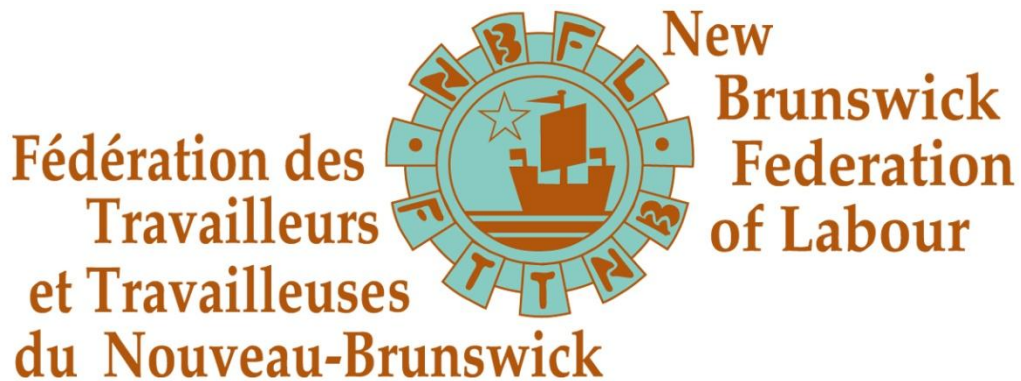


PROCEEDINGS

New Brunswick Federation of Labour 51st CONVENTION



*May 26, 27, 28, 29, 2013
Saint John, New Brunswick*

SUNDAY, MAY 26, 2013

The 51st Convention of the New Brunswick Federation of Labour was held at the Trade and Convention Centre, Saint John NB theme of the Convention was: **“Honour the Past Build the Future”**

Call to order was at 6:40 on Sunday May 26, 2013 by Ron Oldfield, President of the Saint John and District Labour Council.

Firefighter’s pipe band piped in the Executive Council of the New Brunswick Federation of Labour, and the Lieutenant Governor of New Brunswick, Graydon Nicholas. Ron Oldfield, President of the Saint John and District Labour introduced speaker Lieutenant Governor Graydon Nicholas.

Lieutenant Governor Nicholas, spoke of his family history and the fact that his father was a member of a union and what it meant to grow up in that environment. His talk centered around the life of César Chávez and how he came to found the United Farm Workers Union and the boycott of California grapes. Chávez’s slogan was "To be a man is to suffer for others God help us to be men"
Brother Boudreau thanked the Lieutenant Governor and presented him with the 100th Anniversary pin.

The Convention sang O Canada and Solidarity Forever.

Brother Oldfield introduced Rev. Wayne Dryer to open the convention with an invocation

Following the invocation, Brother Ron Oldfield made the official presentation of the gavel to President Michel Boudreau so that he could assume the presidency of the Convention.

The chairperson of the Credentials Committee, Sister Paula Doucet-Jones presented the first report, as follows:

CREDENTIAL COMMITTEE (FIRST REPORT)

LABOUR COUNCILS	7
LOCALS OF NATIONAL UNIONS	137
LOCALS OF INTERNATIONAL UNIONS	13
NEW BRUNSWICK FEDERATION OF LABOUR	2
TOTAL VOTING DELEGATES	159
FRATERNAL DELEGATES	6
GUESTS	2
OBSERVERS	1
MEDIA	3
TOTAL	168

All the delegates met the credentials criteria

Duly moved, seconded and carried that the first report of the Credentials Committee be adopted as presented.

The president then asked the delegates to stand for a moment of silence in remembrance of our deceased fellow unionists in particular for the three fishermen who lost their lives this month.

He then invited Sister Marie-Ange Losier and Brother Alex Bailey to read the Equality Statement.

John Gagnon, Secretary-Treasurer reads articles of the constitution covering the Rules and Hours of the Convention.

The Convention delegates were presented with a list of members of the Convention Committees as follows:

2013 Convention Committees

Resolution Committee No. 1

(Labour Affairs)

NBFL Officer – George Leaman, BCTGM

Chairperson – Patrick Colford, CUPE

Secretary – Marilyn McCormack, CUPE

Member – Ruth Breen, CUPW

Member – Maria Richard, NBNU

Member – Joe Blades, FDLC

Resolution Committee No. 2

NBFL Officer – Nancy Arseneau, NBNU

Chairperson – Marie-Ange Losier, PSAC

Secretary – Nathalie Paulin, PSAC

Member – Christianne Robichaud, CUPE

Member – Anne Ouellette, UFCW

Member – Nichole Thériault, CUPE

Constitution and Law Committee

NBFL Officer – Marilyn Quinn, NBNU

Chairperson – Ron Oldfield, SJDLC

Secretary – Pam Guitard, CUPE

Member – Bill Parenteau, AUNBT

Member – Stephen Agnew, CEP

Officer's Report Committee

NBFL Officer – Daniel Légère, CUPE

Chairperson – Chuck Rouse, CEP

Secretary – Yves Leger, IUFCW

Member – Wayne Brown, CUPE

Member – Jacqueline Robichaud, CUPEW

Member – Howie Anthony, CEP

Ways and Means Committee

NBFL Officer – Gordon Black, CUPE
Chairperson – Brian Duplessis, ILA
Secretary – Carla Thibodeau, USW
Member Rosemary McFarlane, NBNU
Member – Rick Cormier, PSAC
Member – Carl Flanagan, 1288P

Sentinels

NBFL Officer – Cheryl Robinson, CAW
Chairperson – Roger Lévesque, CUPE
Member – Daniel Smith, UFCW
Member – Chris Watson, CUPE
Member – Eric Albert, CUPE
Member – Dennis Malloy, NBNU
Member – Kevin Suttie, CUPW
Member – Mario Guitard, CEP
Member – Mike Gallant, BCTGM

Credentials Committee

NBFL Officer – Sandy Harding, CUPE
Chairperson – Paula Doucet – Jones, NBNU
Secretary – Colleen Savoie, UFCW
Member – Michael Osborne, CUPE
Member – Carole Clavette, NBNU
Member – Darlene Bembridge, PSAC
Member – Parise St-Onge, CUPE
Member – Thérèse Poirier, COPE

Press Table

NBFL Staff – Jody Dallaire
Vice President – Sandy Harding, CUPE

Information on the City

NBFL Officer – Ron Oldfield, SJDLC

Distribution Committee

NBFL Officer – Alex Bailey, FDLC
Member – Stanley Thériault, PSAC
Member – Reg Beyea, UFCW
Member – Rino Lavoie, CEP
Member – Francis LaBrie, CUPE

Duly moved, seconded and carried that the list of committee members for the Convention be adopted as presented.

Paula Doucet-Jones presented the documents contained in the kits.

Brother Michel Boudreau proceeded with the presentation of the Agenda.

Duly moved, seconded and carried that the agenda be adopted as presented.

President's Report:

The President, Michel Boudreau presented his report as follows:

President's Report to the 51st Convention of the New Brunswick Federation of Labour Saint John – May 2013

As the elected President of the New Brunswick Federation of Labour (NBFL), it gives me great pleasure to offer you my warmest welcome to our 51st Convention during this year which marks our 100th Anniversary. It is also my great pleasure to provide you with this fourth report so that you can familiarize yourselves with the Executive Council's activities as well as my own activities since our last Convention in May 2011.

I would first like to take this opportunity to thank you all, very sincerely, for the confidence you have placed in me. During the past two years, it has been a tremendous honour and a great privilege for me to represent the 40 550 members affiliated to the NBFL. It has also been a tremendous honour and a great privilege to work closely with the Executive Council, the Inner Executive Council, the affiliates, and the community organization in order to promote organized labour. I would like to recognize the huge amount of work that they have done and I thank them very much. Your commitment towards the NBFL is really exceptional and remarkable.

I am thrilled that the House of Labour in New Brunswick has worked in close collaboration with various community organizations such as the Common Front for Social Justice, the Coalition for Pay Equity, the Child Care Coalition, the Coalition for Seniors and Nursing Home Residents' Rights, the coalition against the Employment Insurance reform, etc. It is essential that we associate ourselves with these groups; we must continue the fight to achieve a better quality of life for the workers of our province, their families and our communities.

I sincerely believe that these organizations work on very important socio-economic issues in which we, at the Federation, have to continue to participate actively.

You will have the opportunity to learn more on these issues when they will be presented to you in details during the standing committees' reports, resolutions debates, and speeches from our distinguished guests.

The Executive Council

During the past two years, the Executive Council met four times. The first meeting was held on September 14-15, 2011 in Moncton, the second on March 14-15, 2012 in Saint John, the third on September 19-20, 2012 in Moncton and the fourth on February 12-13, 2013 in Moncton.

These meetings allowed us to exchange and to work constructively on issues important to our Federation. I would like to thank all the Executive Council members for their hard work during these past two years. I know that you all have the well-being of the NBFL at heart.

The current members of the NBFL Executive are:

John Gagnon	Secretary-Treasurer
Sandy Harding	1 st Vice-President
Paula Doucet-Jones	2 nd Vice-President

Marilyn MacCormack	Vice-President for Women's Issues
Lisa Cormier	Vice-President for Youth
Gordon Black	Canadian Union of Public Employees
Daniel Légère	Canadian Union of Public Employees
Stanley Theriault	Public Service Alliance of Canada
Marie-Ange Losier	Public Service Alliance of Canada
Marilyn Quinn	New Brunswick Nurses Union
Nancy Arseneau	New Brunswick Nurses Union
Cheryl Robinson	Canadian Auto Workers Union
Kevin Suttie	Canadian Union of Postal Workers
Chuck Rouse	Communications, Energy and Paperworkers Union of Canada
Daniel Smith	United Food and Commercial Workers
Ken Smith	United Steelworkers
Cecile Cassista	New Brunswick Federation of Union Retirees
George Leaman	Representing Unions with less than 1000 members
Brian Duplessis	Representing Unions with less than 1000 members
Randy Doucet	Bathurst and District Labour Council
Roger Lévesque	Edmundston and District Labour Council
Alex Bailey	Fredericton and District Labour Council
Patrick Colford	Miramichi and District Labour Council
Eric Albert	Moncton and District Labour Council
Rose Pitre	Restigouche and District Labour Council
Ron Oldfield	Saint John and District Labour Council

100th Anniversary

It is right here in Saint John that a group of workers came together, in September 1913, to form a provincial Federation of Labour for New Brunswick.

The goal of this newly formed provincial House of Labour was to give workers political influence to bring about social change. For James Sugrue, our first president, Labour issues were also community issues. From its very beginning, the NBFL advocated and lobbied for better wages and improved working conditions for all workers and their efforts paid off with the very first workers compensation legislation in 1918.

When unions stand up for social justice, they raise the bar for everyone. In the course of our 100 years, the NBFL did become a vehicle for social change in the province from advocating for maternity leave, to minimum wage, to vacation pay, to protection from discrimination and harassment, to pay equity, etc. When we stand in solidarity, we can accomplish great things and the Labour movement must continue to come together in this great House of Labour and honour the vision of our founders.

This information and much more can be found in the book by Dr. David Frank, *1913-1964 The Early Presidents of the New Brunswick Federation of Labour*. Dr. Frank and the Labour History Project will make a presentation at Convention on our history. I thank them for their tireless work in keeping our history alive for the next generation.

Minimum Wage

During our Convention in May 2011, it was reported that the provincial government asked the New Brunswick Minimum Wage Board to examine a two-tier minimum wage structure for two categories of workers, namely workers in training and workers in the food service sector (linked to tips).

After intense lobbying from labour and social groups, the government announced on February 23, 2012 that they would not proceed with a two-tier minimum wage. Your work stopped the provincial government from introducing a discriminatory measure that would have seen some workers making a lower minimum wage than the rest of New Brunswickers. This is an example of how we can work together to produce positive results and I thank all of those who took the time to contact the Minimum Wage Board and our elected officials.

On July 20, 2011, the provincial government announced that it will be delaying until April 2012 the increase by 50 cents (from \$9.50 to \$10) of the provincial minimum wage scheduled for September 1, 2011. The minimum wage did increase to \$10 on April 1, 2012 where it remains until today.

The Union Advantage

We all know that having a union in the workplace guarantees representation so workers can come together to bargain collectively for better wages, benefits, health and safety, pensions, job security, fair treatment, respect from the employers, etc.

But this union advantage goes beyond the scope of the unionized workplace; it also benefits the community at large. Unionized workers play an integral part in their local economy. Our income allows us to support local business and increase the tax base that pays for public services that everyone needs. Our benefits help support local dentists, chiropractors, therapists, health specialists, etc.

We must be proud of the fact that we make significant contributions to our communities so they are better places to work and live.

The Canadian Labour Congress released a study in August 2012 that shows communities with more union members enjoy relatively higher incomes overall, and support a richer mix of businesses and services that diversify the local economy and add to the overall quality of life for everyone.

The study shows that there were 92,200 union members working in New Brunswick in 2011. That's 29.6% of all employees. Their weekly payroll of over \$84.4 million accounted for 37.2% of the total for the whole province. On average, unionized workers earned \$6.82 per hour more than non-union employees. That union advantage translated into over \$24 million more every week paid into the provincial economy.

In Moncton, there were 15,600 union members in 2011, slightly more than 24% of all employees. Their weekly payroll of \$14 million accounted for almost 32% of the total for the whole community. On average, unionized workers earned \$7.61/hour more than non-union employees. That union advantage translated into an extra \$4.37 million every week paid into the local economy.

In Saint John, There were 18,700 union members in 2011, over 32% of all employees. Their weekly payroll of \$17 million accounted for more than 40% of the total payroll for the whole community. On average, unionized workers earned \$5.90/hour more than non-union employees. That union advantage translated into over \$4 million more every week paid into the local economy to support local businesses and community services.

You will find in your kits cards produced by the NBFL that says "This purchase was paid by my union wages or pension. My Wages=Your profits, think about it!" Next time you make a purchase to any of your local businesses, whether it's the grocery store or restaurant, I ask you to give this card when you pay. It will let the owners know that you care about your community and that it's thanks to your union that you are able to support his or her business.

Labour Disputes

On June 2, 2011, after 7 months of very difficult negotiations, the Canadian Union of Postal Workers initiated rotating strike activity. Among many issues, CUPW wanted to address workplace problems, such as excessive workload, inadequate staffing, and the constant harassment of workers when they are sick or injured. The employer demanded major concessions: the elimination of sick leave, a lower short-term disability plan and lower pay rates and pensions for new hires. The rotating strikes went on in several communities without affecting services to Canadians. On June 10, Canada Post Corporation declared a lock-out and on June 14, the Federal Conservative Government served notice that they will introduce back to work legislation. It's important to note that the Legislation called for lower wages that were put on the table by the employer. Unfortunately the Legislation passed but not without a fight. The NDP led by their Labour critic, Yvon Godin, filibustered the Legislation for 58 hours straight in the House of Commons.

On June 14, 2011, after 10 weeks of hard negotiations, CAW Local 2002, representing 3,800 members at Air Canada, were forced to go on strike after the company refused to remove major concessionary demands on the existing pension plan. On the same day, less than 24 hours after the strike began, the Federal Conservative Government served notice that they will introduce back to work legislation. Thankfully it was not used because a tentative agreement was reached on June 16, but think about the pressure of negotiating knowing the employer has back to work legislation to lean on.

In both of these cases, the action by the government is a clear interference with our fundamental right to free collective bargaining. The rapidity of which both legislations were tabled did set the stage for labour relations in this country and is an undeniable proof that the Government has no respect for workers.

Acadian Coach Lines locked-out the members of the Amalgamated Transit Union Local 1229 on December 2, 2011, cutting off bus services in New Brunswick and Prince Edward Island. They had been negotiating for 11 months and the main issues were wages and job security, they had been without a contract since December 2010. After 5 months, an agreement was reached between the parties on May 6, 2012. ATU had organized an International campaign through Labour Start that generated over 7,000 emails sent to Acadian.

On February 13, 2012 members of UCTE Local 60601, a component of PSAC, working at the Fredericton Airport went on strike. Workers had been without a contract since May 2009 and there was outstanding issues related to compensation and classification and respect in the workplace. They went back to work on October 18, 2012. I want to thank everyone who respected these workers by not crossing their picket line and instead, used other airports. The only way we will make gains as workers is if we stand together in solidarity. It may sometimes be inconvenient, but that's a very small price to pay for standing up for our principles.

Seven (7) employees represented by the Canadian Media Guild, working at three (3) Maritime Broadcasting Services owned radio stations in Saint John (Big John, K-100 and CFBC) have been on strike since June 25, 2012. They are seeking fair compensation and a respectful workplace. Our Brothers and Sister are also looking for a 1st Collective Agreement. Although they fall under Federal jurisdiction, it's important to note that we still don't have First Contract Arbitration provincially. The labour movement has been lobbying for First Contract Arbitration for the past thirty-five years and New Brunswick is one of the last jurisdictions in Canada, along with Alberta and Prince Edward Island, not to have Legislation in place

On June 27, 2012 the City of Moncton locked-out the members of the Amalgamated Transit Union Local 1290, working for Codiac Transport. They had been without a contract since June 30, 2010 and the main

issue was wages: the workers were simply seeking wage parity with the other City of Moncton employees. The lock-out ended on November 30, 2012 after both side ratified a new collective agreement.

I want to thank all affiliates who have supported our sisters and brothers during these disputes. Whether it's through financial donation or a visit on the picket line, your solidarity makes an enormous difference.

The Blair Doucet Youth Summer Camp

Like previous years, the 2011 and 2012 Blair Doucet Youth Summer Camps were a huge success!

In 2011, the NBFL youth camp welcomed 24 young participants, and in 2012, we welcomed 23 young participants. Every one of them will earn a 250 dollars bursary at the time of their high school graduation. This camp enables us to teach youth about: labour history, employment standards, occupational health and safety, sweatshops, our concerns about social programs, and the list goes on. The organized social activities are an integral part of the camp and are always very much appreciated by the youths.

The camp is one week long and takes place at the Université de Moncton, Moncton Campus, the first week of August. The 13th NBFL Blair Boucet Youth Camp will be held from August 5 to 9, 2013.

On behalf of the Executive Council, I would like to thank the instructors, the staff, and the volunteer chaperones that make this experience possible for our youth. A special thank you goes out to the Labour Councils, unions, and Locals who sponsored the youths. Your support is, without a doubt, very important to the success of this camp.

I would like to take this opportunity to encourage affiliates to continue to respond positively at the time of requests for funding, for volunteer services, or youth recommendations. Your support is appreciated and essential in order to ensure the feasibility of future camps. I thank you in advance and the youth thank you in advance.

Conferences

Your Federation, in partnership with the committees and the affiliates, organized 2 conferences and 1 Gala over the last two years.

The fifth NBFL Mid-Term Conference was held June 3-5, 2012 in Saint John with 134 participants. The theme of the conference was: Less taxes – Less services – Less money in our communities. The objective of the Mid-Term was to educate conference participants on the importance of a fair tax system to generate revenue to fund the vital public services that we all need.

On November 17-18, 2011 the Political Education Committee hosted a political education conference. The theme was Labour's Political Engagement. The conference was designed around the questions of why and how unions and their memberships are involved in the political process to advance policy issues of importance to our affiliates. The Committee is planning another conference in the fall of 2013.

On November 3, 2012, the NBFL Women's Committee organized the second NBFL Women in Leadership Gala. During the Gala, Sister Paula Doucet-Jones received the Leadership Award. This Award provides official recognition to a deserving Sister, affiliated to the NBFL, who is currently serving the trade union movement in a leadership role and with distinction.

On behalf of the New Brunswick Federation of Labour, I would like to thank everyone who participated in these conferences. A special thank you to the guest speakers, facilitators, and organizing committees.

Employment Insurance

In 2012, the Harper government introduced major changes to the Employment Insurance program. These changes were introduced in Bill C-38, the mega omnibus budget bill and there was absolutely no consultation with those who directly fund the program: the employers and the employees.

For the first time, the program has now 3 categories of workers, so the government moved away from the notion of equality and created 3 categories of unemployed workers. 1st category: long-tenured workers defined as workers having paid EI for the past 7 to 10 years and over the last 5 years, have received 35 or fewer weeks of benefits. The 2nd category: Frequent claimants defined as workers having 3 claims or more of benefits and received over 60 weeks of benefits in the last 5 years.

The 3rd category: occasional claimants or anybody that don't fit in the previous 2 categories. Each category will have to meet different requirements if they want to receive benefits

The seasonal nature of employment in our province is simply part of the economy. It is not the workers that are seasonal, it's the work. People who work in natural resources, tourism, in some government departments, etc., are laid-off by their employer each year for a period of time because there is simply no work for them to do. Most of these workers now fit into the first two categories and in order to qualify for benefits, they will be forced to accept work outside of their field, for up to 70% less wages and as far as 100 km from their residence. So, when a school bus driver, a tour guide at Parks Canada, a fish plant worker, etc. are laid off they will be forced to accept any type of work outside of their communities. If they tell their potential new employer they will be returning to their usual job, it could be interpreted as a refusal for work and they risk being cut off their benefits. Employers who invested time and money in training these workers are afraid they will lose them. In many rural regions, there is no public transportation, having to travel for an hour will be impossible or will be a heavy burden for many workers.

Another change is the elimination of the regional Boards of Referees, they are replaced, with a Social Security Appeal Tribunal based in Ottawa. The Boards of referees were a tripartite, independent tribunal that was composed of an employer representative, an employee representative and a chair. They were a first level appeal solely for EI decisions that gave workers a chance to have an informal and an in-person hearing to explain their case. The Social Security Appeal Tribunal will not only hear appeals for EI, but will also serve as an appeal process for the Canada Pension Plan and the Old Age Security; therefore will no longer have an exclusive expertise. They will be composed solely of one person appointed by the government; therefore they will no longer be independent and balanced. Finally, they will be based in Ottawa; therefore workers will no longer be able to explain their case in person, but will have to do it over the phone or by videoconference.

New Brunswickers from all walks of life, labour, social groups, first nations and employers have come together and signed petitions, held numerous rallies and send Conservative MPs postcards to tell Harper one simple message: Scrap the changes. They understand that these changes are another attack by the Harper government on workers, their families and our communities and will create a pool of cheap labour that will impact the wages of all Canadians. What we need is an EI program that reflects the needs of Canadian workers and that support our labour market realities in our diverse economy.

Pay Equity

As reported at last Convention, the Pay Equity Act received Royal Assent in 2009. **The legislation ensured implementation of pay equity for public servant, health, education and Crown corporations.** The provincial government also announced that five groups from the private sector will receive pay equity

adjustments beginning in 2010-2011: child-care workers; home support workers; nursing home workers; transition home workers; and community residence workers.

However, since then, the process of evaluating and comparing female-dominated and male-dominated jobs has largely not been completed. This serious delay in the application of the Legislation is totally unacceptable and only furthers the inequalities and the wage gap.

We must ensure that the Provincial Government keep its commitment for pay equity in the public sector and in the 5 private sector groups. Furthermore, we have yet to achieve pay equity for the 67% of women in the New Brunswick labour force who work in the private sector. This is a human rights issue and the Labour movement must continue to support the New Brunswick Coalition for Pay Equity in their work. As you all know, in 2010, Status of Women Canada cut their funding to the Coalition. Since then, they held fundraising campaigns and I know many unions donated generously and I want to thank you all for your commitment.

Occupy Movement

The Occupy movement began in September 2011 in the financial district of Wall Street. The peaceful protest wanted to draw attention on society's social and economical inequalities. Their slogan was *We are the 99%*, referring to the inequalities in wealth distribution, whereas the concentration of wealth is owned by 1% of the population.

The movement grew very fast on the international level and in New Brunswick, we saw the Occupy movement in Fredericton, Moncton and Saint John. Camps were set up in the three cities and the slogan resonated with a lot of people, they got a lot of media attention and it generated public debate.

The movement brought much needed attention on the growing gap between the rich and the poor, and brought grassroots activists, social groups and the labour movement together to work towards a society where no one is left behind.

New Brunswick Advisory Council on the Status of Women

As reported at the last convention, the provincial government announced in March 2011 that it was eliminating the public funding allocated to the New Brunswick Advisory Council on the Status of Women. The NBFL participated in the Ad-hoc committee organized against this cut.

The committee actively lobbied for the provincial government to re-create a publicly funded body to represent the interests of New Brunswick women. The newly created body must be mandated to perform the following functions:

- *Be a strong independent voice for women* in a context where women are under-represented in government and in a province where women struggle for their rights as well as for social and economic equity.
- *Have the capacity to conduct expert research* and to work in collaboration with institutions, community groups, women's advocacy groups and qualified researchers to conduct gender-based research to inform government policies and programs and to ensure that government has a true picture of the realities and challenges that women face in the province.
- *Include a toll-free phone number* to make information on relevant women's programs and services accessible to all women in the province.
- *Support and partnership* for women's interest and equity groups.

Obviously an Advisory Council on the Status of Women is still relevant today, as women have not yet achieved equality in the province. I strongly encourage the Labour movement to continue working towards this goal.

Occupational Health and Safety Review

On April 12, 2013, the Honourable Danny Soucy, Minister of Post-Secondary Education, Training and Labour announced that the government will proceed with a comprehensive review of New Brunswick's workers' compensation system.

It will be co-chaired by the Deputy Minister of Post-Secondary Education, Training and Labour and the President and Chief Executive Officer of WorkSafe NB. The timeframe for this review has not been announced yet but we know that the review will examine:

- the status of recommendations made in previous reviews and their viability for updating our benefits system; the governance of WorkSafe NB and the Appeals Tribunal,
- the claims and appeals processes,
- dispute resolution processes,
- benefit payments and practices,
- the relationship between legislation and WorkSafe NB policy.

The NBFL has always been a strong advocate for workers to have the right to demand a safe, healthy workplace and, if injured, to be treated respectfully and to be compensated fairly. Regretfully, all too often this is not happening. That is why we must be actively involved in this review and to do so, the NBFL will require the assistance of all affiliates.

CLC Activities

As NBFL President, I attended the Canadian Labour Congress Canadian Council meetings, which took place in Ottawa. I also attended the CLC's Political Action Conference in Toronto from March 22-24, 2013.

The theme for the Political Action Conference was *Stand Up for Fairness*. More than 1500 union activists attended, making this the largest political action conference in CLC's history. Many educational workshops were offered where we were asked to share strategies and tactics to engage with both union members and the broader community in the context of the challenges and opportunities facing the labour movement today.

As you all know, the Labour movement has been under attack in this country from our fundamental right to free collective bargaining, Bill C-377, Right to work, the Rand Formula, etc. There are solutions to these attacks which will require the labour movement to come together, mobilize and speak with one voice. The CLC campaign that was launched in Toronto will bring together all unions in Canada to advance labour's issues as vote-determining issues and rebuild confidence and support for unions in our workplaces, our communities and across the country.

The CLC has also undertaken a very important and much needed national campaign on Child Care. Facts are: Almost 70% of mothers with children under five are working. There are only enough regulated spaces for about 19% of children aged zero to 12. For many families, child care is the second highest expense after housing. Quebec's child care program increased the number of women in the workforce by 3.8 per cent, pumping an additional \$5.2 billion into the Quebec economy and boosting the province's gross domestic product by 1.7 per cent.

The campaign is being held in 3 phases and we can all participate. I encourage you to visit the website: rethinkchildcare.ca, to learn how you can help all working families have affordable, quality public child care.

Fiscal situation

Our provincial government keeps telling all of us that we have a spending problem in New Brunswick, but the NBFL along with our affiliates and social groups say what we have is a revenue problem.

The government's fiscal reform of 2008, whereas income taxes of wealthy individuals and corporations were drastically reduced, deprived our province of hundreds of millions of dollars. The research done by the Common Front for Social Justice shows that If the province returned to the 2008 tax rate, its revenues would increase by 238 million dollars.

The NBFL participated in the pre-budget consultations and made important recommendations to the Government. Among the highlights, we recommended maintaining an adequate level of public services: governments receive the highest economic returns on their investments, not by making tax cuts, but by investing in people. Returning to a fair and progressive tax system where the more money you earn, the higher the percentage of tax you pay. It is more equitable to tax income rather than consumption and services. Maintaining New Brunswick Liquor as a Crown Corporation: New Brunswick Liquor Corporation is one of the most efficiently run liquor agencies in the country. It generated \$164.1 million in profit in fiscal year 2011-2012. Over the past four years, it contributed \$620 million to the provincial economy. This is a powerful way of raising government revenue. It is not in the best interest of New Brunswickers to privatize any crown corporation. No to public-private partnerships: Studies show that P3 projects in New Brunswick, Canada and around the world have cost governments more money and have taken longer to build than building and financing public infrastructure projects the traditional way.

The New Brunswick Federation of Labour believes that a balanced approach is needed to redress the fiscal challenges faced by our province. It must include ways to generate revenue, be progressive to benefit all New Brunswickers and include ways to spend more efficiently.

Temporary Foreign Worker Program

The TFWP is not immigration, it's exploitation. These workers, many of who are desperately seeking a better life, are being used to create an underclass to drive down the wages and working conditions of Canadians. It's not fair to them or to their Canadian co-workers.

The Harper Government expanded the TFWP in 2012, the changes were made in Bill C-38, the mega omnibus budget bill. It made it easier for employers to bring in cheap labour as they are now allowed to pay temporary foreign workers 15% less than the average market wage. Just like the employment insurance changes, this is just another example of Harper's low-wage strategy. Furthermore, the federal government announced in December 2012 that these workers will no longer be eligible to receive Employment Insurance benefits, although they are still required to pay in the system.

With 1.3 million Canadians that are unemployed and several hundred thousand that are underemployed, our focus should be on a national labour force training and development strategy. It would indeed be more productive to invest in training, recruitment and the retention of Canadian workers. Furthermore, the TFWP must be more accountable and transparent by publishing a list of employers who are using the program so Canadians may have access to information on job opportunities.

Labour History of New Brunswick

The New Brunswick Labour History Project was organized almost ten years ago, and in 2005 received a five-year grant of funding from the taxpayers of Canada, under the Community-University Research Alliance program of the Social Sciences and Humanities Research Council of Canada. This funding recognized the importance of workers in the history of modern Canada. For many years, this Federation

has supported research in the history of workers in this province. When this project was organized by researchers at the University of New Brunswick and the Université de Moncton, we became strong partners in the project, and we have benefited in many ways from the project activities.

Many of our veteran members have been interviewed, and the recordings have been transcribed and deposited at the Provincial Archives of New Brunswick and the Centre d'études acadiennes Anselme-Chiasson. Our documents have been deposited at the Provincial Archives where they will be preserved and used as a major source for provincial history for years to come. We have seen many presentations at conventions, workshops and public events, and we have distributed posters, pamphlets and booklets prepared by the project team, all produced in both languages. The project website, www.lhtnb.ca, includes features on the history of the Federation, including a searchable database of executive officers since our founding in 1913. Since 2010 we have participated in the annual Heritage Fairs that involve thousands of students in schools throughout the province, where we sponsor the New Brunswick Labour History Awards for projects "recognizing the place of workers in New Brunswick history". At this convention at the beginning of our centennial year, we are welcoming the publication of *Provincial Solidarities: A History of the New Brunswick Federation of Labour / Solidarités provinciales : Histoire de la Fédération des travailleurs et travailleuses du Nouveau-Brunswick*. Every registered delegate at this convention is entitled to receive one free copy of this book, in the language of your choice. This book tells our story for all union members and citizens in New Brunswick and will also be valuable for trade unionists and students of labour history in all parts of Canada.

Although the Labour History Project has completed its formal work, efforts to keep our members and the public informed about the place of workers in provincial history will continue to need attention. The results of this project are a major resource for labour education. Members of the team continue to be active in research and publication and to participate in workshops and other forms of public history. The Federation will also continue to undertake activities in this area.

Strategic Planning

In 2012, the NBFL undertook to draft a strategic plan to identify the key areas in which we must perform well to represent the interests and concerns of our members and the working people of New Brunswick in an effective and efficient manner. We met 3 times: on April 20, 2012, August 29, 2012 and March 18, 2013. In those planning sessions, participants identified four key performance areas.

A motion was adopted at our last Executive Council that we would bring forth a strategic plan to this convention. You will find this strategic plan in your kits. It includes four strategic direction based on the key performance areas we had identified. The plan clearly sets out goals and the actions we must carry out to achieve those goals.

We will have a presentation during the convention to further explain the strategic plan and we welcome any questions and feedback.

Retirement Security

Retirement security remains a serious concern for many of our members and New Brunswick Workers. In May 2012, the provincial Task Force on Protecting Pensions unveiled its new pension plan model. The task force was mandated to examine the long-term stability and security of pensions in New Brunswick. The shared risk pension plan that was introduced is based on the Dutch model which applies proven risk management methods to pension plans. Several public and private unions in the province

endorsed the shared risk pension plan because it was the best approach to ensure sustainable, affordable and it secures retirement benefits for their members.

The CLC is continuing their campaign to expand the Canada Pension Plan, improve the guaranteed income supplement and establish a pension insurance fund so everyone can have retirement security.

Thanks to the hard work of the CLC staff and affiliates, the campaign is going very well. Intense lobbying to key provincial and federal politicians resulted in the federal, provincial and territorial Finance Ministers now looking into a modest increase to the CPP. This is a step in the right direction.

Any changes to the CPP require a Constitutional amendment, which requires the support of at least two thirds (2/3) of the provincial Legislative Assemblies representing at least fifty per cent (50%) of the population of all the provinces. The good news is, two thirds (2/3) of the provinces now support the CLC's position. The next meeting of all Finance Ministers will be held in June 2013 and the CPP will be on the agenda.

In January of 2012, while in Switzerland, Stephen Harper announced plans for future cuts to the Old Age Security and that the age of eligibility would increase from 65 to 67 years old. This announcement took all of us by surprise since he had made no mention of it during the Federal election held 9 months earlier.

The Federal budget of March 2012 did confirm that the age of eligibility would increase for those less than 53 years old as of March 31, 2012. The good news is, this put the implementation date in 11 years, with at least 2 federal elections to go in between. That leaves us time to replace this government with one that will reverse this decision.

GrowthWorks – Atlantic Venture Fund

2012 was another active year on the investment front for the Atlantic Venture Fund team, both from the perspective of existing portfolio companies and new investment opportunities.

We completed three follow-on investments in Virtual Expert Clinics, Origin Biomed and Clear Risk which are all existing portfolio companies. We have been quite focussed on working with all our portfolio companies in helping them address challenges and capitalize on opportunities in the market place where they exist.

Again in 2012, STI (Sampling Technologies) had another banner year in terms of sales growth and profitability and we are extremely pleased with this company's progress and the impact it will have on the future returns for the Atlantic Venture Fund.

We made two new investments in 2012, one in 2nd Act Innovations based in Halifax and the second in IntroHive based in Fredericton. Both companies have experienced management teams and are introducing creative technology solutions to the customer base they are targeting.

2nd Act's software solution called Oris4 allows organizations to easily store, find and use/share digital information wherever it is stored in a timely fashion. IntroHive's software creates a more effective sales process for enterprises that will yield higher sales conversion rates and increase revenue for client companies. Since we completed our investment in the fall of 2012, IntroHive has experienced significant growth and now employs more than 30 professionals, including the former Chief Marketing Officer for Radian 6.

Fundraising has declined in recent years for across most venture capital categories in Canada. The GWAVF followed this trend in 2012 raising \$1.7 million of which \$1.4 million came from New Brunswick residents.

The Canadian venture capital community was surprised by the federal government's announcement in the 2013 Budget to phase out the 15% federal Labour-Sponsored Venture Capital Corporation ("LSVCC") tax credit by 2017. The federal tax credit will be reduced to 10% in 2015 and 5% in 2016 before being eliminated in 2017. GWAVF is working with the other LSVCCs across Canada and with the Canadian Venture Capital Association to engage the Federal Government and the Department of Finance in a formal consultation process on this matter.

Despite this recent news, 2013 is shaping up to be a very exciting year for many of our portfolio companies and we look forward to reporting these successes to you as they are realized.

Conclusion

It was a privilege for me to work with all of you for the last 8 years .I would like to thank members of the Inner Executive and the Executive Council for all your work and your exceptional devotion to the NBFL and the Labour movement. Thank you to everyone who served on various Federation committees. Your time and relentless work were very much appreciated.

I would like to thank all affiliates and labour representatives for your cooperation and your assistance. Members represent the base of our Federation and your support is indispensable to our good operation.

A very special thank you goes to the members who participated in rallies, lobbies and countless other activities. Yours participation is what gives it the strength and success.

My deepest gratitude goes to the NBFL staff. They are working very hard on your behalf. Anne Robichaud, Executive Assistant Jody Dallaire, Communications and Research / Financial Administrative Assistant. Also to Alice Leblanc, part-time Financial Administrative Assistant

In the coming two years, we will honour the past and build the future.

All workers in New Brunswick deserve a safe and healthy workplace and when injury occurs, we need to ensure that the laws in place respect a fair compensation.

In New Brunswick there is no place for public private partnerships. We deserve strong public services and public delivery.

We will continue to lobby toward a fair tax system where Corporations and wealthy individuals pay their fair share in taxes.

All New Brunswick workers also deserve:

- Public Child care system – Not for profit
- Pay equity legislation for the private sector and public sector
- First contract arbitration

Last but certainly not least, I want to welcome delegates, all new affiliates and new delegates.

100 Years of Solidarity – Honouring the Past-Build the Future!
Have a good convention

In solidarity,
Michel Boudreau

Over the past two years, I had the pleasure of traveling throughout the province to work with affiliates and New Brunswick workers. Here are the details:

June 2011

- 2 Media Interviews with CBC and Le Journal L'Étoile. Moncton and Dieppe
- 3 Press Conference with the New Brunswick Coalition for Pay Equity. Re: Pay Equity in child care and home care. Moncton
- 6 Morning: office & meeting with the 2nd Vice-President in Bathurst for dinner
Rotating strike at the Dieppe postal plant for 24 hours.
- 7 Apprenticeship and Occupational Certification Board Meeting. Miramichi
- 8 Morning: office and afternoon drive to Halifax
- 9 Meeting of the GrowthWorks Atlantic venture fund LTD. Board. Halifax
- 10 Office all day
- 11 Rally to support CUPE Local 1190 at MacDonald Farm. Miramichi
- 13 Meeting with Secretary Treasurer –Moncton
- 14 Picket line with CAW Local 2002 – Moncton Airport and CUPW Picket line in Dieppe
- 15 Morning: office. Afternoon: Meeting with Martine Coulombe Minister Post Secondary, Education, Training & Labour–Fredericton. Evening: Picket line with CAW Local 2002 at Moncton Airport
- 16 Office and picket line with CUPW and CAW Local 2002. Dieppe and Moncton
- 17 Office and picket line with CUPW. Dieppe
- 20 Rally to support CUPW and picket line. Bathurst
- 21 Picket line to support CUPW in Tracadie and Rally to support CUPW and Picket line in Campbellton
- 22 Picket line to support CUPW. Campbellton
- 23 Morning: office. Afternoon: Rally to support CUPW. Fredericton
- 24 Office all day
- 27 Apprenticeship and Occupational Certification Board Meeting. Fredericton
Conference call for the Blair Doucet Youth Summer Camp

- 28 Morning: Office meeting with Secretary-Treasurer-Moncton. Evening: Town Hall: CETA IS A BAD DEAL. Halifax
- 29, 30 Office

July 2011

- 4 Office
- 5 Meeting with Tom Mann, Executive Director New Brunswick Union of Public and Private Employees.
- 6 Press conference with the Common Front of Social Justice and office
- 7 Office
- 8 Meeting with the Inner Executive
- 11-15 Vacation
- 18 Office
- 19 -22 Meeting with all presidents of the provincial Federations of Labour. Vancouver
- 25-29 Office

August 2011

1 Blair Doucet Youth Summer Camp. Moncton
2-5 Blair Doucet Youth Summer Camp and office in the morning.
8-10 Office
11-19 Vacation
17 PSAC rally in support of the 150 members who were laid-off. Shediac
21 Pride parade. Moncton
22-24 Office
25, 26 PSAC rally in support of members who were laid-off. Bathurst
29-30 Office

September 2011

1 Office
4 Labour Day. Moncton
5 Labour Day. Bathurst
6, 7 Office
8 Office & coalition meeting Common Front. Moncton
9 Meeting with the Inner Executive. Moncton
10 CUPE Eastern Municipal Workers Conference. Moncton
12, 13 Office
14, 15 NBFL Executive Council meeting. Moncton
16 Meeting with Literacy Coalition of New-Brunswick. Fredericton
19 Meeting with Air Canada CUPE members discussion Air Canada strike and CAW. Dieppe
Meeting at Delta Moncton with Leaders of 18 Union Federal Public Service .
20 Office & meeting with Common Front. Moncton
21 Office
22 Office & meeting with NBFL Secretary- Treasurer. Moncton
23 Office
25 Meeting with NDP. Moncton
26 BCTGM Conference. Moncton
27 Morning: Office and Halifax
28 Meeting of the GrowthWorks Atlantic venture fund LTD. Board. Halifax
29, 30 Conference Saving the plant and creating Jobs. Fredericton

October 2011

3 Office
4 Apprenticeship and Occupational Certification Board Meeting. Fredericton
5 Fredericton and Edmundston
6 Press Conference with CEP re: Launch of the Victims of Brookfield Campaign. Edmundston.
Meeting for Blood Services. Saint John
11 Office and meeting with Occupy Moncton. Moncton
12 Office and meeting with Occupy Moncton. Moncton
13 Office
15 Cupe local 5017 Convention meeting with Occupy Fredericton. Fredericton
Evening: meeting with Occupy Moncton. Moncton
17 Office
18 Apprenticeship and Occupational Certification meeting. Fredericton
19 Office & Edmundston

- 20 Meeting with UFCW Local 503, Nadeau Maple Lodge. Edmundston
- 21 Office
- 22 Meeting with Occupy Moncton. Moncton
- 24-26 Office
- 27 Morning: sick. Afternoon: Conference pay equity. Dieppe
- 28 Morning: Office, New Brunswick Federation of Union Retirees Convention. Saint John
- 31 Office

November 2011

- 1 Meeting with Secretary Treasurer. Moncton
- 2, 3 Office
- 4 Meeting of the GrowthWorks Atlantic venture fund LTD. Board. Fredericton
Evening: Conference of the Maritime Council of Machinists. Moncton
- 5 AGM of the Coalition for Seniors and Nursing Home Residents' Rights. Moncton
- 7 Meeting with the Inner Executive. Moncton
- 8 Office
- 9 Apprenticeship and Occupational Certification Board meeting. Fredericton
- 10 Meeting with Occupy Moncton. Moncton
- 12 Rally with Occupy Moncton. Moncton
- 13-15 CLC Canadian Council meeting. Ottawa
- 16 Office
- 17 NBFL Political Education conference. Moncton
- 18 NBFL Political Education conference. Moncton
Evening: CAW Health and Safety Conference. Halifax
- 19 - 30 Anniversary CUPE Local 2464's 13 Month Strike. Mill Cole
- 21 Sick
- 22 Meeting with NDP. Moncton
- 23 Rally CUPE lawn of the Legislative Assembly. Fredericton
- 24 Office
- 25 NBFL Mid Term organizing committee meeting. Fredericton
- 28 Office
- 29 Office. Evening: David Rouse Retirement. Sussex
- 30 Legislative Assembly. Fredericton

December 2011

- 1 Office and meeting with Occupy Moncton
- 2 Picket line with ATU Moncton and meeting with Occupy Moncton executive. Dieppe
- 5 Picket line with ATU Moncton and office
- 6 Meeting of the Growthworks Atlantic venture fund LTD. Board. Halifax
National Day of Remembrance and action on Violence against Women. Riverview
- 7 Office & blood service meeting. Saint John
- 8 Morning: AUNBT at UNB Saint John
Legislative Assembly. Fredericton
- 9 AUNBT at UNB Fredericton
- 12 Picket line with ATU Moncton and office
- 13 GrowthWorks committee meeting. Fredericton
- 14 Office
- 15 Legislative Assembly. Fredericton

- 16 Office and Picket line with ATU. Moncton
- 19 Office and Rally with red cross workers, Minister's office. Moncton
- 20 Office and Picket Line with ATU. Moncton
- 21-23 Office

January 2012

- 4-6 Office
- 9-12 Office
- 13 Office and Radio-Canada
- 16 Office and meeting with Secretary-Treasurer. Moncton
- 17 Pre Budget consultation with Minister of Finance Blaine Higgs. Sussex and Moncton
- 18 Office
- 19,20 Pre Budget consultation with Minister of Finance Blaine Higgs. Bathurst
- 23 Pre Budget consultation with Minister of Finance Blaine Higgs. Woodstock
- 24 Public Blood service meeting. Saint John
- 25 Apprenticeship and Occupational Certification Board meeting. Fredericton
- 26 Meeting of the Mid-Term organizing Committee. Dieppe
- 27 Office
- 30 Office
- 31 Meeting with Dr Kellie Leitch Parliamentary secretary to the Minister of Human Resources and skills Development. Moncton

February 2012

- 1-3 Office
- 6-8 Office
- 9 Lobby on Pensions and CPP at MP Robert Goguen's office, Moncton, MP Keith Ashfield's office in Fredericton
- 10 Lobby on Pensions and CPP at Bernard Valcourt's office. Edmundston
- 13 Office
- 14 PSAC picket line at the Fredericton Airport
- 15 Inner executive meeting. Moncton
- 16 Meeting with Secretary-Treasurer. Moncton
- 17 PSAC picket line at the Fredericton Airport
- 18 Office
- 20 Meeting of the Mid-Term organizing Committee. Dieppe
Shale Gas Fracking Meeting. Sackville
- 21 Office
- 22 Meeting with Secretary-Treasurer and Meeting on Pensions and CPP. Bathurst
- 23, 24 Office
- 27-29 Vacation

March 2012

- 1-6 Vacation
- 7 Office
- 8 Office and International Women Day luncheon. Moncton
- 9 Office and Conference call with the Inner Executive
- 12 Office Meeting with Minister Marie-Claude Blais. Moncton
- 13 Office and drive to Saint John for Inner Executive Meeting at 6:00

- 14, 15 NBFL Executive Council. Saint John
- 16 Meeting with USW. Bathurst
- 19-23 Office
- 26 Office
- 27 Legislative Assembly tabling of the Budget. Fredericton
- 28 Office
- 29 Office and Federal Budget watch. Moncton
- 30 Meeting of the NBFL Mid-Term organizing Committee. Dieppe

April 2012

- 2 Office
- 3 Meeting of the Inner Executive. Moncton
- 4, 5 Office
- 10, 11 Office
- 12-14 CUPE NB Convention. Fredericton
- 15 NB NDP Convention. Saint John
- 16 Office and Meeting with MP Robert Goguen. Moncton
- 17 Office morning & Halifax afternoon
- 18 Meeting of the Growthworks Atlantic venture fund LTD. Board. Halifax
- 19 Office
- 20 NBFL Strategic Planning session. Moncton
- 21-24 CLC Executive Council meeting. Ottawa
- 25 Office
- 26 CUPE Local 1251 Convention
- 27 Overcoming Poverty Together. Fredericton
- 28 Day of Mourning. Moncton
- 29 Day of Mourning. Atholville

May 2012

- 1 Morning: Picket line at the Fredericton Airport. Afternoon: Rally from Moncton City Hall to MP Robert Goguen's office . Evening: May Day festivities. Moncton
- 2 Office and Interview with Radio-Canada on changes to Employment Insurance.
- 3-18 Vacation
- 22 Mid Term organizing committee meeting. Dieppe
- 23 Office
- 24 Office. Radio and TV Interview Issue Re: Bill C38, changes to EI
- 25 Office and Radio CJSE Interview Re: Bill C38, changes to EI
- 26 CUPE Local 1418 Convention. Miramichi
- 28 Office
- 29 Meeting Coalition for Seniors and Nursing Home Residents' Rights. Moncton
- 30 Legislative Assembly and Solidarity Casseroles rally Victoria Park. Moncton
- 31 Office

June 2012

- 1 The Frank & Ella Hatheway Labour Exhibit Center opening. Saint John
- 2 Morning: Anti Fracking Rally. Moncton Afternoon: drive to Saint John for Mid term
- 3-5 Mid-Term. Saint John
- 6 Morning: Office. Afternoon drive to Halifax

- 7 Meeting of the Growthworks Atlantic venture fund LTD. Board. Halifax
- 8 Sick
- 11 Office, Rally to oppose Bill C 38 in front of MP Robert Goguen's office. Moncton
Evening: Meeting re: Bill C38. Fredericton
- 12 Apprenticeship and Occupational Certification Board Meeting. Fredericton
- 13 Office and rally to oppose Bill C 38 in front of MP Robert Goguen's office
- 14 Rally and press conference to oppose Bill C 38 at MP Keith Ashfield's office. Fredericton
- 15 PSAC press conference. Bathurst
- 16 Meeting with Secretary -Treasurer
- 18, 19 Office
- 20 Office and meeting with the Inner executive. Moncton
- 21, 22 Office
- 24 Rally Bill C38 Employment Insurance Action Committee. Tracadie
- 25 Office
- 26 Attend media release support of Mohammad Mahjoud. Fredericton
Evening: Issue Health care. Moncton
- 27 Morning: office. Afternoon: Workshop Rebuilding New Brunswick Economic
Development Action Plan future labour Market need. Fredericton
- 28, 29 Office

July 2012

- 3 Office
- 4 Office and Picket line Canadian Media Guild. Saint John
- 5, 6 Office
- 8 Rally to oppose Bill C38 and the Employment Insurance changes. Bathurst
- 9 Office
- 10 Office and PSAC Airport Picket line. Fredericton
- 11-13 Office
- 16 Office and Rally at Moncton City Hall ATU lockout
- 17-20 Office
- 23 Office
- 24-27 Meeting of Canadian Federations of Labour Presidents. Halifax
- 28 Rally at Crane Mountain Landfill, Fundy Linen CUPE Local 2291
- 29 Rally to oppose Bill C38 and the changes to Employment Insurance. Saint-Quentin
- 30 Meeting with Minister Reith Ashfield. Fredericton
- 31 Office

August 2012

- 1 Office and Picket line Canadian Media Guild. Saint John
- 2, 3 Office
- 6 Blair Doucet Youth Summer Camp. Moncton
- 7-10 Office and Blair Doucet Youth Summer Camp
- 11 Rally to oppose Bill C38 and the Employment Insurance changes. Shippagan
- 12 Labour Issue & NDP Meeting. Fredericton
- 13-15 Office
- 16 Sick
- 17 Office
- 19 Pride Parade. Moncton

20 Office and meeting with Secretary-Treasurer
21 Vacation
22 Attend press conference Canadian Media Guild. Saint John
23, 24 Vacation
27 Office
28 Apprenticeship and occupational Certification Board Meeting. Fredericton
29 NBFL Strategic planning session. Moncton
30 CLC Press conference. Moncton
31 Office

September 2012

2 Labour Day. Moncton
3 Labour Day. Dalhousie and Bathurst
4-6 Office
7 Meeting of the Inner Executive. Moncton
10-12 Office
13 Labour Issue Post- Secondary Education, Training & Labour. Fredericton
14 Rally Canadian Media Guild. Saint John
15 PSAC Event We are All Affected Campaign. Bouctouche
17 Office
18 GrowthWorks committee meeting. Fredericton
19, 20 NBFL Executive Council Meeting
21 Office
24 Meeting of the GrowthWorks Atlantic venture fund LTD. Board Halifax
25-27 Office
28 Literacy Coalition of New Brunswick meeting. Fredericton

October 2012

1 CLC Workshop on migrant Labour and immigration issues. Moncton
2-11 Vacation
12 Office
15 Apprenticeship and Occupational Certification Board Meeting. Fredericton
16, 17 Office
18 Office and USW meeting. Amherst
19 Office
20 CUPE Local 5017 convention. Fredericton
22 Morning: ATU Local 1290 Picket and office.
Evening: NBNU convention. Moncton
23 NBNU convention. Moncton
24 NBNU convention and rally with ATU Local
19 Office and Employment Insurance committee meeting. Dieppe
20, 21 Office
22-24 National Leaders Summit and CLC Stand Up for Fairness. Toronto
26, 27 Provincial Budget. Fredericton
28 Office

November 2012

- 1, 2 Office
- 3 Afternoon: Meeting of the Inner executive. Evening: Women in Leadership Gala. Moncton
- 5 Office
- 6, 7 ATU Local 1290 Picket and office
- 8 Office
- 9 Board Meeting of the Coalition for seniors and Nursing Home Residents' Rights. Riverview
- 12, 13 P3 Conference. Fredericton
- 14 Office and Halifax
- 15 Meeting of the Growthworks Atlantic venture fund LTD. Board. Halifax
- 16 Office
- 18 Rally to oppose the changes to EI. Tracadie-Sheila
- 19, 20 CLC meeting. Ottawa
- 21, 22 Office
- 23 AGM of the Coalition for Seniors and Nursing Home Residents' Rights. Moncton
- 26 Office
- 27 Rally Anti-Fracking and Legislative Assembly. Fredericton
- 28 Legislative Assembly and CUPE meeting. Moncton
- 29 Office and meeting against the changes to Employment Insurance. Bouctouche
- 30 Meeting organized NBFL regarding WorkSafeNB. Fredericton

December 2012

- 3 Office and CLC meeting on migrant Labour and immigration issues. Moncton
- 4 PSAC meeting federal public sector job loss in Atlantic Canada. Moncton
- 5 Office
- 6 Office and Candlelight Vigil National Day of Remembrance and Action on Violence against Women. Riverview
- 7 Office and lights Santa Village (baby food). Dieppe
- 10 Rally to oppose the EI changes at MP Robert Goguen's office in Moncton and MP Tilley O'Neil- Gordon. Miramichi
- 11 Office
- 12 Office and Meeting with Darren McLeod Atlantic Ballet Theatre of Canada. Moncton
Meeting with Premier Davis Alward on the changes to Employment Insurance. Fredericton
- 13, 14 Office
- 17 Office and meeting against the changes to Employment Insurance. Shediac
- 18-21 Office
- 28 President New Year Message to the Media and Radio interview
- 31 Media interview on the President's New Year Message

January 2013

- 2, 3 Office
- 4 Rally MP office Robert Goguen - Moncton & office
- 7, 8 Office
- 9 Rally Idle No More and office
- 10 Office
- 11 Employment Insurance Committee meeting. Dieppe
- 14, 15 Office

- 16, 17 Office and Apprenticeship and Occupational Certification Board meeting. Fredericton
- 18 Office
- 21 Attend press conference with the Canadian Media Guild. Moncton
- 22 Rally against the changes to Employment Insurance. Miramichi
- 23-25 CLC Employment Insurance Committee meeting. Ottawa
- 26 Employment Insurance Rally MP Bernard Valcourt at the Delta Moncton
- 27 Employment Insurance Committee meeting. Dieppe. Idle No More. Sackville. Pre-Budget Consultation. Moncton
- 29 Office
- 30 Inner executive meeting. Moncton

February 2013

- 1 Office
- 4 Office and Employment Insurance committee meeting. Dieppe
- 5, 6 Office
- 7 Morning: Meeting GrowthWork. Afternoon: Pre Budget consultation with Minister of Finance Blaine Higgs. Fredericton
- 8 Office
- 11 Office and Employment Insurance Press conference. Moncton
- 12, 13 NBFL Executive Council Meeting. Moncton
- 14 Sick
- 15 Sick and Employment Insurance conference call
- 19 Office
- 20 Rally against Employment Insurance changes. Richibucto
- 21, 22 Office
- 25 Office and Saint John to attend Common Cause meeting P3 Water conference call NB Health Care Coalition .
- 26 Office
- 27 Rally against the changes to Employment Insurance in Shediac and office
- 28 Vacation

March 2013

- 1-15 Vacation
- 18 Office and Strategic plan committee. Moncton
Insurance. Sussex
- 5 Office and Press Conference in front of
Brother Boudreau thanked Professor Frank and presented him with the 100th Anniversary Pin.
NBFL Honor Role Presentation
John Gagnon, made the presentation MP Robert Goguen's office, mourning the loss of EI
Boards of Referees. Moncton
- 6 Rally against the changes to the Employment Insurance. Bouctouche
- 8 Office and Halifax
- 9 Meeting of the Growthworks Atlantic venture fund LTD. Board. Halifax
- 10-13 CUPE NB Convention. Fredericton
- 16 Office
- 17 CUPE 1251 Convention. Fredericton
- 18 Office
- 19 Sick

- 22 Rally against the closing of laundry facilities in the Foyer Notre Dame. Saint-Leonard
- 23 Office and Employment committee meeting
- 24, 25 Office
- 26 Rally Canadian Media Guild. Saint John
- 27 Rally against the changes to Employment Insurance, Edmundston
- 28 Day of Mourning. Atholville
- 29 Office
- 30 Association of University of New Brunswick Teachers AGM. Fredericton

April 2013

- 2 Office
- 3 Office and Kent region Labour Issues. Kent
- 4 Office and meeting against the changes to Employment Insurance. Sussex
- 5 Office and Press Conference in front of MP Robert Goguen's office, mourning the loss of EI Boards of Referees. Moncton
- 6 Rally against the changes to the Employment Insurance. Bouctouche
- 8 Office and Halifax
- 9 Meeting of the Growthworks Atlantic venture fund LTD. Board. Halifax
- 10- 13 CUPE NB Convention. Fredericton
- 16 Office
- 17 CUPE 1251 Convention. Fredericton
- 18 Office
- 19 Sick
- 22 Rally against the closing of laundry facilities in the Foyer Notre Dame. Saint-Leonard
- 23 Office and Employment committee meeting
- 24, 25 Office
- 26 Rally Canadian Media Guild. Saint John
- 27 Rally against the changes to Employment Insurance, Edmundston
- 28 Day of Mourning. Atholville
- 29 Office
- 30 Association of University of New Brunswick Teachers AGM. Fredericton

Duly, moved, seconded and carried that the President's Report be referred to the Officer's Report Committee as reported.

History Project in New Brunswick

Dr.. David Frank of the Labour History Project in New Brunswick and history Professor at the University of New Brunswick presented for the first time his newest book *Provincial Solidarities, A History of the New Brunswick Federation of Labour*, to celebrate our 100th Anniversary.

All delegates will receive a copy in the language of their choice.

NBFL Honour Roll

Val Ward, John Gagnon and Ed Levert's children presented Ed Levert as recipient
 Brother Raymond Leger and Brother George Vair introduce Terry Carter as recipient

Adjournment at 9:05

MONDAY MAY 27, 2013

The Convention resumed at 9:10

Paula Doucet-Jones presented the second report of the Credentials Committee as follows:

CREDENTIAL COMMITTEE (SECOND REPORT)	
SUBTOTAL OF VOTING DELEGATES (PREVIOUS REPORT)	159
LABOUR COUNCILS	0
LOCALS OF NATIONAL UNIONS	2
LOCALS OF INTERNATIONAL UNIONS	22
NEW BRUNSWICK FEDERATION OF LABOUR	0
TOTAL VOTING DELEGATES	183
FRATERNAL DELEGATES	9
GUESTS	6
OBSERVERS	14
MEDIA	1
TOTAL	213

All delegates met the Convention criteria.

Duly moved, seconded and carried that the first partial report of the Credentials Committee be adopted as presented.

Report of the Secretary Treasurer:

John Gagnon, Secretary-Treasurer, presented his report as follows:

**Report of the Secretary-Treasurer
to the 51st Convention of the
New Brunswick Federation of Labour
Saint John – May 2013**

It being my responsibility as Secretary-Treasurer to issue the official convention call and invitations, I want first to extend to all delegates, guests and observers, a warm welcome to the 51st Convention of the New Brunswick Federation of Labour. This year marks a special year for our organization as it is our 100th anniversary.

Please enjoy your stay in Saint John and the fine hospitality and social events organized by our convention host, the Saint John and District Labour Council. I want to take this opportunity to thank the Labour Council's President, Ron Oldfield and his hard working team of volunteers, for a job well done.

It is with great pleasure that I offer my first report as Secretary-Treasurer of the New Brunswick Federation of Labour.

The President's Report outlines many of the activities undertaken on your behalf. However, all of our efforts require resources and funding, whether it is: defending our rights to free collective bargaining, a guarantee of healthier and safer workplaces and adequate worker's compensation, fighting for our social programs, including employment insurance and retirement security, as well as to cover the regular operating costs of your Federation.

Article 7 of the NBFL Constitution requires the Secretary-Treasurer to submit a report and financial statement to each convention. Accordingly, I am pleased to submit my first report as Secretary Treasurer and to inform you about financial and other related matters for the period of June 2011 to May 2013.

It is important that all delegates have a very clear understanding of NBFL finances and our ability to deliver the services expected by our affiliates. I have prepared a very thorough and complete report for you. This will ensure that your decisions on convention issues are made with full knowledge of our financial capacity.

Financial Highlights

The audited financial statements have been prepared by the chartered accountant firm *Allain & Associates, CGA*. Allain & Associates, CGA is the same accounting firm that the NBFL has used in past years. Their audit results for the financial year 2012 are attached and include comparative figures for the previous year.

A critical end of year financial figure for the NBFL is the General Fund balance. This represents the non-restricted funds available to run our regular operations. According to our audited report by Allain & Associates, as of **December 31, 2012**, the NBFL accumulated operating surplus, the **General Fund balance, stood at \$35,953**. At our last convention, the General Fund balance was \$90,042. The NBFL depleted its past accumulated surpluses to compensate for the loss in membership incurred over the past two years. More details on this will follow later in my report.

At year-end 2012, our capital assets were \$12,079. This is relatively unchanged over the past two years. No capital equipment purchases were made in 2012. In 2010, our capital assets stood at \$13,889.

As of December 31, 2012, the restricted fund balance was \$94,458. The corresponding figure for 2010 was \$133,773. Restricted funds include the NBFL scholarships program assets, Youth Camp Funds and the standing committees.

Our combined assets including both restricted and unrestricted funds, as well as capital assets, totaled **\$273,344** at December 31, 2012. Liabilities amounted to \$53,532 and consisted of \$5,052 in accounts payable and accrued liabilities and \$48,480 for employee severance benefits payable. After accounting for these liabilities, net assets were \$219,812 compared to \$237,704 at the end of 2011.

A more detailed accounting of our 2012 financial results follows.

General Operations

The NBFL recorded a deficit on general operations of \$54,937 for the financial year 2012. The previous year, the NBFL also incurred an operating deficit in the amount of \$9,166.

General revenue in 2012 totaled \$488,341, a decrease of \$50,626 over 2011. Expenses also decreased, but not at the same rate as general revenue. Expenses decreased by \$6,502, down from \$552,749 (2011) to \$546,247 (2012).

Revenue

Per capita tax revenue went down from \$514,242 in 2011 to \$465,324 last year, a decrease of \$48,918. This is due to a decrease in membership, which will be reviewed in more detail later in this report.

Interest income was similar to previous years and totaled \$1,293 in 2012. The administrative fee of 15% charged back to standing committees generated \$3,375 and miscellaneous income was \$4,175.

Office Costs

Office expenses went from \$496,302 in 2011 to \$475,289 last year. Details of all office expenditures are found on page 10 (B-4.20) of the financial statements.

Office expenses include staff salaries and benefits, office and equipment rental fees, accounting fees, translation costs, as well as postage, telephone, printing and supplies. With the exception of wages and benefits (decreased in 2012) and executive and administrative costs (increased in 2012), most of these operating costs were very comparable to the previous year.

The President's salary and expenses in 2011 amounted to \$81,570 and \$23,874 respectively. For 2012, the President's salary was \$80,956 and expenses were \$20,316.

Executive Expenses

Executive and Administrative expenses decreased from \$60,585 in 2010 to \$52,189 last year. As was the case in past years with conferences, more of the actual costs of officers attending meetings and functions were accounted for under special projects.

The Executive Council met twice in 2012, March and September, as compared to three times in 2011, March, May and September. Costs for Executive Council meetings stayed relatively similar, \$26,484 in 2011 and \$23,304 in 2012.

Special Projects

All special projects are shown on page 12 (B-4.22) of the financial statements. As a whole, these projects had expenses of \$37,796 in 2012. These costs were offset by revenue totalling \$21,695 for a net cost to general operations of (\$16,101), compared to a net cost of (\$13,225) the year before.

Projects undertaken since the last two years include:

- Worker's Compensation Appeals Case - Disbursements: \$622 (2012) & \$492 (2011)
- Campaign Public Services – Disbursements: \$4,856 (2012)
- Committee Strategic Planning – Disbursements: \$2,603 (2012)
- Financial Appeal ATU 1229– Disbursements: \$3,865 (2012)
- Financial Appeal ATU 1290– Disbursements: \$4,750 (2012)
- Financial Appeal Canadian Media Guild – Disbursements: \$3,700 (2012)
- Financial Appeal PSAC (UCTE) Local 60601 – Disbursements: \$3,605 (2012)
- MDLC December 6 Committee – Disbursements: \$186 (2012)
- Election booklet committee – Disbursements: \$1,287 (2011)
- CLC Convention 2011 – Disbursements: \$6,277 (2011)
- Common Front for Social Justice – Disbursements: \$4,272 (2012) & \$1,709 (2011)
- NBFL Christmas for Babies – Disbursements: \$30 (2012)

- Women in Leadership Gala– Disbursements: \$544 (2012) & \$585 (2011)
- NB Economic Equity Working Group – Disbursements: \$744 (2011)
- Labour History in NB – Disbursements: \$3,000 (2012) & \$3,000 (2011)
- Labour Council of Miramichi – Disbursements: \$500 (2012)
- Reform of EI – Disbursements: \$28 (2012)
- Occupy – Disbursements: \$165 (2011)
- Adopt a Book Project – Disbursements: \$199 (2011)

Conferences and Conventions

The NBFL organized a number of conferences over the last two years. Each conference was intended to be self-financing and when opened to non-affiliates, required the latter to pay a higher registration fee.

Conferences undertaken since the June 2011 convention include:

- November 17-18, 2011 – Political Education Conference, 59 delegates
- Net deficit of \$4,246.89
- June 3-5, 2012 – Mid-Term Conference, 134 delegates
- Net deficit of \$514.04
- November 3, 2012 – 2nd Women in Leadership Gala, 70 delegates
- Net deficit \$544.09
-

The goal of every conference is to break even, so organizing committees try to ensure that the registration fees pay for the conference costs.

As indicated in the Financial Statements, there was a profit of \$2,278, on the June 2011 Convention. In 2009, the convention incurred a profit of \$2,754.

For the past several years, the NBFL has been providing child care services at a reasonable cost at all of our conferences and conventions. This service is provided by members of CUPE local 2745. If you require child care services to be able to attend an event, please fill out the child care form before the deadline indicated on the form that you receive from the NBFL office. Having your form in advance is mandatory and a legal requirement otherwise the service will not be provided.

Restricted Funds

As pointed out in Note 5 of the Financial Statements, the NBFL has established several funds, which are subject to restrictions imposed by the membership and the Executive Council. This means that these funds cannot be used for the general operations of the NBFL, only for their sole purpose. To reiterate, these funds are the McCarthy and Kingston awards, the Youth Camp, and the funds for all standing committees.

Standing Committees

In 2011, the standing committees showed revenues of \$27,066 and expenses in the amount of \$20,713 for a year-end balance of \$6,353. Last year the committees had a surplus of \$7,822 based on revenue of \$24,564 and \$16,742 in expenditures. The combined two-year balance, totaling \$14,175, was transferred to the general fund on January 1, 2013 in accordance with NBFL policy.

Individual committee balances over their two-year funding cycle were as follows:

Education	\$2,882
Women	\$1,978
Occupational Health, Safety & Environment	\$6,651
Young Workers	\$2,499

Dermott Kingston Life Long Learning Award and Tim McCarthy Environment Award

The Tim McCarthy Environment Award is for environment related studies, while the Dermott Kingston Life Long Learning Award concerns literacy activities. As of December 31, 2012 the Tim McCarthy Education Fund balance stood at \$0. It was decided to liquidate these funds due to cash flow problems in December 2012. The \$24,570 withdrawn will be replaced in July 2013 when the NBFL short-term investment fund of \$45,813 (un-restricted funds) matures. The Dermot Kingston Literacy Fund balance stood at \$6,241 as of December 2012.

The Dermott Kingston Life Long Award and the Tim McCarthy Environment Award are offered annually. I am pleased to announce that Andrew D. Lewis (CUPE Local 2745) of Upper Coverdale received the Tim McCarthy Environment Award in 2011. Jenn Carson (CUPE Local 2745) of Lower Norton received the Dermott Kingston Lifelong Learning Award in 2011

In 2012, no applicants were successful in qualifying for either the Tim McCarthy Environment Award or the Dermott Kingston Life Long Learning Award as per the awards' terms of references. I recommend that the NBFL asks organizations that work in the environment and literacy fields to assist the NBFL in changing our criteria for both awards. Year after year, it is a challenge to find qualified applicants.

Summer Camp

Funding for the NBFL Blair Doucet Youth Summer Camp and the Youth Camp Awards are part of the NBFL's restricted funds. The Camp continues to be very successful both financially and in terms of participation.

The camp held from August 6 to August 10, 2012 showed revenue of \$16,325 and expenses totalling \$17,871. The previous year's camp was held from August 1 to August 5 and had \$25,475 in revenue and costs of \$22,367. Camp costs do not include the camp awards: a \$250 scholarship is provided to each camper upon graduation of high school. Since its creation, the Youth Summer Camp has paid out over \$50,000 in scholarships.

As of December 31, 2012, the Youth Camp showed a net surplus of \$77,230 after accounting for \$8,245 in scholarships being held in trust by the NBFL in the Youth Camp Awards Fund.

Membership Data

At our last convention in 2011, I reported a membership of 47,163. As of March 31, 2013, membership stood at 40,550, a decrease of 6,613 members over the last two years.

This decrease in membership is mostly due to the loss of the New Brunswick Union of Public and Private Employees as an affiliate. This loss was offset by some new members joining the NBFL.

Also for the record, as of March 31, 2013 the NBFL had affiliated 321 local unions, 7 labour councils and 1 federation of union retirees. A total of 19 unions have members who belong to the NBFL. Since April 1, 2011, 34 locals have disaffiliated, representing 8,600 members. These losses were offset by the 5 locals with a total of 1,273 members that joined the NBFL. The past two years also closure of two plants with 70 members and the suspension of 7 locals which represent 203 members.

Finally, three locals have merged. 1) the sub-locals of CUPE 1251 have merged together to form one local union, 2). the sub-locals of CUPE 2745 have merged together to form one local union, 3) CEP Local 98M merged with 1.98M.

As usual, a number of locals also reported small gains and/or losses in membership. More efforts must be made by union leaders to encourage their locals to affiliate to the NBFL. Additional information pertaining to affiliations can be found in the convention Per Capita Tax Report.

Other Financial Matters

Office and Staff

At the office there have been several changes since the last Secretary-Treasurer's report. Due to financial constraints, the NBFL Executive Council decided to reduce the number of staff hours. The positions of Financial and Administrative Assistant and Research and Communications Assistant are now both part-time positions. The positions of President and Executive Assistant remain full-time.

Anne Boisvert, who occupied the position of Financial and Administrative Assistant decided to pursue other work opportunities and left the NBFL in September 2012. We wish her well. Since September 2012, Jody Dallaire occupies both the positions of Research and Communications and Financial and Administrative Assistant.

Since September 2012, Alice LeBlanc has graciously agreed to work on a part time basis, as the need arises from time to time, to assist with the work over-flow and prepare for the 2013 convention. Making the decision to reduce staff hours was not an easy one for the NBFL Executive Council but these decisions are going to bring our expenses in-line with our reduced revenue. As a result of these changes, the NBFL should not be incurring a deficit in fiscal year 2013.

Trustees

At our last convention, Article X of the NBFL Constitution was changed whereas the Trustees now only meet once a year to review the NBFL's finances. As such the trustees met on July 12, 2012 to review the NBFL's finances for fiscal year 2011. The trustees will need to meet in 2013 to review the finances of fiscal year 2012.

At the 2011 convention, delegates elected Dwain Lyttle (CUPE Local 380), Euclide Haché (USW Local 5385), and Carolyn Carter (NBUPPE Local 21) as the NBFL's Trustees. Carolyn Carter was replaced by Mike Gallant (BCTGM Local 406) when NBUPPE disaffiliated to the NBFL.

Financial Appeals

Financial appeals continue to be well responded to by the affiliates. Over the past two years the New Brunswick Federation of Labour issued 4 separate appeals and to date has raised a total of \$15,920. Benefiting from these calls for financial help were the following affiliates and affiliates to-be:

- | | |
|---|---------|
| ➤ ATU Local 1229 (Acadian Coach Lines LP) | \$3,865 |
| ➤ ATU Local 1290 (Codiac Transit Commission) | \$4,750 |
| ➤ Canadian Media Guild (MBS Radio Station, Saint John) | \$3,700 |
| ➤ PSAC (UCTE) Local 60601 (Fredericton Airport Authority) | \$3,605 |

MBS Radio Station employees have been on strike since June 25, 2012 as they are trying to negotiate their first collective agreement.

On behalf of these affiliates, **THANK YOU** for your generosity.

Conclusion

In completing my first review of the NBFL financial affairs, I would like to express my appreciation and say thank you to all affiliates, their full-time union leadership in this province, the members of the NBFL Executive Council, and the NBFL staff. Any organization is only as strong as its members; you are all essential in the good running of the NBFL.

The New Brunswick Federation of Labour has not had a per capita tax increase since January 1, 1999. Our current per capita rate stands at \$1.00 per member per month The Executive Council is bringing forth a resolution for your consideration to raise the per capita tax over the next three years.

Respectfully submitted,

John Gagnon, Secretary Treasurer

Duly moved, seconded, and carried that the Report of the Secretary-Treasurer be referred to the Officers' Reports Committee for analysis and study.

Address by Barbara Byers, Executive vice-President, Canadian Labour Congress

Sandy Harding introduces Barbara Byers, Executive Vice President of the Canadian Labour Congress.

Sister Byers brought greetings from the Executive of the CLC. She congratulated the NBFL on our 100th anniversary and reminded us that in 1913 the Labour movement was in its infancy and the current government wants to turn back the rights of workers to that time. Labour needs to fight back harder. She spoke on the attacks on workers by the current federal government: the latest EI reform, Bill C-377, changes to the Rand Formula. The solution is to change labour's image and save what we can for the people. CLC is staging the largest member to member campaign ever undertaken to explain the benefits fought for and won by their respective unions. When we succeed we will have members on our side creating positive conditions for unions to organize.

Brother Michel Boudreau thanked Sister Byers and presented her with the 100th Anniversary pin and a copy of Dr. Frank's Book.

Address by Yvon Godin, MP for Acadie-Bathurst

Paula Doucet-Jones introduces Yvon Godin, MP for Acadie Bathurst.

Brother Godin is happy to be part of the NBFL's 100th anniversary celebration. He spoke of the devastating effects of Harper's latest Employment Insurance Reform and how it will hurt the workers and the economy of the province. We are losing our youth and experienced workers to the west. Brother Godin said Unions have fought hard for what we have and it will be our fault not Harper's if we allow these changes to take place while the government gives tax breaks to banks that made billions of dollars. He mentioned how good it was to see so many Labour lweaders who took the job to represent your fellow workers and the workplace you represent.

Brother Boudreau thanked Yvon for speaking and presented him with the 100th Anniversary pin and a copy of Dr. Frank's Book.

Adjournment at 11:00 to attend the rally for our Canadian Media Guild Sisters and Brothers on strike.

Call to order by Pres. Boudreau at 1:40 pm

CAW 2002 members of Hilton and Trade and Convention Centre welcome the delegates. The District Chair of CAW, Kevin Roper bringing welcome.

Brother Ron Oldfield thanked Firefighters Local 771 for pipe band last night. Pres. Boudreau thanked the Saint John and District Labour Council for making the arrangements for the opening ceremonies.

Report of the Young Workers Committee

Young Workers Committee for the NB Federation of Labour was introduced by Alex Bailey, of the FDLC

Report of Young Workers Committee to the 51st Convention of the New Brunswick Federation of Labour Saint John – May 2013

In the past two years our committee has been trying hard to recruit more young workers in the labour movement. I am happy to report that in addition to our very active members we were able to add a few, however we still need more young workers to join. Our committee members are all very involved and dedicated in the labour movement.

We've played a key role in the Blair Doucet's Youth Summer Camp in motivating and educating the youth by playing both the role of instructor, and counselor. We had planned a Young worker's conference for Fall 2012, however due to lack of interest we were unable to proceed. We are fully committed to having this conference and simply have to work harder at keeping the young worker's motivated and involved.

We are continuing our fundraising by having a young worker make buttons for various labour and non-labour needs and this has proven to be a very successful project that we will be continuing.

We ask you to welcome the young workers in your local and communities to get involved so that the labour movement continues to thrive.

Committee Members

Lisa Cormier, CAW Youth VP

Alex Bailey, Member FDLC

Patricik Colford, Member CUPE

Shanny Doucet, Member PSAC

Neil Cole, Member

Duly moved and second and carried that the report of the Young Workers Committee be accepted as reported.

Resolution Committee No. 1

President Boudreau invited Resolution Committee No. 1 to come forward

The Committee was introduced by the NBFL Vice President in charge, George Leaman of BCTGM who turned the chair over to Brother Patrick Colford

Resolution No. 1 submitted by Saint John & District Labour Council

FIRST CONTRACT LEGISLATION

Whereas New Brunswick is one of the few provinces that does not have first contract legislation;

Whereas newly organized local unions are having a difficult time in negotiating their first contract;

Whereas some of the longest strikes and lock-outs in New Brunswick have been over their first contract;

Be it resolved that the New Brunswick Federation of Labour lobby the Government of New Brunswick on first contract legislation.

Duly moved, seconded and carried that this resolution be adopted

Resolution No. 3 submitted by Saint John & District Labour Council

TEMPORARY FOREIGN WORKERS POLICY

Whereas it is a form of discrimination against all workers;

Whereas it opens the door for abuse of workers' rights in Canada;

Whereas it creates two-tiered workplaces;

Be it resolved that the New Brunswick Federation of Labour lobby all Members of the Legislative Assembly and all New Brunswick Members of Parliament to pass legislation improving the Temporary Foreign Workers' Policy.

Duly moved, seconded and carried that the resolution be adopted with change to last sentence adding the word "improving" after the word legislation in the Be it resolved

Report by the Health, Safety and Environment Committee

The Committee was introduced by Brother Ron Oldfield, NBFL Vice-President responsible.

**Report of the Health, Safety, Compensation & Environment
to the 51st Convention of the
New Brunswick Federation of Labour
Saint John – May 2013**

Your Health, Safety, Compensation & Environment Committee offer the following report to the 51st convention of the New Brunswick Federation of Labour.

During the last two years, this committee worked very hard on the file that went to the Court of Appeal. We are very pleased to report that the case that was taken to the Court of Appeal regarding pension claw backs from claimant's workers compensation benefits was return in favour of the claimant. In April of 2012 the courts ruled in favour of the claimant being able to keep their compensation benefits and not have it affect their regular pension benefits. This decision means that WorkSafe NB could no longer deduct retirement benefits from compensation benefits received by injured workers

This was a significant victory for Labour as well as for all workers of New Brunswick. It also confirms what the New Brunswick Federation of Labour has been saying, that the appeals tribunal is a vital component of the workers compensation system. After the court case decision was released, there were rumors that WorkSafeNB was not following the decision of the courts. In November, The Federation of Labour along with other Union organizations around the province met with our Labour representatives on WorkSafeNB's Board of Directors. Our representatives informed us that WorkSafeNB would be seeking changes to the current legislation.

From there, we developed a small working group to meet with the Minister of Labour to bring our concerns forward, which we did in December of 2012. In April of 2013, the working committee met with the CEO and other members of the management team of WorkSafeNB to express our concerns to any changes to the current legislation. Since our meeting with WorkSafeNB, there has been a public announcement that there will be a review of New Brunswick's Workers Compensation system. The Health and Safety committee believes it to be very important for the New Brunswick Federation of Labour along with other Union organizations to get involved with this process. This review committee will be recommending changes in the spring sitting of the Legislature.

Respectfully Submitted,

Ron Oldfield, VP Responsible

Committee Members

Cleo Gallant, Member USW

Jean Glavette, Member CEP

Gordon Black, Secretary CUPE

Danny King, Chairperson UFCW

Ken Thompson, Member BCTGM

Pauline Diotte, Member CUPE

Duly moved and second and carried that the report of the Health Safety and Environment Committee be adopted as reported.

Presentation: Strategic Plan

Sister Paula Doucet- Jones presented the report of the Strategic Plan Committee. Members of Executive Committee met to put together a strategic plan, it is a working document and sets out a plan for the next 2 - 3 years. The main objective would be to strengthen our ability to be the central voice of Labour in New Brunswick for all unionized workers.

Goals of the Strategic Plan Committee:

Strength

1.1 To increase the number of affiliates to the NBFL:

Create a committee of three (3) members of the Executive Council and CLC representative to be committed to meet on a regular basis and do an active affiliate drive to non-affiliates of the NBFL (people on this committee would be reimbursed by their union: cost neutral to the Federation).

Invite non-affiliates to attend NBFL conventions and future Executive Council meetings.

1.2 To promote the interest of its affiliates and generally to advance the economic and social welfare of the workers in New Brunswick:

Build relationships with communities as being the "social watch-dog"

Continue to be part of coalitions that strive to improve the social, economic, family and working lives of New Brunswickers.

Identify groups/coalitions we should or shouldn't be working with.

Communications – Implement and evaluate new methods and tools that enhance communications to our affiliates

2.1 Utilize every communication medium to its full capacity:

Promote the NBFL website and keep it updated
Monitor and evaluate the efficiency and effectiveness of our communication mediums.
Social media usage and training for executive and staff (Facebook, twitter etc.)

2.2 Assess needs and expectations of affiliates:

Develop communications policy and process (plan).
Increase visibility of the NBFL within the province by participating in campaigns (president, inner executive, appointed people).

Governance –To communicate the structure and policies of the NBFL to affiliates and non-affiliates

3.1 Promote the image and values of the NBFL to affiliates, non-affiliates and the public

Update and promote the NBFL brochure
Create a mission statement (include in brochure)

3.2 NBFL policy and guidelines readily available for all affiliates and potential affiliates

Create and review policies and guidelines for the NBFL to conduct everyday business
Outline duties and responsibilities for elected officers and committees of the NBFL

Government Lobby -To promote an independent, progressive, political agenda that makes government accountable to all.

4.1: Educate members at local union level about the value of lobbies and the importance to be engaged

Set up a process to tie events and action to lobbying
Prioritize issues for lobbying
Expand the role of the Political Action Committee
Clearly define goals and end result (expectations) of the lobby.

Duly moved and second and carried that the report of the Strategic Planning Committee be adopted as reported.

Resolution Committee No.2 - Economic and Social Affairs / General Affairs Resolutions

Resolution No. 30 submitted by CUPE NB Executive

CANADA HEALTH CARE ACCORD

Whereas if we don't stand to defend the Health Care Services we currently have there will be more cuts;

Whereas there will be job losses;

Whereas services will be privatized and;

Whereas lives will be jeopardized;

Be it resolved that the NB Federation of Labour will lobby Provincial MLAs and Federal MP's to have the Canada Health Care Accord resigned to ensure funding is not reduced so that Health Care in New Brunswick can be maintained.

Duly moved, seconded, and carried that the resolution be adopted as presented

Resolution No. 31 submitted by CUPE NB Executive

HEALTH ACCORD

Whereas the Health Accord Expires in 2014;

Whereas the Harper Governments cuts to federal health funding will reduce the monies to the provincial government for Health Care spending, which will mean reductions in services currently being provided;

Whereas if the Health Care Accord is not resigned this could lead to more privatization of health care in New Brunswick;

Be it resolved that the NB Federation of Labour will support and work with other allies in the labor movement and Health Care Coalitions to educate affiliates and public about protecting, strengthening and expanding Medicare;

Be it further resolved that the NB Federation of Labour will lobby and Mobilize for actions to maintain the Canada Health Accord to ensure quality Health Care will be maintained.

Duly moved, seconded, and carried that the resolution be adopted as presented

Resolution No. 32 submitted by Bathurst & District Labour Council

HEALTH CARE

Whereas our provincial hospitals and health care system have been and continue to be under enormous pressure due to the drastic cuts from both levels of government;

Whereas the provincial government is constantly attacking the health care system and its employees by reducing funding, cutting beds and closing hospitals;

Whereas health care is a moral and not only an economic issue;

Whereas the key word in this debate is health rather than illness;

Be it resolved that the New Brunswick Federation of Labour continues to lobby the governments to ensure that there is adequate funding and that the five basic principles of Medicare are preserved and enforced.

Duly moved, seconded, and carried that the resolution be adopted as presented

Resolution No. 45 submitted by Bathurst & District Labour Council

POVERTY

Whereas the poor are too often socially excluded and are unable to fully participate and function within our society and communities;

Whereas their basic needs and dignity is often overlooked by the government and society;

Whereas the average poor family lives below the Low Income Cut Off (poverty line);

Whereas a higher portion of Canadian women than men live in poverty and in Atlantic Canada nearly one in five women lives in poverty;

Whereas the number of children living in poverty has increased since 1989 when the federal government passed a motion to eliminate child poverty;

Whereas if there are poor children, it follows that there are poor families. If there are poor families then there must be a lack of good jobs or income support that would enable families to have adequate income to ensure a decent and dignified standard of living;

Whereas there is a real and urgent need for both short-term shelters and long term housing for the homeless;

Whereas there are often many barriers in both our province and in communities that prevent us from resolving or addressing the issue of poverty and shelters for the homeless;

Be it resolved that the New Brunswick Federation of Labour will work with our social, labour and political partners to develop campaigns to educate inform and eventually make changes to address this important issue;

Be it further resolved that the New Brunswick Federation of Labour will continue its support and intensify its role within the common front in order to develop a plan of action and campaign to educate the public and our politicians on the problems of poverty and the need to provide for families and individuals' basic needs, such as adequate housing and income;

Be it further resolved that the New Brunswick Federation of Labour, in conjunction with the New Brunswick Common Front for Social Justice, will lobby the provincial government to start a new process to establish a new poverty reduction plan that is more inclusive and addresses the immediate causes of poverty, such as the lack of income, shelter and food.

Duly moved, seconded, and carried that the resolution be adopted as presented

Resolution No. 44 submitted by New Brunswick Nurses Union

NEW BRUNSWICK FEDERATION OF LABOUR OFFICE

Whereas the Legislature and Government officials are located in Fredericton;

Whereas the New Brunswick Federation of Labour would operate more effectively and efficiently in the interests of representing its affiliates and the working people of new Brunswick if the headquarters of the NBFL was located in the provincial capital;

Be it resolved that the New Brunswick Federation of Labour relocate its office from Moncton to Fredericton.

Duly moved, seconded, and carried that the resolution be referred back to committee

Resolution No. 28 and 29 combined submitted by CUPE NB Executive / CUPE Local 2745

SUPPORT FOR NEW BRUNSWICK FOOD BANKS

Whereas many food banks shelves go bare on a regular basis;

Whereas many more families are finding themselves in need of food bank assistance;

Whereas this will show a positive connection with the NB Labour movement and their communities;

Be it resolved that the NB Federation of Labour will encourage the collection of non-perishable food items at NB Federation of Labour sponsored events when possible.

Duly moved, seconded, and carried that the resolution be adopted as presented

Resolution No. 37 and 38 combined submitted by CUPE NB Executive / CUPE Local 2745

COMMON CAUSES

Whereas the values, principles and interests shared by a significant majority of people in Canada are under attack. Our society is being changed fundamentally in critical areas of the economy, the environment, labour rights, democracy, indigenous communities, healthcare, food safety, education, social programs, culture and human rights;

Whereas *Common Causes* will bring groups and individuals together to resist locally, provincially, nationally and internationally;

Whereas the labour movement is under unprecedented attack from this Conservative Government and we must work in partnership with civil society to push back and to defeat the Conservatives in 2015;

Duly moved, seconded, and carried that the resolution be adopted as presented

Resolution No. 43 Submitted by Saint John & District Labour Council

EARLY CHILDHOOD EDUCATION AND CARE PROGRAM

Whereas affiliates to the Canadian Labour Congress supported the child care resolution at Convention in 2011;

Whereas there are only enough regulated spaces for about 19 per cent of children aged zero to twelve;

Whereas quality depends on well-trained, fairly-paid staff, yet Early Childhood Educators in Canada earn 55 per cent of the wages of comparably educated workers;

Whereas Quebec's child care program increased the number of women in the workforce by 3.8 per cent, pumping an additional \$5.2 billion into the Quebec economy and boosting the province's gross domestic product by 1.7 per cent;

Whereas studies recently undertaken in Quebec have shown that a child care program more than pays for itself. For every \$1 spent, \$1.05 is returned to the province in the form of higher tax revenues;

Be it resolved that the NB Federation of Labour, along with its affiliates promote awareness for a national child care program, using the Canadian Labour Congress model, developed by the a coalition of Canadian unions and child care advocates to make sure that the provision of public and non-profit child care is a vote determining issue in the 2015 federal election.

Be it further resolved that the NB Federation of Labour will lobby the provincial government to work with the federal government in implementing a national child care program.

Be it further resolved that the NB Federation of Labour will host kitchen table discussions and will actively lobby all levels of government to address the current crisis with child care in Canada.

Duly moved, seconded, and carried that the resolution be adopted as presented

Resolution No. 39 and 40 combined submitted by CUPE NB Executive / CUPE Local 2745

PUBLIC WATER IN SAINT JOHN

Whereas the City of Saint John is submitting an application to P3 Canada for financing of a \$200 million water treatment system;

Whereas water is a public good and is not for profit by private corporations;

Be it resolved that the NB Federation of Labour support the campaign against a P3 water treatment project in Saint John.

Duly moved, seconded, and carried that the resolution be adopted as presented

On a point of privilege, Brother Ron Oldfield showed delegates the T shirt celebrating the 100th Anniversary proceeds going to the Labour Day Picnic cost of \$20.00.

\$1058.09 was raised for the striking workers. One of the delegates purchased \$100 worth of Lotto Tickets and is selling tickets - 3 for \$5.00 proceeds to striking workers.

CUPE Local 908 will make a donation to strikers

Wayne Brown Council of Nursing Home Unions donating \$200 to striking local

Constitution and Law Committee

Ron Oldfield introduced the Committee:

Resolution No. 51 submitted by Saint John & District Labour Council

DELEGATE REGISTRATION TO NBFL CONVENTION

Whereas the previous two New Brunswick Federation of Labour conventions have seen an unprecedented number of registrations the morning of the elections, making it difficult to manage;

Whereas if delegates are required to register earlier for the convention than in past New Brunswick Federation of Labour Conventions then more delegates will participate in the whole convention;

Whereas the New Brunswick Federation of Labour convention is more than just the election of its officers;

Whereas it can help attract new affiliates to the New Brunswick Federation of Labour;

Be it resolved that the New Brunswick Federation of Labour amend its constitution, Article 4 and 5, to read: “all delegates must be registered by 12:00 noon the day before the elections to be eligible to cast a ballot for elected offices of the New Brunswick Federation of Labour.”

Duly moved, seconded, and carried that the resolution be adopted as presented

Brother Boudreau excused the committee

On a Point of privilege, Brother Brian Duplessis advises the delegates that the Hatheway Trust Labour Exhibit at Lily Lake is open this evening - Day of Mourning Monument also can be viewed.

Adjournment at 4:55

Meeting called to order by President Michel Boudreau at 7:12

Paula Doucet-Jones presented the 3rd credential committee report

CREDENTIAL COMMITTEE (THIRD REPORT)

SUBTOTAL OF VOTING DELEGATES (PREVIOUS REPORT)	183
LABOUR COUNCILS	0
LOCALS OF NATIONAL UNIONS	10
LOCALS OF INTERNATIONAL UNIONS	0
NEW BRUNSWICK FEDERATION OF LABOUR	0
TOTAL VOTING DELEGATES	193
FRATERNAL DELEGATES	10
GUESTS	6
OBSERVERS	23
MEDIA	2
TOTAL	234

All delegates met the credentials criteria

Duly moved, seconded and carried to accept the Credentials Committee Report

Ways and Means Committee Report

Brother Gordon Black CUPE introduced the Committee

The report was presented by Brother Rick Cormier

Report of the Ways and Means Committee to the 51st Convention of the New Brunswick Federation of Labour Saint John – May 2013

In the future, the Ways and Means Committee recommends that they receive information on what their duties are before the meeting at the Convention.

The Ways and Means Committee recommends that they do not meet before the Secretary-Treasurer report is submitted to the delegates at the Convention.

As per Article 4, section 12c of the Constitution, the Ways and means committee recommends that the delegates accept the upcoming resolution regarding the per capita tax increase as submitted by the NBFL Executive Council.

Respectfully submitted

NBFL officer – Gordon Black, CUPE

Chairperson – Brian Duplessis, ILA

Secretary – Carla Thibodeau, USW

Member – Rosemary McFarlane, NBNU

Member – Rick Cormier, PSAC

Member – Carl Flanagan, UFCW

Duly moved and seconded and carried to adopt report as presented.

President Michel Boudreau thanked the Committee and invited Resolution Committee No. 1 to come forward

Resolution No. 7 and 22 combined submitted by CUPE Local 2745 / CUPE NB Executive

EMPLOYMENT INSURANCE

Whereas many workers in our communities, depend on EI on a yearly basis;

Whereas these changes will have a negative economic impact on our communities;

Whereas these changes will have an economic impact on the Province of New Brunswick by forcing a migration west, a loss of tax revenue and an increased dependence on Social Services;

It is resolved that the NB Federation of Labour will continue to support the “*Scrap the Changes*” movement and continue to be an active voice in our communities calling on the Harper Government to scrap the EI Reform that was introduced by way of an omnibus budget Bill C-38.

Duly moved and seconded and carried to adopt the combined resolution as presented.

Resolution No. 12 Submitted by Fredericton & District Labour Council

OPPOSE RIGHT TO WORK LEGISLATION

The FDLC has adopted the below resolution and has passed a motion to submit the below resolution to the NBFL Convention 2013 for approval. This resolution was originally adopted by the Canadian Council on March 1, 2013.

RESOLUTION TO CANADIAN COUNCIL

March 1, 2013

Because in less than two years, the Harper majority has attacked the free collective bargaining rights of a number of affiliates of the Canadian Labour Congress (CLC); and

Because Bill C-377 represents an unprecedented intrusion into the independent affairs of all unions, and whose false premise of accountability to tax payers under the Income Tax Act will serve to allow the state to interfere in the private affairs of unions and their members; and

Because cuts to Employment Insurance, Old Age Security and other services within the context of fiscal austerity, the elimination of the Fair Wages and Hours of Labour Act, along with regressive changes to the Temporary Foreign Workers Program all represent an ongoing attack on ordinary working Canadians by the Harper Conservative government aimed primarily at driving down wages and weakening organized labour; and

Because the next legislative attack on Canada's union movement will be by way of federal legislation to attack union security, which will amount to the introduction of regressive U.S.-style anti-labour legislation in Canada for the first time.

The Canadian Labour Congress and its affiliate unions representing over 3.3 million workers will launch a comprehensive campaign to reinforce the value of union membership and unions, to build union pride and to create the necessary conditions for members to head off and resist any and all legislative attacks on union security and the independence and autonomy of Canadian trade unions; and

The campaign will include but not be limited to:

1. Pooled resources to conduct research and polling to inform the development of education materials on all aspects of legislation affecting union security and the impact upon workers, wages, the economy and unions, and to provide communications training for all affiliates, federations of labour and labour councils to ensure consistent and coordinated communications;
2. Organized on-the-job conversations by all affiliates to engage their members about the attacks on their ability to earn a fair wage and work in a safe environment, and to make it clear that the real agenda at play is to weaken workers' ability to have a voice in the workplace, to bargain collectively and to silence the legitimate voice of workers through their unions in public policy debates;
3. A rapid response communications network that monitors and ensures no politician's negative media statements about unions goes unchallenged;

4. Advocacy work that extends beyond the federal parliament, including advocacy with employers and business organizations, local community leaders, provincial and municipal governments with the expectation that such entities wholly and publicly reject the introduction of regressive anti-union U.S.-style legislation affecting union security;
5. A national public campaign to present labour's positive image including labour's recent key accomplishments and social benefits, and to further inoculate against conservative anti-union messaging;
6. Every affiliate agreeing to fund this campaign until May 2014 (CLC Convention) and to be organized and led by the CLC;
7. An invitation to unions not affiliated with the CLC to participate fully in this campaign because they will be similarly affected by these attacks;
8. CLC affiliates speaking directly with their employers to solicit support for harmonious labour relations including an industrial strategy for Canada that would increase training, value-added employment and a stronger economic performance for the Canadian economy;
9. A commitment by the entire labour movement that the introduction of any legislative or regulatory change in any jurisdiction to long-standing union security principles will be met with resistance and action;
10. The defence and support of any affiliated union forced to engage in a strike or workplace action to establish or renew union security collective agreement clauses due to any legislative changes affecting contractual union security clauses, by the CLC and all affiliates, because an injury to one is an injury to all;
11. The CLC Executive Committee leading this campaign consider further actions as required to defend the labour movement against any and all legislative attacks on our independence;
12. Working to celebrate the proud history of Canada's workers and their labour movement through public events and increased efforts to display labour solidarity in every community in Canada on Labour Day 2013; and
13. Every affiliate affirming their full support of this campaign by bringing forward this resolution for endorsement by their locals, branches, lodges, governing councils and chartered bodies. Committee recommended concurrence with several deletions and changes.

Challenge chair on acceptability of resolution - moved to allow and refer back carried

Duly moved seconded and carried that the resolution be referred back to the Committee

Meeting adjourned at 8:05

TUESDAY MAY 28, 2013

President Michel Boudreau - opened convention at 9:05

Paula Doucet-Jones presented the Fourth Report of the Credential Committee

CREDENTIAL COMMITTEE (FOURTH REPORT)

SUBTOTAL OF VOTING DELEGATES (PREVIOUS REPORT)	183
LABOUR COUNCILS	0
LOCALS OF NATIONAL UNIONS	0
LOCALS OF INTERNATIONAL UNIONS	10
NEW BRUNSWICK FEDERATION OF LABOUR	0
TOTAL VOTING DELEGATES	193
FRATERNAL DELEGATES	10
GUESTS	6
OBSERVERS	23

MEDIA
TOTAL

2
234

All delegates met the credentials criteria

Duly moved, seconded and carried to accept the Credentials Committee Report

Report of the Women's Committee

Report of the Women's Committee to the 51st Convention of the New Brunswick Federation of Labour Saint John – May 2013

2011-2013 Review

The NBFL Women's Committee met four times since the last Convention. The Women's Committee has been very active during the past two years. Highlights of the committee's work include:

- The NBFL Women's Committee released the federation's annual International Women's Day message 07 March, 2012. This message reminded workers of the contributions that New Brunswick women have made to improve New Brunswick workers' rights and working conditions. This is especially difficult since the provincial government abolished all public funding to the New Brunswick Advisory Council on the Status of Women. Another issue that was brought to the forefront in our message to New Brunswickers is pay equity. Though the provincial government promised to complete job evaluations for certain sectors and fund any necessary wage adjustments.
- The Federal Government has also been involved in the attack on women. Though the NBFL Women's Committee along with all other labour groups worked very hard at attending rallies, lobbies and educating members and the public about the importance of the long gun registry, in April of 2012 the government was finally successful in abolishing the registry. They even went a step further and by November, 2012 the government confirmed that millions of records of long guns had been destroyed except for the court protected data from Quebec. The long gun registry was put in place following recommendations made by women after the Montreal Massacre. Only time will tell how the abolishing of the registry will impact domestic violence rates across Canada.
- Though the fight continues for retirement security for everyone, the NBFL Women's Committee was busy getting signatures for petitions and educating members and the public on how important this campaign is. Women and seniors with low incomes are over-represented in Canadians who depend on Old Age Security and Guaranteed Income Supplement to make ends meet in their retirement. Making these members of society wait an additional two years for these benefits further widens the gap of inequality.
- In May of 2012, a letter was sent to Minister Maire-Claude Blais from the Ad Hoc Committee for a Council on the Status of Women requesting a meeting. In July of 2012, Jody Dallaire, Communications and Research assistant with the NBFL attended a meeting with the Minister to discuss the creation of an independent voice to represent the women of New Brunswick. In that meeting, the minister did acknowledge that an independent voice representing New Brunswick women must be re-established. The mandate of the committee will be to provide advice to government on the structure of the mechanisms chosen to ensure an independent voice for women and to ensure follow up on other summit recommendations to guide the work of the Women's Issues Branch for the next 3 years.

- In September, 2012, the NBFL Women's Committee hosted a Rally for Fairness "12 Hours of Action" to support the 7 striking workers from the Canadian Media Guild in Saint John. 2 of the 7 striking workers are women and they are the lowest paid in the bargaining unit. We reached out to all affiliates far and wide for support to walk the picket line with the brave workers for a full 12 hours to show their abysmal employer that these workers do not stand alone. It was a huge success with many supporters walking the line and donating food and beverages. Sadly, these workers continue their fight and are now entering their 11th month on strike with no end in sight. These brothers and sisters still need our help and support.
- In November, 2012, the Women's Committee hosted our 2nd annual Women in Leadership Gala in Moncton at the Holiday Inn Express. The focus of the gala is to bring together women who play a leadership role in union, business and governments. This year's Women in Leadership Award went to Sister Paula Doucet Jones from the NB Nurses Union. Paula has spent many years as a union leader and activist and is dedicated to the labour movement with her strong personal beliefs in equality and fairness. She is a truly deserving recipient of this award.
- In December, 2012, the NBFL Women's Committee sent out our annual December 6th message to remember the 14 female engineering students who were murdered simply because they were women at l'Ecole Polytechnique in Montreal. This year's focus was on the remaining work that is required to eradicate male violence against women in New Brunswick and in Canada as a whole. One part of the Canadian population that faces a particularly high rate of violence is aboriginal women. While as a group, aboriginal women make up only 3 percent of the female population in Canada, they make up 10 percent of all murdered women. The NBFL supports the Native Women's Association of Canada's demand for a National Public Inquiry and a National Framework of Action to address the issue of missing and murdered aboriginal women and girls in Canada. For women to achieve social and economic equality, the NBFL Women's Committee called again upon the provincial government to focus their efforts to: implement Pay Equity Legislation for the private sector, increase funding to social housing, implement a universal and accessible non-profit child care program and increase funding for women's centres, shelters, rape crisis centres and front-line advocacy and support.
- Our most recent message was in March of this year to celebrate International Women's Week. Every year women come together to celebrate their accomplishments during International Women's Week and to refocus their energies on the struggles for equality that remain ahead. This year, IWW ran from March 2nd to 9th. This year, there were three specific areas that the committee focused on: pay equity, child care and the unacceptably high rates of violence against aboriginal women and girls. New Brunswick women are entitled to earn a fair wage for the work that they do. To ensure this equality, we require laws requiring all employers to complete pay equity evaluations. Access to reliable and affordable childcare programs is also central to women's equality. The Harper Conservative government has moved us farther away from a National Childcare program when they cancelled the negotiated agreements signed with all ten provincial governments back in 2006. The Universal Childcare Benefit that they announced to take the place of the negotiated childcare program leaves much to be desired. It effectively has nothing to do with quality, affordable childcare and has not created a single child care space nor decreased fees.

Although a lot of work remains to achieve gender equality, women are actively working towards these objectives. "The purpose of a woman's life is just the same as the purpose of a man's – that she may make the best possible contribution to the generation in which she is living."

In closing, we urge all local unions to continue the fight to end violence and poverty and to promote better wages and working conditions for women.

In Solidarity,
 Committee Members
 Tammy Moore (Chairperson),

Sharon Thompson,
Alberta Stanton,
Marie-Ange Losier,
Cheryl Robinson,
Marilyn MacCormack – NBFL VP Women’s Issues

Duly moved, seconded and carried to accept the Credentials Committee Report

Resolution Committee No.2

Resolution No. 24 submitted by Saint John & District Labour Council

LIVING WAGE

Whereas a worker working full-time at minimum wage in the province of New Brunswick will be under the poverty line;

Whereas it would help reduce the level of poverty in the province;

Whereas it will allow families to eat healthy foods and help lower the health care costs in the province;

Be it resolved that the New Brunswick Federation of Labour work with like-minded groups towards a living wage in the province of New Brunswick by lobbying the Government of New Brunswick.

Duly moved, seconded and carried to adopt the Resolution

Resolution No. 25 submitted by New Brunswick Nurses Union

NATIONAL HEALTH PLAN

Whereas the *Canada Health Act* provides funding to provinces to ensure that all residents of Canada have reasonable access to medically necessary hospital and physician services;

Whereas provinces do not receive federal funding to cover products and services outside of hospitals other than insured physician services, which has resulted in inequities between provinces regarding provision of and access to health care;

Whereas the federal government has caused the *Canada Health Act* to be weakened by allowing more health care services to be privatized;

Whereas Canada has no national health plan that includes funding for long-term care, home care, palliative care, and pharmacare;

Whereas it becomes a struggle for families to find the resources to access and pay in full, or part, for the services they need;

Whereas the health accord is a legal agreement between the federal and provincial governments on health care funding, that ends in 2014;

Be it resolved that the NB Federation Of Labour in conjunction with the Health Coalition lobby the federal and provincial government to work with the provinces to develop a national health plan that includes public funding for long-term care, home care, palliative care and pharmacare.

Duly moved, seconded and carried to adopt the Resolution

Resolution No. 41 **submitted by Bakery, Confectionary, Tobacco Workers and Grain Millers International Union Local 406**

PUBLIC WATER

Whereas public water is continuously under attack from the private for profit corporations;

Whereas the New Brunswick Federation of Labour and its affiliates condemn the privatization of our public water;

Whereas there is more and more documented evidence that public water is the most cost efficient and safest way to manage this vital resource;

Be it resolved that the New Brunswick Federation of Labour and its affiliates escalate the campaign for public water with a publicity campaign informing the public of recent developments which make the argument for public water more compelling than ever.

Duly moved, seconded and carried to adopt the Resolution

Resolution No. 42 **submitted by Fredericton & District Labour Council**

EXPAND BLAIR DOUCET YOUTH SUMMER CAMP

Whereas Union education of youth and young workers is integral to building the labour movement, creating future leaders, and is an ongoing priority of the labour movement;

Whereas the Blair Doucet Youth Summer Camp is an excellent educational model and represents a shining example of the successes of young worker education by the labour movement in New Brunswick;

Whereas the NBFL is leading the way in educating our young workers in the areas of workplace rights and community activism;

Whereas other Federations of Labour would benefit from modeling the exemplary work of the NBFL Blair Doucet Youth Summer Camp, as would young workers in those Provinces;

Be it resolved that the NBFL encourage the expansion of the Blair Doucet Summer camp education model to other Federations of Labour;

Be it further resolved that the NBFL invite one delegate from each Atlantic Federation of Labour and/or Federation of Labour Youth Committee to observe and participate in this years' Blair Doucet Youth Summer Camp.

Duly moved, seconded and carried to adopt the Resolution

Resolution No. 26 and 27 combined submitted by CUPE NB Executive / CUPE Local 2745

VIOLENCE AGAINST ABORIGINAL WOMEN

Whereas nearly 600 cases of missing and murdered Aboriginal women and girls have been documented by the Native Women's Association of Canada through the Sisters in Spirit initiative;

Whereas Aboriginal women are at much higher risk of experiencing violence than other women in Canada;

Whereas violence is part of the bigger picture of severe inequality for Aboriginal women, who face poverty and discrimination, inadequate housing, health problems and a host of other issues;

Whereas a national public inquiry is necessary to raise awareness among Canadians and to address the root causes of violence specifically targeting Aboriginal women;

It is resolved that the NB Federation of Labour will add its voice to the groups calling for the federal government to establish a national public inquiry into missing and murdered Aboriginal women and girls in Canada and an action plan to deal with this tragic situation.

Duly moved, seconded and carried to adopt the Resolution

Resolution No. 33 and 34 combined submitted by CUPE NB Executive / CUPE Local 2745

CANADA POST

Whereas Canada Post has announced that in 2016 the intention is to go to a three (3) day a week postal delivery service;

Whereas Canada Post has announced that the sorting of mail will be done at possibly one centre for the whole country;

Whereas many New Brunswickers depend on the postal service as the only means available to them;

Whereas CUPW members earn decent wages and those wages assist in providing the tax base to New Brunswick. This change would mean hundreds of jobs lost;

Be it resolved that the NB Federation of Labour will work with all affiliates to have a 5 day a week postal service;

Be it further resolved that the NB Federation of Labour will inform affiliates of the threat that Canada Post intends to change mail delivery from 5 days per week to 3 days per week in 2016.

Duly moved, seconded and carried to adopt the Resolution

Address by Robyn Benson, President Public Service Alliance of Canada

Jeannie Baldwin introduces Robyn Benson, President of the Public Service Alliance of Canada

Sister Benson brought greetings from the Public Service Alliance of Canada and congratulated the NBFL on our 100th Anniversary. She spoke on the PSAC's campaign "We are all affected". Nationally, 20,000 of their members have received notice from workers in the aviation industry, food supply, and other areas. It will affect how Canadians receive the public services that they need. Questioning the value of union membership means we have to step up and speak up about health benefits, pensions, vacation and statutory benefits. We will not allow 100 years of trade unions to be swept away. This is our social movement and our regime. Workers have the right to organize and a democratic right to choose our leaders.

President Michel Boudreau thanked Sister Benson and presented her with the 100 year pin and a copy of the Labour History Book

Constitution and Law Committee

Resolution No. 52 submitted by Bakery, Confectionary, Tobacco Workers and Grain Millers International Union Local 406

NBFL ELECTION PROCESS

Whereas the election process of the New Brunswick Federation of Labour Convention should be unwavering from convention to convention;

Whereas there should be a constant and clear system in place for elections at Convention;

Be it resolved that the New Brunswick Federation of Labour amend the constitution to reflect the process used at this year's convention to be consistent for future conventions.

Duly moved, seconded and carried to adopt the Committees Recommendation of Non-Concurrence on this Resolution

Resolution No. 54 submitted by Canadian Auto Workers Local 2002

Whereas the New Brunswick Federation of Labour convention delegates elect the Vice Presidents for Women's Issues and Youth Issues at the Convention;

Whereas Article 5 Section 2 of the New Brunswick Federation of Labour Constitution identifies the Executive Officers as President, Secretary-Treasurer, First Vice-President and Second Vice-President;

Whereas the labour movement stands in support of inclusiveness and transparency;

Whereas the Vice-Presidents for Women's Issues and Youth Issues were created to ensure equality issues are intertwined in the work of the New Brunswick Federation of Labour;

Therefore be it resolved that the Constitution, Article 5, section 2 – Executive Officers, be amended to include the Convention elected position of VP Women's Issues and VP Youth Issues as named Executive Officers of the New Brunswick Federation of Labour.

Duly moved, seconded and carried to refer this resolution back to the Committees for further review.

On a point of privilege, PSAC announced it will be donating \$500 to the striking Canadian Media Guild workers.

Address by Dominic Cardy, Leader New Democratic Party of New Brunswick

Brian Duplessis introduces Dominic Cardy, Leader of the New Democratic Party in New Brunswick.

Dominic Cardy spoke on the need for a strong middle class and safe neighborhoods. He talked about youth leaving the province, about how delivering fairness and equality should be at the forefront. The NDP is committed to social justice for the common good. We want to make life better. We will not always agree but you will be heard. He asked that the labour movement to join the NDP in lifting up the workers. Get a government worthy of our dreams. The first challenge is an economy based on good wages, no social exclusion. We have lost two years with government reducing jobs and the need to offer excellence in public services health care, child care and education.

President Michel Boudreau thanked Mr. Cardy and presented him with the 100 year pin and a copy of the Labour History Book

President Michel Boudreau Adjourned the meeting at 12:00 Noon to resume at 1:30 pm

President Michel Boudreau called the meeting to order at 1:40

President Boudreau advised the delegates that Resolution No. 12 Oppose Right to Work Legislation has been ruled out of order.

President Boudreau also advised that the 100 year anniversary pin will be available for sale with the proceeds going to the Blair Doucet Youth Summer Camp.

Motion by President Boudreau second by Brother Leaman to make change to the agenda the Officer's Committee Report is moved to Wednesday – the Constitution and Law Committee will be on after the Pay Equity address.

Duly moved, seconded and carried that the agenda change be adopted

Report of the Education Committee

**Report of the Education Committee
to the 51st Convention of the
New Brunswick Federation of Labour
Saint John – May 2013**

The education committee met twice since the report at the last convention.

Amongst the tasks accomplished by the committee was the selection of winners of the James A. Whitebone scholarship of the NBFL. For the Whitebone scholarship for the year 2011 the committee selected as winners Sarah Frances MacDonald of Cambridge-Narrows who is a daughter of a member of the Canadian Union of Public Employees, local 1251, and Laura Lynn Nicholson who is the daughter of a member of the Canadian Union of

Public Employees, local 2745. For the Whitebone scholarship for the year 2012, the committee selected as winners Jennifer Reina McLennon of Moncton who is a daughter of a member of the Canadian Union of Public Employees, local 1726, and Colton Robert Butler of Warwick Settlement, a son of a member of the Canadian Union of Public Employees, local 1190.

Valued at \$500 each, these two annual scholarships are awarded to students pursuing post-secondary studies. There are offered to sons and daughters or legal wards of members, or members themselves, of a local union affiliated to the NBFL. The deadline for applications for the year 2013 is June 30, 2013.

In 2011 the Tim McCarthy Environmental Prize was awarded to Andrew D. Lewis of Upper Coverdale who is the son of a member of CUPE local 2745. In 2012 the Tim McCarthy Environmental Prize was not awarded because nobody met the criteria.

The Tim McCarthy Environmental Prize was established to recognize the contribution of a former President of the NBFL to the labour movement. The intent of this prize is to encourage one year or more of post-secondary studies in areas related to the protection of the environment, and environmental education. Those eligible to apply are sons and daughters of members, and of deceased members, or members in good standing of locals affiliated to the NBFL. The deadline for applications for 2013 is June 30, 2013.

With the generous contribution of AIL Insurance Company we are able to offer two other bursaries of a \$500 value each. For 2011 your committee selected Samantha McGeachy a high school student and Andrée St-Coeur a student at Université de Moncton. Your committee selected for 2012, Geraldine Lavail of Campbellton, and Devin Jarrad O'Brien of Saint John a student at the University level. The committee was helped in the selection of the best essays by professors Nicole Lang, of the Université de Moncton in Edmundston and David Frank of the University of New Brunswick in Fredericton.

Contrary to the other bursaries they are offered to all people in New Brunswick who wish to pursue post-secondary education. They have to write an essay on the labour movement. The deadline for applications in 2013 is June 30, 2013.

The Dermott Kingston Life Long Learning Award is also available. In 2011 the prize was given to Jenn Carson Drost. In 2012 the prize was not given. This prize of \$500 has the name of Dermott Kingston of Fredericton who was a member of Public Service Alliance of Canada before retiring. The goal of the prize is to encourage and support programs in training and upgrading of workers. The deadline to make an application is June 30, 2013.

Your committee made the selections for the Harold J. Stafford Humanitarian Award. For 2011 it was awarded to Restigouche District Labour Council for an information project on health and safety. For 2012 it was awarded to the Bathurst & District Labour Council for their labour history project. This prize of a value of \$500 will be used to pay for part or all of a project in education. The deadline is June 30, 2013. Harold Safford was for many years the education director for the Canadian Labour Congress in the Atlantic region.

The Labour College of Canada now offers an Intensive Program and will run in 2014 . This program has a two week residence component followed by a three months session where the person does a project with her or his union. If you are interested please note the phone number: 613-521-3400 Ext. 555, e-mail : labourcollege@clc-ctc.ca website : www.canadianlabour.ca. Unfortunately this course is only available in English.

This completes our report. We thank you.

Respectfully submitted by the NBFL Education Committee:
George Leaman, NBFL Vice-president in charge
Raymond Léger, chair
Randy Doucet, member
Thérèse Tremblay, member

Duly moved, seconded and carried that the Education Committee Report be adopted as presented

Presentation: United Way

Ron Oldfield introduces Wendy McDermott, Executive Director of the Saint John United Way. Brother Oldfield advised that this is the only charity that CLC acknowledges from coast to coast and we are the only United Way in New Brunswick that has a Labour Representative.

Ms. McDermott spoke about the 3 United Way in New Brunswick. Between the three they raised \$5,000,000 Moncton raised the most. She spoke about the partnership between UW and labour. United way has many agencies that help seniors, those being released back into society and children and women who require shelter from an abusive situation. The role we play is to try and create a better community.

President Michel Boudreau thanked Ms. McDermott and presented her with the 100 year anniversary pin and a copy of the Labour History Book.

On a point of Privilege Cheryl Robinson thanked Ms. McDermott for her presentation and talked briefly about the United Way Golf Tournament to be held June 17 at Rockwood Park and encouraged all locals to take part if possible. There will be the prize of a car available for a hole in one.

Stanley Theriault of PSAC advised the delegates that a cheque for \$100 will be sent to the striking workers in Saint John.

Resolution Committee No.1

Resolution No. 8 and 9 combined submitted by CUPE NB Executive – CUPE Local 2745

BULLYING AND VIOLENCE IN THE WORKPLACE

Whereas bullying and violence in the workplace have been recognized internationally as occupational health and safety issues;

Whereas bullying and violence in the workplace carries heavy psychological and physical health costs for the targets as well as for the overall workplace environment, for public and private sector organizations and society as a whole;

Whereas the consequences for women who experience bullying and violence can be particularly devastating, given the disadvantages they face in the labour force and society, since they are more often in precarious employment, with lower wages, lower incomes and heavier share of child and elder care responsibilities;

Whereas other jurisdictions, like Ontario, Manitoba, Saskatchewan and Quebec have adopted legislation or regulations that help protect workers from workplace violence or bullying, by requiring employers to provide education, evaluate risks and take preventive measures;

It is resolved that the NB Federation of Labour will lobby for changes to the provincial Occupational Health and Safety Act to include bullying and violence in the workplace as occupational health and safety risks.

Duly moved, seconded and carried that the combined resolutions be adopted as presented

Resolution No. 4 and 5 combined submitted by CUPE Local 1840 / CUPE NB Executive

PAY EQUITY

Whereas New Brunswick women continue to earn less on average than men and 80% of the wage gap is due to discrimination;

Whereas pay equity is a fundamental human right that has been recognized for decades in international agreements signed by Canada;

Whereas provincial pay equity legislation does not cover the vast majority of New Brunswick women who work in the private sector;

Whereas the provincial government is dragging its feet on implementing existing public sector pay equity legislation, so that neither CUPE Local 1840 nor CUPE Local 2745 have been able to complete the pay equity studies that were started in 2011;

Whereas the results of a provincial government pay equity exercise for home support, child care and transition house workers were seriously skewed, so that only three of eight job classifications will receive slight pay adjustments;

Be it resolved that the NB Federation of Labour will use all means available to ensure that the provincial government lives up to its obligations to eliminate wage discrimination against women in the public, quasi-public and private sectors.

Duly moved, seconded and carried that the resolution be adopted as presented

Resolution No. 6 submitted by Saint John & District Labour Council

PAY EQUITY PRIVATE SECTOR

Whereas pay equity in the private sector remains a critical concern in New Brunswick;

Whereas pay equity would help reduce poverty in the province;

Whereas pay equity would most certainly stimulate the economy;

Whereas 67% of women active in the labour market work in the private sector in New Brunswick;

Whereas a valid methodology has yet to be developed where there are no predominantly male jobs and wages are already much too low for the associated responsibilities, skills and efforts required and often working conditions are difficult;

Whereas the current job evaluation and comparison methodology used by the government for public sector workers is not adequate;

Be it resolved that the New Brunswick Federation of Labour and its affiliates work closely with coalition partners to develop proper methodology and to lobby the municipal and provincial governments to utilise proper methodology; and

Be it further resolved that the New Brunswick Federation of Labour also lobby to enact legislation mandating that private sector workers be protected by the current Pay Equity Act of 2009.

Duly moved, seconded and carried that the resolution be adopted as presented

Resolution No. 10 and 11 combined **submitted by CUPE Local 1190 / CUPE NB Executive**

CASUALS

Whereas the 12/24 rule in the Civil Service Act limits casual workers to 6 months work each year;

Be it resolved that the NB Federation of Labour will lobby the provincial government to remove the 12/24 month rule from the Civil Service Act.

Duly moved, seconded and carried that the combined resolution be adopted as presented

Resolution No. 20 **submitted by Bathurst & District Labour Council**

WORKSAFE NEW BRUNSWICK

Whereas the regressive changes to the compensation laws of our province reduce and deny benefits to workers and their families;

Whereas policies affect how the laws are interpreted, administered and direct all aspects of the law and can affect the decisions of a favourable decision of the WorkSafeNB Appeal's Tribunal;

Whereas Policy #21-215 has been won at the WorkSafeNB Appeal's Tribunal level in the majority of cases and the WorkSafeNB Board of Directors is considering appealing the decision to the Court of Appeal and is again prolonging and denying benefits to workers and their families;

Be it resolved that the New Brunswick Federation of Labour continues its fight against regressive laws and eliminates policies that interpret the laws which permit the WorkSafeNB Board of Directors to appeal a WorkSafeNB Appeal's Tribunal decision and delay benefits to the workers and their families.

Duly moved, seconded and carried that the resolution be adopted as presented

Resolution No. 2 **submitted by Saint John & District Labour Council**

BANKRUPTCY AND CLOSURE

Whereas employees have provided service and should be paid;

Whereas service pay is for past service;

Whereas pensions are a form of savings for past work;

Be it resolved that the New Brunswick Federation of Labour lobby the provincial government to pass legislation to have paid employees of any business, not-for-profit or government body operating in New Brunswick that is closing or filing for bankruptcy protection become the first to be paid any and all monies owed to them, including all forms of wages, vacation pay, severance and pensions.

Duly moved, seconded and carried that the resolution be adopted as presented

Address by Vallie Stearns, Chair New Brunswick Coalition for Pay Equity

Sister Sandy Harding introduces Sister Vallie Stearns, Chair of the New Brunswick Coalition for Pay Equity

Sister Stearns spoke on how pay equity is key step to achieving women's full and equal participation in our economy and society. Their goal is to achieve legislation to ensure pay equity in the public and private sectors. Legislated pay equity removes the issue of pay equity from the bargaining table, and this is how it should be. Pay equity should not be subject to compromise, competing bargaining agendas, and political and market pressures. Pay equity is a human right. It should be measured objectively, and corrected completely. Every woman deserves this, and it should never be outvoted. The Pay Equity Act 2009 came into force in 2010, and provided for two years for job evaluations and comparisons to male comparators. Wage adjustments were supposed to commence on April 1st of last year. Unfortunately, there have been significant delays for almost every bargaining unit (except for NBNU). There have been virtually no pay outs to date. The Coalition is very concerned about this and have spoken out about it.

On the private sector side, the NB government responded to public pressure and introduced pay equity programs for selected sectors of the parapublic. We call these the "Four Groups". They are child care, home support, transition houses and group homes. Some sectors, such as special care homes and a myriad of miscellaneous social services were not included for whatever reason, but it is seemingly a step in the right direction. But do so-called "voluntary measures" work? There is no legislation covering this, and therefore no way to lodge a complaint or an appeal. The question is will it succeed?

President Michel Boudreau thanked Sister Stearns and presented her with the 100th Anniversary Pin and a copy of the Labour History Book.

Constitution and Law Committee

President Boudreau advised the delegates that the distribution committee would be passing out a new document on the Per Capita Tax

Document No. 2: AMENDED RESOLUTION

Resolution No. 53 submitted by New Brunswick Federation of Labour Executive Council

PER CAPITA TAX

Whereas during the Executive Council meeting of February 12 and 13, 2013, a motion was adopted to raise the per capita of 5 cents per month per year for 3 years;

Be it resolved that Article 11, Section 1 of the Constitution of the New Brunswick Federation of Labour be amended by replacing “A per capita tax of ten dollars and eighty cents (\$10.80), effective July 1, 1998 and twelve dollars (\$12.00), effective January 1, 1999 per member per year” by “A per capita tax of twelve dollars and sixty cents (\$12.60), effective January 1, 2014, and thirteen dollars and twenty cents (\$13.20) effective January 1, 2015 and thirteen dollars and eighty cents (\$13.80) effective January 1, 2016.”

Duly moved, seconded standing vote unanimously carried that the resolution be adopted as amended

At 4:30 there is a forum for candidates running for office. Cash Bar at 9:00 tonight dance at 9:30
Adjournment 4:00

WEDNESDAY, May 29, 2013

President Michel Boudreau called the meeting to order at 9:15 a.m.

Sister Paula Doucet-Jones presented the Fifth Report of the Credential Committee

CREDENTIAL COMMITTEE (FIFTH REPORT)

SUBTOTAL OF VOTING DELEGATES (PREVIOUS REPORT)	193
LABOUR COUNCILS	0
LOCALS OF NATIONAL UNIONS	6
LOCALS OF INTERNATIONAL UNIONS	1
NEW BRUNSWICK FEDERATION OF LABOUR	0
TOTAL VOTING DELEGATES	200
FRATERNAL DELEGATES	9
GUESTS	11
OBSERVERS	29
MEDIA	3
TOTAL	252

All delegates met the credentials criteria

Duly moved, seconded and carried that the third report of the Credentials Committee be adopted as presented.

On a Point of privilege Brother Alex Bailey, FDLC advised that following the Young Workers Caucus last night they now have four new members for their committee, Jeanne St. Coeur, Chris Watson, Iris Lloyd, and Dan Murphy.

Officer's Reports Committee

The committee was introduced by Danny Légère and the report presented by Chuck Rouse

Report of the Officer's Committee to the 51st Convention of the New Brunswick Federation of Labour Saint John – May 2013

As the members of the Officers' Report Committee we have reviewed the Reports of the President and the Secretary-Treasurer of the New Brunswick Federation of Labour (NBFL). Our report is as follows:

Secretary – Treasurer Report

The Committee is sympathetic that this report was hard to present to the members of the NBFL. It is unfortunate that a large local chose to disaffiliate, leaving the NBFL Executive and more directly the Secretary Treasurer to try and adjust the budget midstream, between our two conventions.

Even with the above noted quick figuring and sharpening of the pencil aside; we need make sure we shy away from borrowing money from the Tim McCarthy fund as it does not fix the issue but only Band-Aid it as the money still needs to be paid back to the fund.

The Committee agrees that the cost of the operation of the NBFL has increased and the cost of all products used by the NBFL has increased dramatically since our 1999 per-capita tax increase. We also know the members affiliated with the NBFL have had wage increases in that time and they require increased services from the NBFL; yet we could quickly financially strap ourselves if we do not continue to keep our revenue in line with the cost of operation of the NBFL. The members will make a decision on this at this convention at the resolution level.

The Committee is very pleased with the report of the NBFL Blair Doucet Youth Summer Camp fund. The Fund continues to be financially stable plus the participation and interest of the camp is increasing, dictating that it is allowing us to touch the hearts and lives of our youth. The need for this information to our children has all but been cut from the main stream education system by those in power who do not want to admit that unions really built this country.

When committees have funds set aside to accomplish certain goals we hope that these funds are used for those committees. We think it is a direct reflection of this Federation that active committees substantially raise the profile of this Federation of Labour.

Finally for this officer's position, we would hope that the report to the next convention should reflect what efforts this Federation has taken to change this loss of membership, affiliation, and the results.

President

The Committee would like to recognize the great versatility, availability, and dedication of Brother Michel Boudreau over his past term in office as President. Brothers and Sisters, if you read Brother Boudreau's rather extensive report of his activities and locations around the province, there is a hidden truth in the dates that definitely was not accented on. Upon reflection and due to knowing that some of the dates that these events happened, the Committee felt that the report fell short when reporting on how often or how many of these appointments ended up on weekends, evenings, and holidays. We would like make sure that this very important point is not forgotten as a brother passes on the gavel in the coming

days. We have to make sure that we remember when Michel was called on, whenever or wherever Michel was there. We would like to thank him for that.

The Committee agrees when Brother Michel talks that it is important in building coalitions to broaden the labour movement and enlist help from like-minded groups.

The Officers' Report Committee would like to thank Brother Michel Boudreau in his service to all the affiliates of this house of Labour. I know Michel would like to have done more in his time here as the President of this Federation, but really I do not know where he would find the time.

Recommendation

We also recommend that we should abolish this Committee and allow the members in a timely fashion to ask questions of the officers when that they present their report. As a committee, we found it:

1. hard to write a complete report before hearing the officers speak,
2. hard to find the time to write a complete report without missing parts of the convention,
3. hard to answer the questions from the members of this Federation without getting the answers from the officers at a recess, and then
4. returning some time later to give responses to the floor

We feel that this report is not timely for asking questions as it would be when the report is fresh in the members' mind; plus, it puts a unrelated report at a time, a day or two days later, when members will have to refer back to already covered material. There should be a constitutional change drafted for the next convention to fix the language we are currently governed by.

Respectfully Submitted by the NBFL Officers' Report Committee,

Daniel Legere – NBFL Officer, CUPE

Chuck Rouse – Chair, CEP

Yves Leger – Secretary, UFCW

Wayne Brown – Member, CUPE

Jacqueline Robichaud - Member, CUPW

Howie Anthony – Member, CEP

Duly moved, seconded and carried that the Report of the Officer's Committee be adopted as presented.

Resolution Committee No. 2

Resolution No. 35 and 36 combined **submitted by CUPE Local 2745 / CUPE NB Executive**

IDLE NO MORE

Whereas Aboriginal Canadians are demanding nothing more than to have a Government that is willing to consult and listen and act on behalf of people and not corporate greed;

Whereas too many communities are facing inequality and injustices at the hands of the Harper Government;

Whereas the omnibus Bill C-45 is an attack on our democratic processes and is a way for our Federal Government to short-circuit parliamentary discussion on matters of major legislative change;

Whereas we need a Federal Government that is willing to work with First Nations and other Canadians to find the best path towards building stronger communities;

It is resolved that the NB Federation of Labour will stand in solidarity with our Sisters and Brothers from our Aboriginal communities through the *Idle No More* movement.

Duly moved, seconded and carried that this resolution be adopted as presented

Resolution No. 50 submitted by Bakery, Confectionary, Tobacco Workers and Grain Millers International Union Local 406

ENVIRONMENT

Whereas the federal government has put our environment at risk by amending the Environmental Protection Act to appease large foreign and domestic corporations;

Whereas the provincial government has been silent on these changes;

Be it resolved that the New Brunswick Federation of Labour and its affiliates demand that the provincial government take a stand against these actions and furthermore, the NBFL lobby the Canadian Labour Congress to insist that the federal government re-establish rigorous environmental legislation to protect all Canadians.

Duly moved, seconded and carried that this resolution be adopted as presented

Resolution No. 47 submitted by Moncton & District Labour Council

Whereas when management of the Greater Moncton International Airport Authority (GMIAA) was turned over to the private sector in the mid-1990s, part of the transfer agreement included the “Public Accountability Principles for Canadian Airport Authorities (PAPCAA), which outlines the conditions the “Authorities” are to governed by, including the requirements as it pertains to the composition of the Board of Directors;

Whereas those rules clearly dictate that the Authority’s Board of Directors shall be representative of the community, including one representative of organized labour, among others;

Whereas contrary to past practice, in June 2012, the Board of Directors of the GMIAA refused to renew the appointment of the labour council’s nominee, resulting in the position of the labour representative being absent;

Whereas when the Board’s decision was appealed to the Canadian Minister of Transportation & Communities, his department refused to intervene in this matter;

Duly moved, seconded and carried that this resolution be adopted as presented

Resolution No. 46 submitted by Bathurst & District Labour Council

PROPORTIONAL REPRESENTATION

Whereas some European countries have a proportional voting process;

Whereas the New Democratic Party has long supported this type of election process to elect our Members of Parliament and Members of the Legislative Assembly;

Whereas other political parties have expressed an interest in exploring some sort of proportional representation in the election process;

Whereas the previous federal government also seemed interested in implementing some sort of a proportional representation system;

Whereas the Government of New Brunswick has done a study and report on a mixed form of proportional representation where a certain number of Members of the Legislative Assembly would be elected by the proportional system and the other members would be elected by the existing riding system;

Whereas the Government of New Brunswick is seriously considering this mixed form of proportional representation;

Whereas a proportional representation system is more democratic than the existing system and would give our political party more Members of Parliament because of the percentage of the vote we had in the previous election;

Be it resolved that the New Brunswick Federation of Labour, with our social partners and our political partners and allies, raise public awareness and the benefits of this electoral system;

Be it further resolved that the New Brunswick Federation of Labour intensify both its campaign and lobbying of government because the timing may be right to implement some sort of proportional representation in Canada.

Duly moved, seconded and carried that this resolution be adopted as presented

Resolution No. 44 submitted by New Brunswick Nurses Union

NEW BRUNSWICK FEDERATION OF LABOUR OFFICE

Whereas the Legislature and Government officials are located in Fredericton;

Whereas the New Brunswick Federation of Labour would operate more effectively and efficiently in the interests of representing its affiliates and the working people of new Brunswick if the headquarters of the NBFL was located in the provincial capital;

Be it resolved that the New Brunswick Federation of Labour relocate its office from Moncton to Fredericton.

The Committee added a 2nd Therefore Be it Resolved:

Therefore be it Resolved; That the Executive Council evaluate the cost of such a move and a report be presented to the next convention in 2015 so the delegates can make an informed decision.

Duly moved, seconded and carried that this resolution be referred back to the Committee for a second time.

On a point of privilege, Brother Ron Oldfield thanked Brother Michel Boudreau for his years of service as President of the NBFL and presented him with a picture of King Square in Saint John on behalf of the Saint John District Labour Council. Brother Boudreau thanked the brothers and sisters for the gift

Test the house - for a break - 10:30 back to seats

Duly moved, seconded and carried to have break before the elections

Sister Paula Doucet-Jones presented the sixth and final report of the Credential Committee

CREDENTIAL COMMITTEE (SIXTH REPORT)

SUBTOTAL OF VOTING DELEGATES (PREVIOUS REPORT)	200
LABOUR COUNCILS	0
LOCALS OF NATIONAL UNIONS	3
LOCALS OF INTERNATIONAL UNIONS	0
NEW BRUNSWICK FEDERATION OF LABOUR	0
TOTAL VOTING DELEGATES	203

FRATERNAL DELEGATES	9
GUESTS	11
OBSERVERS	30
MEDIA	3
TOTAL	256

All delegates met the credentials criteria

Duly moved, seconded and carried to accept the credentials report as presented

ELECTIONS

At 10:40 am , the chair was passed to Dee Dee Daigle former Canadian Labour Congress Representative to conduct the Elections. Sister Daigle read the rules of Election.

Sister Susan Barton will be secretary for the election - and has jurisdiction to make a decision in case of a tie.

Nominations for President of NBFL

Ruth Breen nominates Brother Ron Oldfield

Sandy Harding nominates Brother Patrick Colford

Both candidates accept nomination and agree to take the oath of nomination and the oath of office if elected.

Results: Patrick Colford elected to the position of President

Melissa Lively - AIL Insurance made a presentation of \$3000 to NB Federation of Labour - \$1000 for the Solidarity fund and \$200 to striking workers.

Nominations for Secretary-Treasurer of NBFL

Danny Légère nominates Brother John Gagnon

The candidate accepts nomination and agrees to take the oath of nomination and the oath of office
John Gagnon elected by acclamation to the position of Secretary-Treasurer

Nominations for 1st Vice-President

Howard Anthony nominates Chuck Rouse

The candidate accepts nomination and agrees to take the oath of nomination and the oath of office
Chuck Rouse elected by acclamation to the position of 1st Vice-President

Nominations for 2nd Vice-President

Marilyn Quinn nominates Paula Doucet-Jones

The candidate accepts nomination and agrees to take the oath of nomination and the oath of office
Paula Doucet-Jones elected by acclamation to the position of 2nd Vice-President

Nomination for Vice-President Responsible for Women's Issues

Dawn Robichaud nominates Jacqueline Robichaud

Marilyn McCormack nominates Odette Robichaud

The candidates accept nomination and agree to take the oath of nomination and the oath of office if elected.

Results: Sister Odette Robichaud elected to the position of Vice President for Women's Issues

Nominations for Vice-President Responsible for Young Workers

Alex Bailey nominates Dan Murphy

Sandy Harding nominates Chris Watson

Both candidates accept nomination and agree to take the oath of nomination and the oath of office if elected.

Results: Brother Chris Watson elected Vice-President Responsible for Young Workers

Trustees – Three Positions for a two year period

Don Miller

Des Dowden

Eric Albert

Iris Lloyd

The candidates accept nomination and agree to take the oath of nomination and the oath of office if elected.

Results Don Miller, Eric Albert and Iris Lloyd are your elected trustees for the two year period

Affiliates Representation on NBFL Executive Council as chosen by their caucus:

Vice-Presidents representing the Labour Organizations with more than 5,000 members

PSAC Natalie Paulin – Stan Theriault

CUPE Daniel Légère – Gordon Black

NBNU Marilyn Quinn – Nancy Arsenault

Vice-Presidents representing the Labour Organizations with 1,000 - 5,000 members

USW Will provide later
CEP Ian Hutcheson
CAW Will provide later
UFCW Dan Smith
CUPW Kevin Suttie

Vice-Presidents representing the Labour Organizations with less than 1,000 members

Brian Duplessis
George Leaman

1st alternate Larry Cook
2nd alternate Jeff McNally

New Brunswick Federation of Union Retirees (NBFUR)

No nominee at this time

Labour Councils

Bathurst Will provide later
Edmundston No
Fredericton Alex Bailey – Joe Blades alternate
Miramichi No
Moncton No
Restigouche Rose Pitre
Saint John No

All elected took the Oath of nomination and oath of office

Duly moved, seconded and carried that the ballots be destroyed

Sister Daigle turned the gavel over to the New President Patrick Colford

On a point of privilege, Motion by Sister Paula Doucet-Jones seconded by Sister Marilyn Quinn that resolution No. 44 dealing with the moving of the NBFL Office be removed from the floor

Duly moved, seconded and carried that Resolution No. 44 be removed from the floor

Duly moved, seconded and carried that any remaining resolutions be dealt with by the Executive Council if there is no quorum

President Patrick Colford passed the gavel back to Brother Boudreau to finish the convention

Adjournment called at 12:05

Convention to resume at 1:30

President Michel Boudreau called the convention to order at 1:35 invited Resolution Committee No. 1 to come forward

Resolution No. 16 submitted by Bathurst & District Labour Council

Whereas when a company is closed, partly wound up or sold the decision taken by corporations can trigger a series of changes that can effects our members pension plan to which unions must react to and;

Whereas Canadian bankruptcy laws are out dated and unfair to workers especially as it pertains to underfunded pension plans and;

Whereas workers underfunded pensions and wages are the last to be paid in a bankrupted company and :

Whereas workers have their pension greatly reduced as a result of a company going bankrupted when their pension is underfunded and;

Whereas the size of the pension fund and whether or not it is large enough to cover all the pension earned under the plan is a concern members and unions and;

Be it resolved that the New Brunswick Federation of Labour start an awareness campaign to educated our on the need to change the bankruptcies laws in Canada and;

Be it further resolved that the New Brunswick Federation of Labour start a lobby campaign with all level of government in order to change the bankruptcies laws and to protected our pension,or to obligate companies to insure the pensions plans of our members.

Duly moved, seconded and carried to adopt the resolution with Brunswick being added after New in the first be it resolved

Resolution No. 17 submitted by New Brunswick Nurses Union

NATIONAL STANDARD FOR MENTAL HEALTH

Whereas in January 2013 the Mental Health Commission of Canada launched the world's first National Standard on Psychological Health and Safety in the workplace;

Whereas 500,000 people are absent from work each day for mental health reasons and mental health claims have surpassed cardiovascular disease as the fastest growing category of disability costs;

Whereas unions have worked on and with Joint Health and Safety Committees to bring forward regulations and practises that recognize both the physical and psychosocial safety of workers;

Be it resolved that the NB Federation of Labour through its OH&S Committees monitor the implementation of the National Standard on Psychological Health and Safety in the Workplace;

Be it further resolved that the NB Federation of Labour and its member organizations recognize and enforce workload control to be within the standard of workload management.

Duly moved, seconded and carried to adopt the resolution with the “s” being removed from the word members in the second be it resolved

Resolution No. 13 Submitted by Fredericton & District Labour Council

OPPOSE RIGHT TO WORK LEGISLATION

Whereas the Harper Government has prepared legislation to implement "Right To Work" laws;

Whereas so called Right to Work laws and policies harm workers, communities, and local economies;

Whereas Right To Work legislation is union busting legislation;

Be it resolved that the NBFL actively oppose Right To Work legislation through supporting the CLC's anti-Right To Work campaign, and encourage affiliates and labour councils to become involved at the community level to mobilize, and build community coalitions against Right To Work legislation;

Be it further resolved that the NBFL act as a support structure and provide resources to the labour councils and regional coalitions that are opposed to the implementation of Right To Work legislation.

Duly moved, seconded and carried to adopt the resolution as presented

Resolution No. 14 and 15 combined submitted by CUPE Local 2745 – CUPE NB Executive

CANADIAN LABOUR CONGRESS FIGHT BACK CAMPAIGN

Whereas we have seen an unprecedented legislative attack on Organized Labour by way of Bill C-377;

Whereas we have seen an unprecedented erosion of labour legislation in Saskatchewan by a right-wing government;

Whereas we have witnessed devastating right to work legislation south of the border;

Whereas all indications are that the Harper Government will launch further attacks against organized labour by introducing right to work legislation or challenging the principles of the Rand formula;

Be it resolved that the NB Federation of Labour will support any CLC campaign that fights back against defunding unions pension plans.

Duly moved, seconded and carried to adopt the resolution as presented

Resolution No. 18 submitted by New Brunswick Nurses Union

ATTACKS ON UNIONS ARE ATTACKS ON WORKERS

Whereas the evidence is clear workers across Canada and around the world are under attack;

Whereas in Canada, cuts to Employment Insurance, Old Age Security and other services within the context of fiscal austerity, the elimination of the *Fair Wages and Hours of Labour Act*, along with

regressive changes to the Temporary Foreign Worker Program, all represent an ongoing attack on working Canadians by the Conservative government, aimed at driving down wages and weakening organized labour;

Whereas Canada's unions have a strong history of defending workers rights;

Be it resolved that the NB Federation of Labour work with the CLC and its affiliates to protect workers rights as human rights;

Be it further resolved that the NB Federation of Labour and its member organizations work to stop any attacks on unions, such as changing the Rand formula.

Duly moved, seconded and carried to adopt the resolution as presented

Resolution No. 19 submitted by New Brunswick Nurses Union

BILL-377 – AN ATTACK ON UNIONS AND UNIONIZED WORKERS

Whereas unions have always been a positive force in Canadian society and play a valuable role defending and advancing the rights of workers;

Whereas workers, through their union, have a collective voice at work and a democratic venue to fight for equality, fair treatment, economic security and safe working conditions;

Whereas Bill C-377 reveals a hidden agenda of interference in labour relations, which is provincial jurisdiction, because it only targets unions and provides information in an attempt to interfere with workers' ability to collectively bargain and to exercise their right to join a union;

Whereas Bill C-377 violates the privacy rights of individuals, companies and organizations;

Be it resolved that the NB Federation of Labour and member organizations will campaign to defeat Bill C-377 by:

- Participating in the Canadian Labour Congress lobby and outreach campaigns;
- Supporting sustained education campaigns to educate unionized nurses as to labour rights and about the threats of the right-wing attack on unions.

Duly moved, seconded and carried to adopt the resolution with the word "attach" in the title be changed to attack

Resolution No. 23 submitted by Bakery, Confectionary, Tobacco Workers and Grain Millers International Union Local 406

EMPLOYMENT INSURANCE ISSUE

Whereas the provincial government has been silent on the issue of Employment Insurance changes;

Whereas these changes adversely affect workers and employers;

Be it resolved that the New Brunswick Federation of Labour and their affiliates insist that the Government of New Brunswick take a stand with workers and employers of this province against the changes to the EI system.

Duly moved, seconded and carried non concurrence on this resolution

Resolution No. 21 submitted by Bathurst & District Labour Council

EMPLOYMENT INSURANCE

Whereas the Stephen Harper government's Employment Insurance reforms show a total lack of understanding of the reality of workers and the economy, especially seasonal workers and real economies;

Whereas seasonal workers will suffer additional detrimental impacts due to changes proposed by the federal government, unless there are significant rollbacks to the changes;

Whereas Employment Insurance benefit payments to New Brunswick were \$833.8 million in 2011 and the figures are likely similar in following years;

Whereas these reforms will have a negative impact on all workers, on our provincial economy and local economies;

Whereas the federal government continues to treat both social groups and the labour movement with contempt by ignoring our vigorous objections to employment insurance cut-backs;

Whereas the federal government must be made to understand that working people want to restore and improve our Employment Insurance system;

Be it resolved that the New Brunswick Federation of Labour, together with our political and coalition allies, continues to organize political opposition to any and all cut-backs in Employment Insurance;

Be it further resolved that the New Brunswick Federation of Labour continues to focus on the types of actions required to persuade the federal government to discontinue these cut-backs, which may include non-violent and direct action, such as demonstrations, civil disobedience and information sessions.

Duly moved, seconded and carried to adopt this resolution with one change "and other social programs" be removed from the end of the last line of the first Be it resolved

President Michel Boudreau thanked the Committee

And extended congratulations to the new executive - I know you will do a good job and thank you to those who ran for office – lets practice solidarity.

Duly moved, seconded and carried for the adjournment of the 2013 Convention at 3:05 pm.