

CUPE Scoop

Local 5167

Hamilton: Our City. Our Union. Our Stories.

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Commentary – Ed Thomas

Communications Committee:

Jodi Coville, Chair,
Steve Alaimo, City Inside Unit,
Barry Conway, City Outside Unit,
Monica Galarneau, DARTS Unit,
Dianna Waldner GSWS Unit,
Tammy Ross, Lodges Unit,
Anne Abram, RBG Unit
Sharla Armstrong, Member at Large
Evan Johnston, Member at Large



**The Executive & Staff
wish**

CUPE Local 5167

Membership

**a season filled with
health and happiness!**



**Hopefully, Santa will
Restore Our Rights
and repeal Bill 195!**

<https://cupe.on.ca/restoreourrights/>



The Union office will be **CLOSED** from:

NOON Thursday, December 24, 2020.

And will **REOPEN** on Monday, January 4, 2021.

Animal Services is a 24/7 essential service within The City of Hamilton. Animal Services sits behind the SPCA at 247 Dartnall Rd. It appears they share the building but there is no access inside or between the two individual businesses.

Animal Services was previously called Animal Control as it was primarily enforcement based. Rebranding to Animal Services has allowed for additional services to be offered, such as, adoptions, fostering, volunteering and the opportunity for donations.

Animals Services has 13 full time and 2 part time Officers, who work rotating shifts responding to calls. Example calls include bats that woke residents from their sleep, snakes that crawled in through open basement windows, or a herd of cattle that escaped and are walking down a rural road. Officers respond to lost, found, surrendered and deceased animals. They enforce dog licensing, dogs at large, barking, feces on private property and park patrols. They handle domestic and exotic animals, rodents, reptiles, birds, plus livestock and wild animals!



Throughout COVID staff continue to answer phones from the office and their homes, Kennel staff rotated their shifts to ensure social distancing while caring for the animals, and officers scheduled to cover 24/7 are having to disinfect vehicles between shifts while working front line.

Animals for adoption are at PetSmart but viewing is currently contact free, applications would be processed at the shelter.

It is important residents are aware of the Responsible Animal Ownership By-law for what is permitted within the city. For example, urban chickens are not permitted and only 4 domestic animals per dwelling is permitted.

Did you know Animal Services will take gently used donations? Items such as: blankets, towels, sheets, comforters, dryer sheets and laundry detergent. They will also accept pet accessories: leashes, collars, gentle leaders, halti collars, carriers, crates, cages, washable pet beds of all sizes, indestructible dog toys, washable cat toys and balls. In addition, they will accept unopened pet food.

The City of Hamilton is registered with the Canada Revenue Agency and can issue official donation receipts for donations of \$10 or more, and donations of new items with a receipt for a value of \$10 or more. Your donation goes to the medical needs of animals, costs involved with the shelter for the adoption program, and/or animal rescue organizations, and costs involved with sending animals out of province to animal rescue organizations.

Follow Animal Services on social media

Hamilton Animal Services on Instagram
City of Hamilton Animal Services on Facebook

BILL 124 Protecting a Sustainable Public Sector for Future Generations Act, 2019

The Provincial Government passed Bill 124, the *Protecting a Sustainable Public Sector for Future Generations Act, 2019* on November 7, 2019. The *Act* does not apply to municipalities, municipal boards, police services boards, and Indigenous communities, etc.

However, it does apply to our Brothers & Sisters working at DARTS, Good Shepherd, Royal Botanical Gardens and St. Matthew's House.

The *Act* also outlines the "moderation period" of three years of limiting salaries and compensation increases for the public sector to 1%. Bill 124 also provides power to the Minister to void collective agreements or arbitration awards at their "sole discretion". On March 4, 2020, a coalition of Ontario Unions launched a constitutional challenge to Bill 124.

BILL 195 The Reopening Ontario (A Flexible Response to COVID-19) Act, 2020

Bill 195 authorizes the government to maintain orders, issued during the COVID-19 pandemic, that interfere with the Collective Bargaining rights of unionized workers. Under Bill 195 Management has the ability to cancel scheduled vacation, seniority-based layoff, redeployment, changing work assignments, shift schedules, and much more. The Government has put this in place for one year. At the end of the year, the Premier can ask the legislature to extend cabinet's renewal powers for another year. **Bill 195 has had devastating effects on our Brothers & Sisters working at the Lodges.** As a result, we have seen a change of 89 positions to the negative; so not only are they being denied vacation, forced to chose one work location, they are now working understaffed by at least 89 bodies, not to mention the negative impact on their wages.

It is frustrating that these BILLS bring insecurity into our workplaces as we can no longer rely on the rights in our Collective Agreements!! **What do we do? Fight Back!!**

Please visit CUPE Ontario's website and have everyone you know send a message via email and take pictures on Thursdays!! If all 270,000 CUPE OD Members did this and had 3 family or 4 friends do it too, that would be over a million people.... that would force the Government to pay attention and LISTEN TO THE PEOPLE!

[Restore Our Rights - Abuse of Power Betrays Heroes - CUPE Ontario](#)

We STAND IN SOLIDARITY with our Lodge Unit Members!!



We know you are dedicated and care about the residents!

We know you have had to pick a location and your income has been impacted!

We know you are not getting your vacation and have scheduling limits.

We know your Unit VP Sue Lavallee is being denied her 2 union days a week; yet continues to fight on your behalf!

We can only imagine how tired you all are, but continue to show up!!

Bill 195 allows the Employers to do this!

CUPE Ontario is fighting this with the Restore Our Rights Campaign.

CUPE Local 5167 is actively tweeting and emailing the Ford Government.

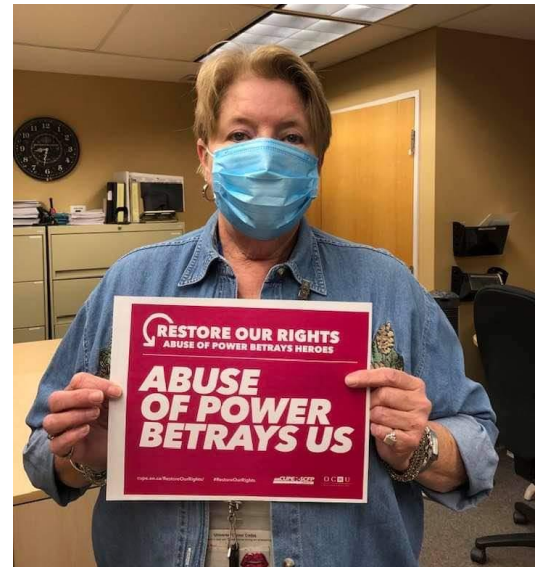
But we need your help and the help of everyone you know to send that same message!

Please visit: <https://cupe.on.ca/restoreourrights/>

Please send pictures of yourself and friends to Jodi Coville at coville@cupe5167.org

She will continue to tweet and post the message!

If you have a poster great, if not she will impose one!!

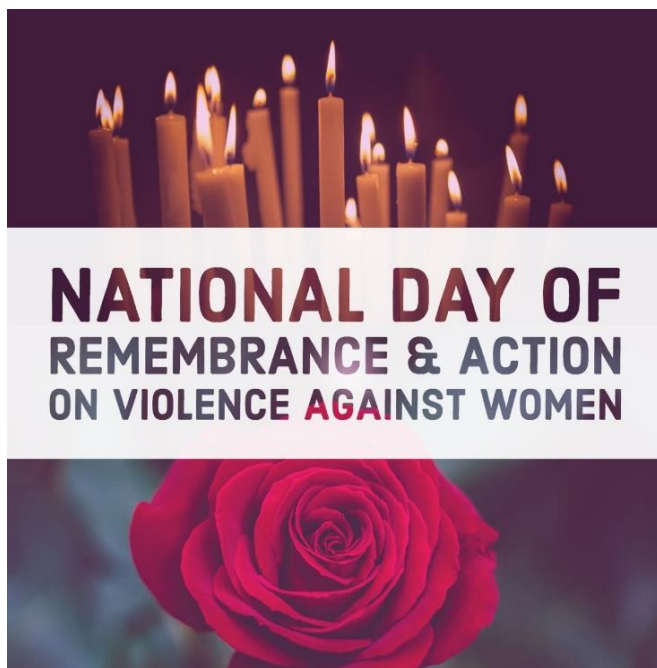


In case you are not already aware, **December 6th is National Day of Remembrance and Action on Violence Against Women** in Canada, also known as **White Ribbon Day**.

On December 6th each year we take the time to remember the 14 women who were murdered on December 6th, 1989 at l'École Polytechnique in Montréal, just because they were women. After 30 years, the work continues around Canada to end violence toward women and girls.

As described on the Government of Canada's, Status of Women Canada webpage, "The National Day of Remembrance and Action on Violence Against Women is about remembering victims; it is also a time to take action. We each have the opportunity and the responsibility to stand up against misogyny, sexism and hate and it starts with creating a culture of respect."

Unfortunately, there are no current memorials planned to mark this event in Hamilton, so please take a moment on December 6th to remember all women who have been victims of violence.



Scoop CONTEST!

RESTORE OUR RIGHTS
ABUSE OF POWER BETRAYS HEROES

**RESTORE
OUR
RIGHTS**

cupe.on.ca/RestoreOurRights/ #RestoreOurRights CUPE/SCFP



Each 5167 Member who submits a picture for the Restore OUR Rights campaign will get a chance to win! You can download the poster at www.cupe.on.ca/restoreourrights or it can be imposed once received.

Get your friend, mother, neighbour to take a picture and you can get a 2nd, 3rd, up to 5 chances to win \$100, \$50 and \$25 gift cards!!

Make sure you get them to take 5 seconds to send the auto generated email as well.



Take Action Now
Click on the headings below to find out how you can take action now.

Take action at work every Thursday

Send a message to Ford
Use the action below to send a message that the emergency orders permitted by Bill 195 must be ended:

Enter your address

Your Full Name (required)

Your Email (required)

Your MPP (required)

Are you a CUPE member?

When COV emergency allowed em orders wer

On July 21 Conserv the legisla restrictions unprecede

Front-line v more than rights. The

Let's show

Dear Prem

I am writing workers' ri

Don't worry if you took a picture before, send another one!!

Send all pictures to: coville@cupe5167.org

Tis the Season...

Many will be celebrating their family and community traditions of **Kwanzaa**, **Christmas**, **Santa Coming to Town**, **Hanukkah**, **Boxing Day Shopping** or just enjoying the **Winter Wonderland**!



CUPE Local 5167 did not exhaust this year's donation budget and the impact of COVID on conference cancellations. At the November General Membership Meeting, Membership passed the following donations:

- Good Shepherd Women Services \$500
- Good Shepherd Family Centre \$500
- St. Matthew's House Food bank \$500
- Lodges Adopt a Grandparent (\$250 to each location)
- Living Rock Ministries (Youth) \$500
- Holiday Wish Hamilton \$500
- Neighbour to Neighbour \$500
- Food Share \$500
- To donate \$1000.00 to Food share from the 2020 budget on December 31, 2020. We know that after the holidays many food banks run short!!



Calm Before the Storm – by Ed Thomas, Retiree



My Dad said, "Never vote for a Conservative government". He understood that Conservatives are job killers and do not have the best interest of working-class people. I was only 10 at the time, but those words have resonated with me well into all my adult life.

The Conservatives held power in Ontario from 1943 to 1985, workers did not enjoy a lot of gains during those years. Premier of Ontario Bill Davis, (1971-1985) introduced wage and price controls. Prices on goods kept rising, but wages were frozen. Premier of Ontario Mike Harris (1995 - 2002) introduced the Common Sense Revolution which was a direct attack on workers and the less fortunate. He branded himself as "the Tax Fighter". Harris policy attacked what he perceived to be government hand-outs. He wasted little time cutting funding for education and healthcare. Healthcare was decimated by hospital closures and the opening of a low-wage for-profit long-term care and homecare sector. **We are seeing the effects of these decisions because COVID has brought attention to the shortfalls of privatized long-term care homes.** The Harris government sold Hwy 407 for fire sale prices, even though it cost millions of tax-payers monies to build. Water safety was privatized and lead to the Walkerton disaster that killed 6 people and made over 2,000 sick. The social safety net was shredded with a 22 percent welfare cut, while income tax cuts overwhelmingly went to the top ten percent income earners. The minimum wage was frozen during the entire period of Tory rule, from 1995 to 2003, while employment standards were dramatically rolled back.

Now we have Doug Ford, who shortly after being elected froze wage increases for public sector workers at 1%. During pandemic he praised essential workers as heroes, but only a few months into the virus he started rearing his Conservative ugly head. He is still allowing privately-owned long-term care homes to be purchased. Rest assured he will use the pandemic to justify making deeper cuts to working class wages, healthcare, education and transfer payments to municipalities. He will continue to cut services and change to legislation to attack unions. Our local and the rest of the labour movement must start planning a strategy to fight this!!