

Get involved!

CUPE Local 79 is calling on our members to get involved. Help us to organize events for Chinese New Year, Black History Month, International Women's Day, International Day for the Elimination of Racism, Workers' Day of Mourning, Asian History Month, Jewish Heritage Month, Aboriginal History Month, Pride, December 6 National Day of Remembrance 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 opportunities for change. Let's strategize about how CUPE Local 79 can improve equity and access in all the programmes and services our members deliver.

For more information please contact the CUPE Local 79 Equity Vice-President at:
416-977-1629 ext. 245
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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



With your help CUPE 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 Committee and our Status of Women Committee and helps promote equality in the workplaces in the City of Toronto, TCHC, and Bridgepoint Hospital.

The city's workforce increasingly resembles the residents that we take care of. There is an equity and equality statement that you can find on CUPE Local 79's website. We still have 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 injured on the job. CUPE Local 79 has two full-time specialist 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, our members can be accommodated with modified duties. Sometimes their work hours are also reduced. We encourage CUPE Local 79 members to support each other in these situations. Injuries and disabilities can happen to anyone.

CUPE Local 79 works hard to eliminate discrimination and racism, and foster a culture of civility and respect in the workplace.

We need CUPE Local 79 members to help make equality a reality in all our workplaces for all employees.



CUPE



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.

Discriminatory speech or conduct which is racist, sexist, transphobic or homophobic hurts and thereby 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 on shared concerns such as decent wages, safe working conditions, and justice in the workplace, society and in our union.

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.