



# UNION MATTERS

## CUPE 1169

### DID YOU KNOW...

2025 has been a busy year educating our members?

Information Stewards were onboarded throughout the year. We are currently looking for information stewards for the following locations: Forest Lawn, Sage Hill, Shawnessy, Village Square, IT, and 1M at Central.

Check [www.cupe1169.ca](http://www.cupe1169.ca) (tab Members of Your Union, Non-elected Representatives) for more information on the information steward position.

Members who are elected (refer to Bylaws Section 6 Officers) are required to take educational courses which will support their position. This year, members took training in parliamentary procedures and financial essentials for the trustees.

In March, interested members were sent to two conferences: Building Stronger Locals (March 3 to 6) and the National Young Workers Conference (March 2 to 3), which was CUPE's first ever conference for young members.

Amanda G (a member who attended the National Young Workers Conference) commented: *"It's important for young workers to become involved in union matters in order to make our voices heard; we should be actively participating and looking for ways to boost overall union engagement. Young workers often lack detailed knowledge of our pension plan and how it is set up. It's important for us to learn more so that we understand how to demand better from our employers, particularly when contract negotiations come around."*

For more information (Bios and Resources) check out [National Young Workers Conference Canadian Union of Public Employees](#)

A few comments from Building Strong Locals Conference:

Dobрила J-T: *"Worker Powered Advocacy was a session about how unions lobby governments at all levels for workers' rights. There is a point when we cannot gain things at the bargaining table. It is good to learn how to advocate and make our issues known, whether the elected government is work-friendly or not. There were several inspiring examples of the power of CUPE and democracy in action."*

Josh B: *"Face-to-face interaction is strong, engaging in face-to-face conversations can be messy, but are ultimately worth it to create bonds at work. It builds an emotional connection that you're going to need when things get stressful when the employer puts pressure on you, you're going to remember those face-to-face conversations and the emotional connection that you had as you and a fellow worker are trying to work something out."* Read author Jane McAlevy

Khushboo S: *"Navigating Challenges in Communication was a session in which we discussed the importance of managing information and navigating the challenges of misinformation and disinformation. It's essential to engage in conversation with those who have different perspectives and avoid staying in our 'comfort zones'."*

Naghmeh D-A: *"The path to winning stronger contracts for union members is not simply about negotiating terms behind closed doors; it's about holding the line and leveraging strategic approaches to ensure fair outcomes. CUPE's strategic directions outline how unions can use clear, focused strategies to win better wages, benefits, and working conditions."*

For more information check out [Building Strong Locals Conference | Canadian Union of Public Employees](#)

Alberta Health and Safety Conference was held April 2 – 3, 2025, and members who sit or have sat on the Joint Health & Safety Committee had the opportunity to attend. The following are their comments.

Jill G: *"47% of working Canadians consider their work to be the most stressful part of daily life. Only 23% of Canadian workers feel comfortable talking to their employer about psychological health. Mental health is the #1 cause of disability in Canada."*

Josh B: *"Psychological health and safety should receive just as much rigorous process and/or attention as physical health and safety. A person experiencing trauma doesn't necessarily, depending on the situation, supports, and genetics, develop PTSD. In fact, most will instead experience Post-Traumatic Growth. These employees should be valued members of staff or readily considered for new hires because of their availability to function in dangerous and/or stressful situations."*

Kathleen N: *"Management leadership is essential for creating a culture of safety in the workplace. Employee involvement ensures on the ground awareness, action, and reporting. A systemic approach will identify hazards, assess risks, and implement controls to create and ensure a safe work environment."*

Mike M: *"Tom Wilson ('Moments of Impact') spoke about courage in promoting safe workplaces. His distinction between bravery and courage – emphasizing that courage involves standing up for safety even when it's unpopular or difficult resonated with me. Dr. Charles Els' presentation, 'Can a Single Conversation Change Your Life?' challenged my previous perceptions of trauma. His concept of Post-Traumatic Growth (the idea that trauma, with support and time, can lead to personal development) encouraged me to re-examine negative stereotypes I have of trauma and consider the transformative potential of difficult experiences."*

CUPE National's biannual convention (October 6 to 10, 2025) sent two executive members and two members from the floor.

Anna B-M: *"The library sector meetup on the first day was very validating, hearing representative from all over the country dealing with the same issues that we are. Particularly increased violence in the workplace, burnout and mental health deterioration. Different library systems are dealing with issues in different ways some with success and some finding new issues caused by the changes."*

Ashley B: *"At the Health and Safety forum 2026 was designated as the year of Health and Safety (2016 was the last year). CUPE is aiming for one, H&S conference in each province and two, each province to have a full-time H&S rep by the end of 2025. The Mental Health Toolkit was unveiled. <https://cupe.ca/mental-health-toolkit>. The kit helps to recognize and deal with psychological health and safety hazards. There is practical and clear information on many different work-related mental health issues and steps to address and manage such issues. One thing that was stressed was that employers are focusing on individual workers as the issue when they are dealing with mental health or safety issues in the workplace. Employers tend to promote individual resiliency rather than larger solutions. That rings true to me at CPL."*

Marina F: *"The democratic practices were demonstrated throughout the convention including when people lost their badge (voting for them to be given a new one), and when people have different viewpoints, it can change how resolutions are handled. Resolutions can be extended/completed outside of the room, and the democratic process can be stretched out such as secret ballot. "*

Michele H: *"A number of excellent speakers and one that particularly stood out for me was Timothy Caulfield (who wrote 'The Certainty Illusion') who spoke on misinformation and disinformation."*