



December 2, 2016

IDPwD 2016: BREAKING DOWN BARRIERS, CELEBRATING ABILITIES

Saturday, December 3rd is the International Day of Persons with Disabilities.

This year, it's also the tenth anniversary of the United Nations' Convention on the Rights of Persons with Disabilities (CRPD). This is a day to take stock of progress since the Convention's adoption in 2006.

Celebrating International Day of Persons with Disabilities IDPwD involves schools, workplaces, businesses, community groups and individuals working together to help break down disability barriers and celebrate abilities. We have made important advances, but the road to equality for persons with disabilities is long.

Our union plays a few roles: With the support of our National Human Rights Committee, we've negotiated Collective Agreement language to support access and inclusion for persons with disabilities in the workplace, and improve access to involvement in the union. We continue to strive to improve the agreements and remove the barriers that remain. Through bargaining and through political action, we can be part of the effort to remove barriers throughout society.

Also, components of our childcare program, the Special Needs and Moving On projects are outstanding examples of the way unions improve quality of life for our broader communities. The Special Needs Project is a one-of-a-kind initiative of the CUPW Child Care Fund. The project provides information, resources and financial support to families with children who have special needs, to help reduce the emotional, physical and financial stresses and improve their quality of life. Moving On consists of support for members' adult children with disabilities. Both programs are precious to postal worker parents, as you can see in the video *In Our Own Words: CUPW Special Needs Project celebrates 20 years!* at <https://youtu.be/Zl295LjCfWU>

Please help promote an understanding of disability issues and mobilize support for the dignity, rights and well-being of persons with disabilities. When everyone is better integrated in every aspect of political, social, economic and cultural life, we all benefit greatly.

In solidarity,

Jan Simpson
1st National Vice-President

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