



CUPE 4879 STRATEGIC PLANNING SESSION 2022/2023

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CUPE members work in all aspects of the post-secondary education sector, providing services to students, staff and their community. CUPE 4879 is proud to be a part of this vital sector but concerned that access and quality are eroding due to the high and ever-increasing cost of tuition, increasing commercialization of everything from food services to research, and cutbacks to programs and other core services. We can and must do better to support the future of post-secondary education.

Higher education has a positive impact on the lives of individuals and society which provides an opportunity for personal growth. As a result, it creates a better economy and government finances.

CUPE4879 is committed to helping build quality, public post-secondary education in Canada:

- Promote the issues and importance of quality, accessible, and publicly delivered post-secondary education.
- Lobby the federal government to take a leadership role in post-secondary education. This includes enshrining the right to post-secondary education in law, and a dedicated transfer to the provinces and territories that address funding shortfalls and tuition fee hikes since 1992.
- Joining with students and other organizations in campaigns to pressure federal and provincial/territorial governments to commit to public investments in the sector to lower tuition fees and reduce student debt; increase funding for students grants and research and increase funding for the operation, building and renewal of our campus infrastructure.
- Advocate for the implementation of the Truth and Reconciliation calls to action – particularly the elimination of educational and employment gaps between Indigenous and non-Indigenous Canadians and new Indigenous education legislation with the full consent and participation of Indigenous peoples.
- Educate and inform members about the value of life-long learning and taking advantage of available funding assistance, tuition waiver, grants, scholarships, bursaries, etc.
- Ensure CUPE post-secondary workers have a strong voice and continue to defend their interest in their workplaces by working with Labour Councils, locally, provincially, nationally, and internationally to promote solidarity and advance workers' rights.

In accordance with Article 2, CUPE 4879 By-Laws, the Executive Committee hereby recommends the following strategic priorities to the membership.



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Building solidarity within our local to strengthen and empower workers

Education

- Job Evaluation (JE) Education
 - Regular outreach to incumbents who have upcoming reviews to inform about JE session and encourage to make individual appointments to discuss JE Process
 - Outreach to red-circled employees
 - Offer a general education session on the JE process every 6 months
 - Inform members of the importance of filling out questionnaire.

- Lunch and learns – present a different topic regularly on topics relevant to the membership, including
 - Equity, Diversity and Inclusion (EDI)
 - Truth and Reconciliation
 - Health and Wellness
 - Precarious Work
 - Know your collective agreement
 - Occupational Health and Safety
 - Membership Educational development opportunities
 - Wills and Estate Planning
 - Labour History
 - Municipal Pension Plan (MPP)/Retirement planning
 - Budgeting and taxation
 - Anti-Bullying and Harassment
 - Worksafe

- Increase member education: ongoing subject to availability of resources
 - Hosting CUPE sponsored workshops (Primarily) and collaborate with other locals within Kamloops and the region – requested from CUPE Education
 - Labour schools (limited – Kamloops in June, Fall in Nanaimo or CLC School at Harrison (winter))
 - Leverage the labour council – OMDC – education subcommittee to broker training sessions.

Engagement / Communication (Increase member engagement)

- Continue hybrid meetings
- New members meet and greet (during People and Culture Orientation sessions)
- CUPE Welcome – Executive face to face meet and greet
- Seek out new members
- Union terminology fact sheet for meetings
- Build activism – campaigns and causes
- CUPE Communication Committee – newsletter and monthly meeting summary
- Social activities
- Advertising and Promotion (CUPE brand)
- Williams Lake – annual spring and fall visits



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- Internal and external public relations

Sustainability of Operations

- Protecting union activists
- Mentorship & Succession planning
- Membership Mapping
- Bylaw review
- Safeguarding and strengthening our collective agreement
- Community involvement

Political action and building solidarity

- Municipal/provincial and federal elections
- Co-sponsoring forums
- Advocate for public education
- Participate in Labour Council meetings and events
- Campaigns on important social justice issues
- Participate in TRU and community committees

Environment

- Support TRU and community sustainability initiatives