of India signed by other labour, community, and civil society organizations
- March 3 Prime Minister Justin Trudeau, cc: Marc Garneau, Minister of Foreign Affairs, Rob Oliphant, Parliamentary Secretary to the Minister of Foreign Affairs, Michael Chong, Official Opposition, Foreign Affairs Critic, MP Jack Harris, NDP Foreign Affairs Critic, MP Alexis Brunelle-Duceppe, Bloc Québécois, MP Elisabeth May, Green Party, Standing Committee on Foreign Affairs and International Development Subcommittee on International Human Rights Senate, Standing Committee on Human Rights, Kevin Lamoureux, Chair of the Canada-Philippines Interparliamentary Group, H.E. Rudolfo D. Robles, Philippines Ambassador to Canada, and Peter MacArthur, Ambassador of Canada to the Philippines: Joint letter signed by NUPGE, regional & local organizations, and prominent community members and individuals re: deteriorating human rights situation in the Philippines and

specifically the Blood Sunday massacre, on the weekend of March 4-7,2021 that left 9 human rights defenders dead.

- March 4 Marc Garneau, Minister of Foreign Affairs: Case of Dr. Hassan Diab and the troubling January 27 decision by a French court of appeal to proceed with a trial against Diab, an Ottawa-based academic of dual Canadian–Lebanese citizenship despite the charges, which alleged his involvement in the bombing of a Paris synagogue in 1980, were finally dismissed in 2018 due to insufficient evidence.
- March 11 Prime Minister and Premiers of the provinces and territories: Urgent call for greater coordinated action related to the outbreak of COVID-19 in Canada and around the world
- March 13 Dr. Theresa Tam, Chief Public Health Officer of Canada, Public Health Agency of Canada: Urgent call for greater coordinated action related to the outbreak of COVID-19 in Canada and around the world
- March 24 Letters to the Premiers: *Respiratory Protection for Health Workers Caring for COVID-19 Patients* by Dr. John H. Murphy, Adjunct Professor of the Dalla Lana School of Public Health, University of Toronto
- March 24 Premier Horgan, NDP Provincial Leaders and Provincial and Territorial Ministers of Finance: Role of provincial governments in the post-COVID recovery with attached National Union report *The Provincial Role in Canada’s Post-COVID Economic Recovery*
- March 25 Foreign Affairs Minister Marc Garneau: Follow up to the letter to former Minister of Foreign Affairs, François-Philippe Champagne regard the Turkish government’s arbitrary detention of Cihan Erdal.
- April 2 Canadian Interagency Forest Fire Centre (CIFFC): WFX-FIT test administered by the CIFFC
- April 16 Jonathan Wilkinson, Minister of Environment and Climate Change: urgent action on climate change from a health care worker and government worker perspective.
- April 17 Prime Minister Trudeau, PC, MP: Tragedy in residential facilities for care of seniors during the pandemic

- April 19 Minister of Health, Patty Hajdu: Call for a national health emergency, as was done in British Columbia in 2017, for the ongoing overdose and opioid crisis in Canada.
- April 19 John Graham, President and CEO, Canada Pension Plan Investments: Objection to the plans of Canada Pension Plan Investments to invest \$266 million to acquire 45% of Iguá Saneamiento S.A.
- April 27 Minister of Labour, Filomena Tassi: Opposition to the proposal to legislate back the striking members of CUPE who work at the Port of Montréal
- April 29 Minister of Health, Patty Hajdu: Requesting a meeting regarding reform of our long-term care sector
- May 1 Federal Government's Consultations on Strengthening Corporate Beneficial Ownership Transparency: NUPGE's submission
- May 6 Prime Minister Trudeau: Community Social Services workers and COVID and people experiencing homelessness in Canada
- May 7 Iván Duque Márquez, President of the Republic of Colombia cc Jorge Londoño de la Cuesta, Ambassador of Colombia to Canada, Marcel Lebleu, Ambassador of Canada to Colombia, Jeroen Beirnaert, Director, Human and Trade Union Rights, ITUC: Strong condemnation of the brutal repression of the Colombian people who have exercised their right to freedom of expression against the tax reform bill and the anti-social policies of Colombia's government
- May 7 Minister of Innovation, Science and Industry, François-Philippe Champagne: Request for a meeting to discuss Laurentian University in Sudbury using the Companies' Creditors Arrangement Act (CCAA) to force through deep cuts, including the elimination of over 60 programs
- May 7 Prime Minister Trudeau: France's Court of Cassation rejecting Dr. Diab's appeal, and order to stand trial, is extremely troubling and demands action from Canada. Letter to Minister Garneau regarding a French court of appeal's decision in January to proceed with a trial.
- May 7 Leader of the NDP Jagmeet Singh: Long-term care crisis and the

inclusion of long-term care under the *Canada Health Act*

- May 8 National Union opinion piece, *Winnipeg Free Press*: Manitoba's austerity agenda sets it apart
- May 12 Hassan Yussuff, President, Canadian Labour Congress President: Request to raise the issue of Wildland Firefighters—public safety occupation—in his meeting with Prime Minister Trudeau
- May 17 Vancouver Mayor Stewart and the Members of the Vancouver City Council cc Stephanie Smith, President BCGEU/NUPGE and Val Avery, President HSABC/NUPGE
- May 25 Rt. Hon. Marie-Claude Bibeau, Minister of Agriculture and Agri-Food: In support of UFCW food-processing workers
- June 3 Prime Minister Trudeau, cc: Minister of Small Business, Export, Promotion and International Trade -Mary Ng; Minister of Foreign Affairs, Marc Garneau; Minister of Transport, Omar Alghabra; Minister of Health, Patty Hajdu; Deputy PM and Minister of Finance, Chrystia Freeland; Minister of Labour, Filomena Tassi; and General Secretary, ITF Canadian Affiliates, Stephen Cotton: Joint letter on behalf of all Canadian affiliates to the International Transport Worker Federation (ITWF) - including NUPGE, BCFMWU/BCGEU/NUPGE, Canadian Merchant Service Guild (CMSG), Canadian Union of Public Employees (CUPE), Canadian Union of Postal Workers (CUPW), International Brotherhood of Electrical Workers (IBEW) Local 2228, International Longshore and Warehouse Union Canada (ILWU Canada), Seafarers' International Union of Canada, Teamsters Canada, and Unifor regarding improving access to COVID-19 supports, including by waiving certain aspect of the Trade Related Intellectual Property Rights agreement and other federal support
- June 4 Prime Minister Trudeau; cc: Deputy PM and Minister of Finance, Chrystia Freeland: Proposals for a global minimum corporate tax rate that will be discussed at next week's G7 Summit
- June 4 Bill Morneau, PC, MP, Minister of Finance: Re: the difficulties that the COVID-19 pandemic has created for many pension plans
- June 8 Bill Morneau, Minister of Finance, and Carla Qualtrough, Minister of Employment, Workforce Development and Disability Inclusion:

the CERB and CEWS administration

- June 15 Prime Minister Trudeau: Impact of investor-state dispute settlement (ISDS) cases arising from actions taken to tackle the COVID-19 pandemic and ensuing economic crisis
- June 19 Alberta premier Jason Kenney: Recent notice of a private member's bill to repeal Alberta's *Voluntary Blood Donations Act*
- June 30 NDP Leader Jagmeet Singh: Asking for support for the call for a moratorium on a system known as the investor-state dispute settlement (ISDS)
- June 30 Prime Minister Trudeau: Security certificates
- July 8 Euan Gibb, Inter-America Regional Organization of PSI: Submission of names for PSI IARO committees: Regional LGBT+, Committee to Combat Racism and Xenophobia, Regional Young Workers' Committee
- July 14 President of Guatemala: As part of the PSI campaign: increase in violations of the right to freedom of association, collective bargaining, and human rights in general, in Guatemala
- July 24 Letter to Minister Ahmed Hussen: Social Finance Fund
- July 28 Letter to Minister Ahmed Hussen: National Child Care System
- July 28 Prime Minister Trudeau and Minister Patty Hajdu: Alberta's Bill 30
- August 5 Ian Scott, Chairperson and CEO, Canadian Radio-Television and Telecommunications Commission (CRTC): Expressing support and urgency for the implementation of a 3-digit abbreviated dialing code for mental health crisis and suicide prevention services —Public record: 1011-NOC2021-0191
- August 18 Prime Minister Trudeau, Jagmeet Singh, NDP Leader, Erin O'Toole, Conservative Leader, and Annaimie Paul, Green Party Leader: Urgent that a National Suicide Prevention 988 helpline be implemented plus letter to Ian Scott, Chairperson and CEO, CRTC
- August 24 Francois-Phillippe Champagne, Minister of Foreign Affairs: Killing of trade unionist, Zara Alvarez in the Philippines

- September 10 Justin Trudeau, PM, Leader of the Liberal Party, Jagmeet Singh, Leader of the NDP, Erin O’Toole, Leader of the Conservative Party, Annamie Paul, Leader of the Green Party, Yves Blanchette, Leader of the Bloc Quebecois: Open letter regarding the Proposed Disability Inclusion Action Plan (DIAP) and calling for stronger action to be taken.
- September 15 Government of Canada, The Canadian Food Inspection Agency (CFIA), Plant Biosafety Office, cc National Farmers Union: Feedback about Part V of the Seeds Regulations. Primary concern is that the CFIA is proposing changes to the regulations on Genetically Modified Organisms (GMOs), and the National Union stands in solidarity with the National Farmers Union.
- September 29 The Consultation on Just Transition: Submission in response to Seamus O’Regan Jr., Minister of Natural Resources, launch of an engagement process asking Canadians how the Government of Canada can ensure a just and equitable transition to a low-carbon future for workers and their communities. NUPGE’s submission recognized the urgency of transforming our economy and society to be more sustainable, resilient, and just.
- October 7 Deputy Prime Minister and Minister of Finance: G20 Discussions on International Taxation and the proposed Two-Pillar Solution to Address the Tax Challenges Arising from the Digitalisation of the Economy that will be discussed at G20 meetings this month and the opportunity to deal with the problem of many multinational corporations being able to dodge paying what they should in taxes
- November 2 Jean-Yves Duclos, Minister of Health: Support of collecting race-based COVID-19 data at the federal and provincial levels.
- November 2 Marco Mendicino, Minister of Public Safety and Bill Blair, Minister of Emergency Preparedness cc The Hon. Chrystia Freeland, Deputy Prime Minister and Minister of Finance, Stephanie Smith, President, BCGEU/NUPGE, Paul Finch, Treasurer, BCGEU/NUPGE, Kyle Ross, President, MGEU/NUPGE, Warren (Smokey) Thomas, President, OPSEU/NUPGE: Requesting a meeting with the Ministers to discuss the inclusion of wildland firefighters under the public safety occupation provisions of the federal Income Tax Act

- November 4 Jean-Yves Duclos, Federal Minister of Health: Requesting a meeting to apprise you of our perspective on the critical issues facing our public health care system and the concerns of the front-line health care workers who provide the care.
- November 17 Jean-Yves Duclos Minister of Health and Marie-Claude Bibeau, Minister of Agriculture and Agri-Food: Joint letter from 105 groups, including NUPGE, calling for transparency and government oversight of all genetically engineered foods and seeds: no regulatory exemptions
- November 26 Mélanie Joly, Minister of Foreign Affairs: Regarding wrongful detention of Cihan Erdal, a Canadian permanent resident, student, and activist, in Turkey
- November 26 Marc Miller, Minister of Crown-Indigenous Relations Mélanie Joly, Minister of Foreign Affairs: Concerned about the lack of action, or the slow action, on several of the 94 Calls to Action laid out by the Truth and Reconciliation Commission of Canada, particularly those dealing with access to clean water, child welfare, justice, education, and health

Publications

- January 2021 *Federal Climate Plan and Research Updates*
- February 2021 *Neglecting the Most Vulnerable: The Privatization of Long-term Care*
- February 2021 *The Impact of COVID-19 on Global Trade, Trade Agreements, and Trade Negotiations*
- February 2021 *Submission to the Budget 2021 Consultations*
- March 2021 *Responding to the Opioid Crisis*
- May 2021 *Child Care and Federal Budget 2021: A Resource for Components*
- May 2021 *Member Survey on Working from Home: Summary of Results*
- June 2021 *Workers' Environmental Rights in Canada*
- August 2021 *Still Picking Up the Tab: Federal and Provincial Government*

	<i>COVID-19 Spending</i>
September 2021	<i>Federal Election Guide</i>
September 2021	<i>Mandatory Vaccines and Vaccine Passports</i>
September 2021	<i>Submission to the Consultation on Just Transition</i>
September 2021	<i>White Privilege Backgrounder</i>
November 2021	<i>COVID-19 Vaccine Mandates: Legal Analysis and Potential Challenges</i>
November 2021	<i>Arbitration Decisions on Vaccine Mandates</i>
November 2021	Period Poverty in Canada
November 2021	An Anti-racist Union
December 2021	<i>Virtual Care Privatization</i>

Conclusion

Together, with our members, the broader labour movement, and our international counterparts, we have accomplished so much this year. We have risen to the challenges of this major health care crisis, while at the same time, advocating on behalf of workers – for those 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 challenged employers and governments to do better, to be more compassionate, 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 our work in 2021. We did this together.



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)
- Manitoba Government and General Employees' Union (MGEU)
- Ontario Public Service Employees Union (OPSEU)
- 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

