



Local 5167 Scoop

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WE WON 2nd Runner Up!
 CUPE Ontario Labour Day Photo Contest
 Bernice Ferguson, Lodges Unit, with her girls!



**Wishing all CUPE Local 5167 Members & their families
 a happy and safe holiday!!**



Solidarity, Hope & Holiday Wishes

The Newsletter Committee on behalf of CUPE Local 5167 would like to ask for **CASH donations** of any amount to be collected and distributed evenly among the **terminated Brothers & Sisters** to aid in **Solidarity, Hope and Holiday Wishes** to them and their families.

Please stop by the Union Hall, talk to a Steward or Newsletter Committee Member to make a donation by December 10, 2014.

Newsletter Committee: **Jodi Coville**, Chair, **Rick DiGiantomasso**, Airport Unit, **Loretta Marshall**, City Inside Unit, **Barry Conway**, City Outside Unit, **Ruth Graves**, DARTS Unit, **Paula Masys-Pollack**, GSWS Unit, **Teofil Linca**, Lodges Unit, **Brian Forester**, RBG Unit

Member Spotlight

Meet City Inside Unit
5167 Member

Debbie Arnott

Municipal Parking



If you've ever walked down the street and every second person you pass is saying "hi", then chances are you're with Debbie Arnott. It's no wonder because after working with the City of Hamilton for over thirty years Debbie maintains that the best part of it all is the friends she has made.

A true Hamiltonian, Debbie began her career with the city working part time at Pinky Lewis while she attended HCI. Her experience expanded to include the Convention Centre, Finance, City Clerks and Parking where she currently works as a Customer Service Representative. When asked how she likes working in the parking office, her response was, "It feels like a family here, I love it!"

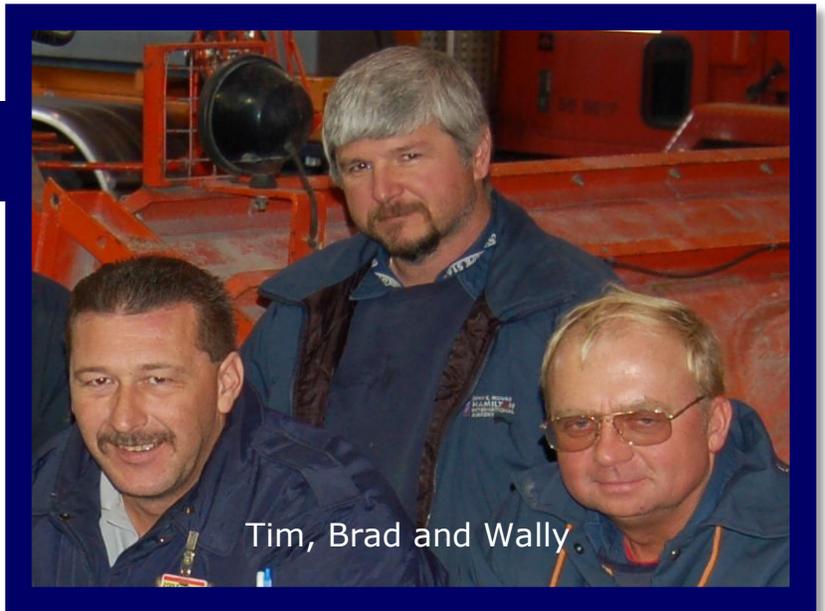
Witty and bright one of Debbie's strongest assets is her creativity which has won her a few contests over the years including a campaign slogan for our union, as well as naming a current operating system in parking: M.A.P.P.S. (Municipal Automated Parking Permit System). In her spare time Debbie has a passion for photography and is certified in interior decorating which she plans on pursuing.

This happily married mother of two is never short on stories. Her favourites are the ones inspired by the family camping trips which her co-workers never get tired of hearing. Her future plans are to travel more but NEVER camp again – see Griswold's Vacation. Although Debbie is looking forward to retirement, she is also excited to make more memories over the next few years. Who knows, maybe she'll meet some new co-workers too! After all, as Debbie says "There are no strangers in this world, only friends you haven't met yet!"

Member Spotlight

Airport Unit
Brad Bechtel

Retiring after 34 years!



Dear Brothers and Sisters of Cupe Local 5167 it is with mixed feeling of happiness and sadness that the Hamilton International Airport Unit announces the recent retirement of Brad Bechtel.

Brad started back in June of 1980 in the roads department before it closed. His starting wage was \$6.75/hour! Brad has been an active member of the union and participated on Health and Safety, Labour Management and Bargaining Committees.

Brad shared some memories that have stuck with him; like the Warplane hangar fire in February of 1993 and the busier times when the airport was being used by West Jet as its main hub. He often heard himself say "you can't ask for a better place to work". He felt that through everything that has happened from day one of his career and with all the changes through the years he is ultimately blessed and hopes other people in his shoes feel the same way when they retire. He is thankful for the opportunities he was given and for the people he met and the friendships he made. He is happy to be retiring healthy and doing it on his own terms.

Brad is a dedicated family man to wife Joanne and father of two children, Jennifer and Michael. Brad also gives back to his community by volunteering at homes for special needs people as well as with Habitat for Humanity. Brad has shared his mixed feeling about retirement as he is looking forward to spending more time with his family; however he is leaving a job and people he loves.

On behalf of the airport group we want to thank Brad Bechtel for all his years of service and dedication. He will be missed but he assures us that this is not a goodbye or an end but a new chapter in his life. He plans on visiting and we look forward to it.

We wish Brad all the best in his retirement.

Local Updates



Political Action Committee Presents:

Breakfast with Santa

Saturday, December 6, 2014

9:00am to 11:30am,

Local 5167 Union Office,
818 King Street East



Upcoming Education: Steward Learning Series

Creating an Accommodating Friendly Workplace

Thursday, January 22

Register by Thursday, January 8

Handling Discipline and Discharge

Thursday, February 5

Register by Thursday, January 22

Representing Members in Front of Management

Tuesday, February 17

Register by Tuesday, February 3

Please call the CUPE office at 905-522-0917 or email office@cupe5167.org to register

Greetings from your Women's, Human Rights and International Solidarity Committee!

Inclusion means creating an environment where everyone can participate equitably. This year our committee will work to create opportunities for everyone to get involved, and be included in the great work this union local does.

We've all had the feeling of being an outsider at some point in our lives, and we all agreed that a main priority for us this year will be to make sure that no one feels that way at work.

Deb Stringer, Women's, Human Rights and International Solidarity Committee Member

Local Updates



Airport Unit Bargaining

This round of bargaining we met with the Employer over 5 days and were able to arrive at a settlement that was ratified by the membership on Nov 14th.

Year 1 - 4.5% for Security, 2.25% for all other classifications

Year 2 - 2.75% for all classifications

Year 3 - 2.5% for all classifications

Year 4 - 2.5% for all classifications

Year 5 - 3% for all classifications

New provisions also include language protecting hours; Employee birthdays taken as a paid day off; minimum staffing compliment language in specific classifications, and increases to the overtime bank and shift premiums.

Lodges Interest Arbitration

has concluded for the time period of April 1st, 2011 to March 30, 2013.

Highlights:

Wages

2% increase effective April 1, 2011

1.9% increase effective April 1, 2012

Premium

Weekend Premium increased to \$0.25 from \$0.15

Uniform Allowance

Regular Part time employees \$50.00

Physiotherapy Cap

\$850 per annum

City Unit Bargaining

Thank you to everyone who took the time to fill out a bargaining survey - we had an incredible response and your feedback will be invaluable during this upcoming round of negotiations.

Your bargaining team will be meeting over the next month to develop proposals based on the results of the survey, and a review of grievances filed over the life of the last contract. We anticipate sitting down with the Employer to begin negotiations in the new year.

We need the members to assist as part of the Bargaining Support Committee - the time commitment is flexible and your support is essential to a strong and successful round of bargaining. There is a meeting at the Union Hall on **December 3, 2014 at 5:30pm** for those interested. If you're interested please email office@cupe5167.org



"If we cancel their eyeglass benefits, the Union won't be able to read the fine print!"

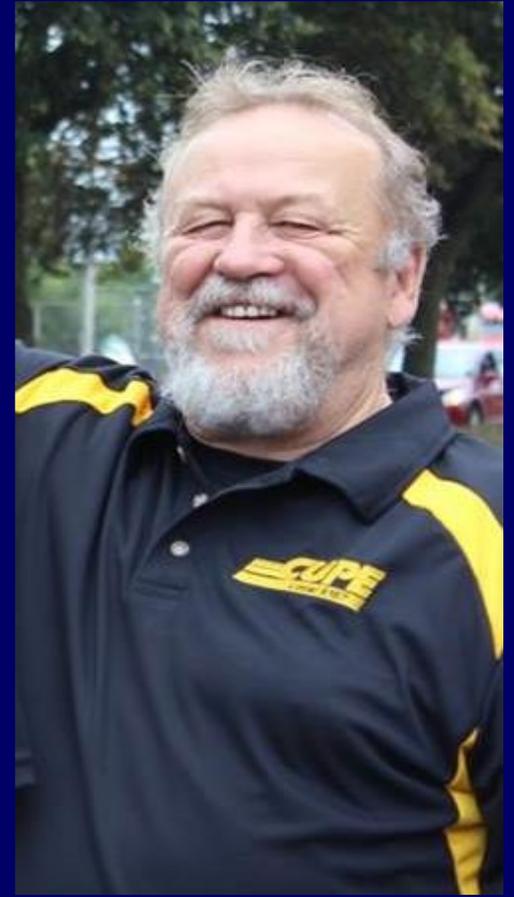
What has the Union Ever Done for Me?

My name is Ed Thomas - I am a retired member of CUPE Local 5167. I started working for the old City of Hamilton on July 7, 1977 as a labourer for the Streets & Sanitation Department. I retired in October 2007 and during my 30 years of working for the City; I have heard a number of members ask "what has the union ever done for me?"

Well, when I started with the City I was only making \$5.00 an hour, there was very little shift premium and weekend premium were non-existent. I had 7 statutory holidays, and had to work 8 years before I was granted 2 weeks' vacation. Sick time was based on a credited system of being awarded 1 1/2 days a month that was put into your sick leave bank. However, I had to work the whole month (without taking time off) in order to get the 1 1/2 day credited to my bank. I didn't have a drug and dental plan. Seniority language was very weak. Over time pay was less. I didn't have a vision care plan.

I should not have to explain all the improvements that have been made over the years; one would only have to look at their current collective agreement to see the vast differences. I did not get these improvements by knocking on the boss's door or for that matter that upper levels of management were generous and gave them to me out of the goodness of their hearts. No, I got them because the union negotiated changes to improve on these items and more. The union has pushed the employer for these changes which resulted in improving my quality of life.

So, when you ask "what has the union done for me?" Think about it.



Did you know...

Labour unions have existed in Canada since the early **1800s**.

And in **1975 Grace Hartman** was elected head of the **Canadian Union of Public Employees**, becoming the first woman to lead a major labour union in North America.

CUPE National Updates

In Canada, the top 1% (Approximately 272, 000 people) earn on average \$380,000 a year. That is **almost 10 times the average annual pay** of either a public sector worker (\$49,655) or a private sector worker (\$49, 407). – CUPE National Sector Conference

Nearly 1 in 10 Canadian Workers earn wages that are at or below the poverty level. A single person making less than \$23,647 a year or a family with 2 children and 2 adults having an income of less than \$43, 942 a year is considered living in poverty. – CUPE National Sector Conference

Harper government plans to introduce **income splitting**: allowing couples with children under the age of 18 to shift up to \$50,000 a year in income to the lower income spouse for tax purposes. What does that mean for Canadian families?

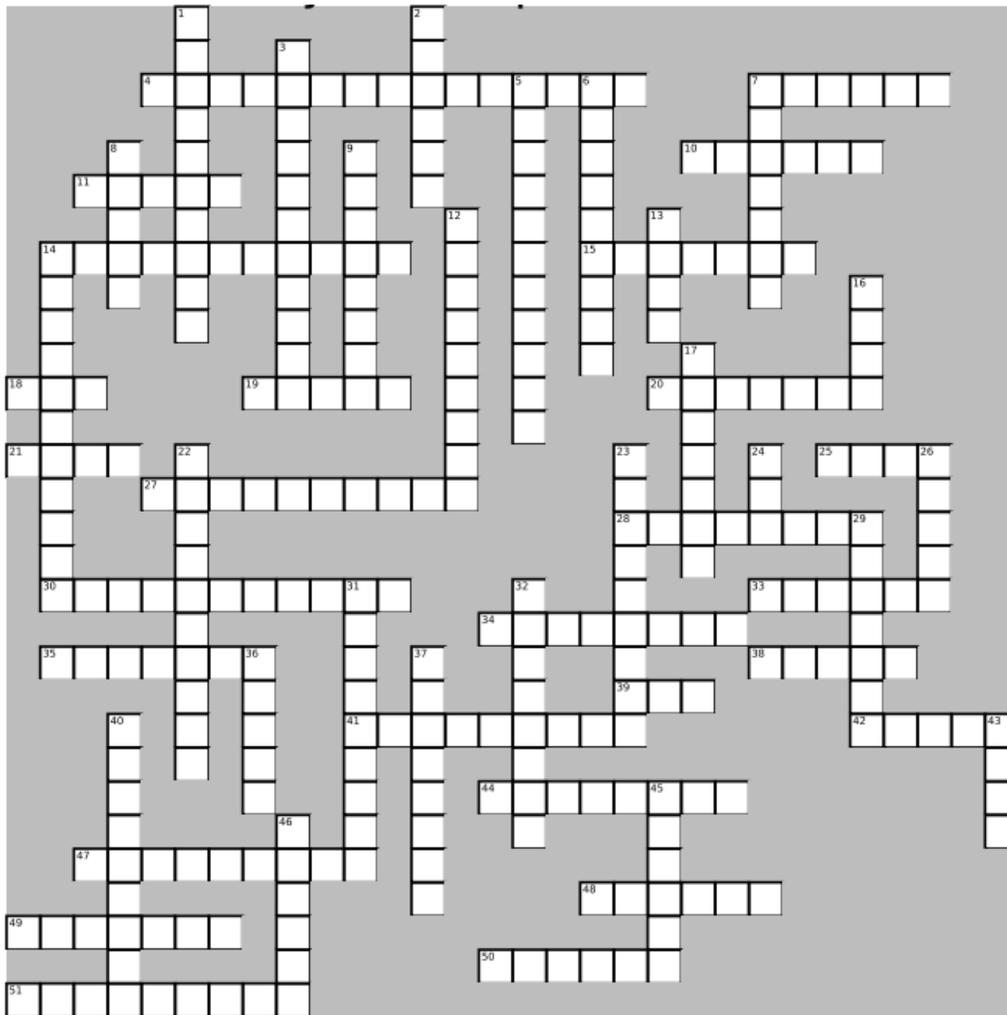
- 85% get nothing
- 6% less than \$500
- 8% \$500 to \$5000
- Top 1% \$5000+



Income splitting is terrible policy that would have negative economic impacts. It **provides little for parents who need help**, while lining the pockets of those who don't. There are plenty of more equitable ways to support families raising children that could also benefit economy. – CUPE National

Two Tier Bargaining is bad for Unions! It is unfair to new hires and weakens the union because it undermines union solidarity. Unions are built on people doing the same work for the same fair wage. If successful, employers would try to shift to workers who cost less and away from workers with full pay and benefits. – CUPE National Sector Conference

Crossword – Oh Little Town of Hamilton – Loretta Marshall



- | Across | Down |
|---|--|
| 4 Ridge Road drop off (3 words) | 1 Winter bushes and shrubs |
| 7 Bridges the gap between East and West | 2 The sound of bells or a musical ad |
| 10 Preferred Xmas bird sure to get stuffed | 3 Horse racing hang out |
| 11 Our airport is name in honor of the former Minister of Labour/Health | 5 1812 park in Stoney Creek |
| 14 Men that are iced..."you can't catch me" | 6 Good King |
| 15 A schooner that capsized in Lake Ontario | 7 Dicken's classic Christmas |
| 18 Soothing steeped drink | 8 Former leaf head from the east end |
| 19 Famous comedian that once cheered for the green and gold | 9 Home of the Old Mill and the haunting hermitage |
| 20 Downtown mall crawl, rather square. | 12 These are hung by the chimney |
| 21 PA RUMP PUM PUM PUM | 13 _____ Park its the heart of the city |
| 25 Celebrating 60 years of channeling viewers | 14 On the 5th day of Christmas |
| 27 Hamilton boasts several of these flowing wonders | 16 Our very own Sugar Plum Fairy Ballerina |
| 28 What Stoney Creek Dairy serves up | 17 Our "Mayor" of the morning |
| 30 This park gets top billing for the best view (2 words) | 22 Mr. Kringle (2 words) |
| 33 Hamilton's 1st mayor | 23 Historic site that offers its guests a heart-felt welcome |
| 34 71 Main Street W (2 words) | 24 On the buses, namely (abbr) |
| 35 The leader of the pack on Christmas eve | 26 Giddy-up |
| 38 1 block east of Upper Wellington above Fennell | 29 The start of each day |
| 39 One of the colours of Christmas | 31 Roast them on an open fire |
| 41 Honey glazed hockey player (2 words) | 32 Ward 11....Nice Sunday drive location |
| 42 Nicely wrapped up under the tree | 36 The other half of ... THE IVY |
| 44 The Happy Access | 37 home of the Marauders' |
| 47 Hello, aloha, howdy, welcome or, you may get carded. | 40 One stop shops on top |
| 48 Two eyes made out of coal | 43 Can be a bit flaky...you know that white stuff |
| 49 Name of our castle and former home of Sir Allan MacNab | 45 Songs of the season |
| 50 Cactus Festival is celebrated here | 46 Gabriel and Michael...on the tree top |
| 51 Eat 'em raw (2 words) | |