

WELCOME TO CUPE LOCAL 5167 STEWARDSHIP!!

“As a steward, your role is to watch and listen to what’s happening in your workplace; on behalf of your local. As part of this role, you will want to inform the executive of issues that the local needs to deal with in bargaining; watch for early warning signs of privatization or contracting out; and stay alert for other problems.”

CUPE Steward Handbook, page 5.



Duties of a Location Steward:

- **Update Union Boards** – You should be receiving postings at your work location (if you do not, contact the office) and post them on your Union Board. Ensure there is only CUPE Local 5167 postings.
- **Encourage Member union engagement** (Solidarity) – You are an Ambassador not only for CUPE Local 5167 but the labour movement as well. Respecting labour, and ensuring a positive and safe workplace!
- **Provide information and education** – Many times you are just answering questions or passing information on, especially when bargaining is around the corner.
- **Resolve workplace issues** - We try to do this this before a grievance has to be filed by having a conversation with the Supervisor/Manager, look to review your grievance procedures in your Collective Agreement.

- **Note Taking** – Take notes at all meetings and ensure a copy is sent to the Union for the Members file. Ensure the following is contained in the notes: Members Name, date, who attended and YOUR name. Please see the Stewards TAB on the website for tips and templates.
- **Filing Grievances** – Grievance – a violation of the Collective Agreement, or a Policy Grievance - they have always done it this way, then change it up without any kind of notification or discussion or Human Rights issues. **Be mindful of timelines.**

Airport: Article 15

City: Section 16

DARTS: Drivers – Article 12, Inside – Article 12

GSWC: Article 10

Lodges: Article 16

RBG: Article 17

SMH: Article 8

- **Communicate with your Unit Vice President and Chief Steward** – You are the eyes and ears in the workplace. By communicating with the Local you will get and give additional information, assist in tracking trends and assist in fostering a strong informed local.
- **Attend Monthly Steward Meetings** – They are on the 1st Tuesday of every month (December is the dinner 😊)
- **Managing unrealistic expectations** - Sometimes Members have unrealistic expectations. We work with the Collective Agreement and sometimes we are not able to resolve an issue from the Member's perspective. That is when relationship and rapport building are vital to assisting the Member to understand. Information is power.

TIPS:

- Remember the supportive approach, often it is a personal situation for the Member and they are passionate about the issue. Providing information and clarity to assist with understanding can help diffuse escalated emotions
- Ask the Member to point out where in the CA the violation is
- Is the issue something that can be addressed by the Labour Management Committee (if available) in your area or an informal conversation with Management (speak with your Unit Vice President)

What the Local will do to assist you:

- **Education** – The Steward Learning Series, Labour Studies, etc.
- **Information & Resources** – Visit the website: www.cupe5167.org
- **Support & Solidarity** – The Executive Board will be a sounding board, information provider and collaborator.
- **Monthly Steward Meetings** - They are on the 1st Tuesday of every month (December is the dinner ☺). They are a great opportunity to connect with the Chief Steward, Unit Vice President and other Stewards.
- **Unit Meetings** – Are specific to you Unit and are scheduled around various issues. (Airport, City Inside, City Outside, DART, GSWS, Lodges, RBG and SMH). Speak to your Unit Vice President.

Contact Information:

Portfolio	Executive Board
Direction and Organization Lead Local Spokesperson	President – Sandra Walker 905-522-0917 x 229 walker@cupe5167.org
Chief Steward Units Lead (Airport, DARTS, GSWS, Lodges, RBG, SMH)	Vice President – Jay Hunter 905-522-0917 x 225 hunter@cupe5167.org
Communications Website/ Social Media Newsletter Committee Chair By Laws Committee Chair Office & Staff Coordinator	Executive Administrator – Jodi Coville 905-522-0917 x 228 coville@cupe5167.org
Budget and Finances of the Local	Treasurer – Oral Riseing 905-522-0917 riseing@cupe5167.org
Health & Safety WSIB/STD/LTD Accommodation Return to Work	2 nd Vice President – Gord Farrow 905-522-0917 x 227 farrow@cupe5167.org

<p>Education Chair Finance Committee Member</p>	<p>3rd Vice President – Ann Jenkins 905-522-0917 jenkins@cupe5167.org</p>
<p>Political Action Committee Chair Member Mobilization</p>	<p>4th Vice President – Rose MacGowan 905-522-0917 macgowan@cupe5167.org</p>
<p>Equity Committee Chair: Human Rights, International Solidarity and Women’s Issues.</p>	<p>Equity Vice President – Cindy Heuck 905-522-0917 heuck@cupe5167.org</p>
<p>Unit Specific Issues Grievances Grievance Committee Chairs Education Committee Member Bylaw Committee Member</p>	<p>Airport Vice President – John Bodnar 905-522-0917 bodnar@cupe5167.org</p> <p>City Inside Vice President – Tracey St. Aubin 905-522-0917 x 226 staubin@cupe5167.org</p> <p>City Outside Vice President – Barry Conway 905-522-0917 x 224 conway@cupe5167.org</p> <p>DARTS Vice President – Peter Grove 905-522-0917 grove@cupe5167.org</p> <p>GSWS – Paula Masys-Pollock 905-522-0917 masys-pollock@cupe5167.org</p> <p>Lodges – Sue Lavallee 905-522-0917 lavallee@cupe5167.org</p> <p>RBG – Brian Forester 905-522-0917 forester@cupe5167.org</p> <p>SMH – Marie Cantwell 905-522-0917 cantwell@cupe5167.org</p>

THANK YOU FOR BEING A 5167 STEWARD!!!

Without your participation Unions would cease to exist!