

IMAGINE...

imagine a workplace where everyone feels they belong, where no one looks at anyone differently because of the colour of their skin, their ethnic origin, or their gender.

imagine a workplace where no one is denied a promotion because of their sexual orientation.

imagine a workplace where the work of employees is not scrutinized more closely because they are older or because of their ancestry.

imagine a workplace where people who have disabilities or injuries are never excluded from assignments they are able to perform.



imagine equality...

LOCAL
79
CUPE

With your help Local 79 can make fair workplaces a reality!

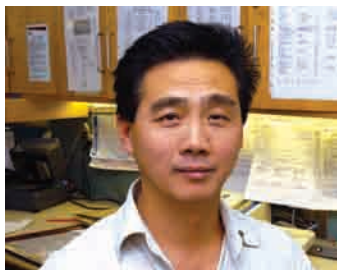
CUPE Local 79 is committed to fairness in every workplace. That is why we have an elected officer in charge of equality issues. Our Vice-President Equity works with our human rights committees and helps promote equality in City of Toronto workplaces.

The City of Toronto has shown leadership in this area. The workforce increasingly resembles the residents of the city and we now have an equity vision statement that you can find on the city website. There is still a lot to do to create an environment where everyone feels they belong and where there are equal opportunities to advance at work.

Sometimes people have a disability or are hurt on the job. The Union has two full-time representatives to help such workers. When they do return to work, injured or disabled workers are often assigned "modified" work. Depending on the type of injury or disability, the duties are often lighter. Sometimes their work hours are also reduced. We encourage Local 79 members to support each other in these situations. Injuries and disabilities can happen to anyone.

We need CUPE members to help make equality a reality in all our workplaces for all employees.





CUPE'S EQUALITY STATEMENT:

Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.

As unionists, mutual respect, cooperation and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.

Racist, sexist, transphobic or homophobic speech or conduct hurts and divides us. So too, does discrimination on the basis of ability, age, class, religion and ethnic origin.

Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.

Discrimination and harassment focus on characteristics that make us different and they reduce our capacity to work together to achieve decent wages, safe working conditions, and justice in the workplace, our union and society.

CUPE's policies and practices must reflect our commitment to equality. Members, staff and elected officers must be mindful that all sisters and brothers deserve dignity, equality and respect.



Workplace photos by Jocelyn Richards.
All photos are of CUPE Local 79 members at work or, above, making masks for Labour Day.



Get involved!

Local 79 is calling on our members to get involved. Help us to organize events for Black History Month, International Women's Day, Gay Pride and other significant dates shared by the diverse communities that make up our city. Help us to connect to community groups that share our objectives. Let's talk about forums for change. Let's strategize about how the City can improve equity and access in its programmes and services.

You can get involved through the Local 79 Human Rights Committee, the Union Improvement Committee, or just connect with us on a one-on-one basis. Share your ideas and help shape the Union's role as an advocate for equality.

For more information please contact the Equity Vice-President at CUPE Local 79.

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