

CUPE Scoop

Local 5167

Hamilton: Our City. Our Union. Our Stories.

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Calling all writers!

Submit articles or ideas to
[coville@cupe5167.org!](mailto:coville@cupe5167.org)

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- Rick DiGiantomasso, Airport Unit,
- Loretta Marshall, City Inside Unit,
- Barry Conway, City Outside Unit,
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- Joyce King, Lodges Unit,
- Brian Forester, RBG Unit
- John Naismith, SMH Unit

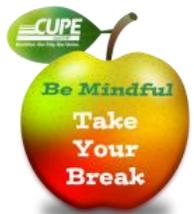
CUPE Local 5167 - Lodges Unit Campaign

Be Mindful – Take Your Break

kicked off at the Lodges this month!



The campaign focuses on people taking their break and being mindful of self-care.



CUPE Local 5167 - **Be Mindful – Take Your Break** campaign is looking to provide supports and information about:

- Self Care
- Taking Breaks
- Work Load Issues
- STD/LTD information as per CA
- Changes to the Employment Standards Act (ESA - Bill 148)
- Resources

It is common for people working in health care to take care of everyone around them but forgetting to be mindful of them-selves.

A common response is 'I can't take my break, I don't have time'; we encourage members to talk to Sue (Lodges VP) or a Union Steward and complete a workload form to identify these issues to management.

Talk to your coworkers and share resources!



Taking a Selfie – Loretta Marshall – City Inside



It was May 2, in the year of the monkey that was the day that I first became linked with the **City of Hamilton**. Of course I don't remember too much about that day because I had just been born! It would be a few years later when I would start creating memories that would pave the way, to where I am now.

My parents met at Central Bowling Alley. My mother worked at the Snack Bar and my father was a mechanic. Being the child of parents that both worked wasn't totally awful – **I got to bowl for free!** It was in the mid-sixties when I learned that the City was expropriating the bowling alley which had become my second home. I was nine or ten and I was determined to fight! One day after school I marched into city hall and up to the information desk where I saw a 'mean lady' sitting. She looked at me and very nicely asked, "Can I help you dear?" Her soft voice mellowed my fury and all I could say was, "Is it true they are tearing down Central Lanes?" I knew what the answer.

I left the building that day feeling defeated; I didn't understand the process and felt as if what was happening to my bowling alley was a personal attack on me. Little did I know twenty-four years later I would be working behind that same information desk, being that "mean" lady!

I studied Broadcast Journalism in college and worked for a bit at a local radio station. In September of 1989 I was offered an opportunity to work for the City of Hamilton as a part-time after hour's dispatcher. That was perfect for me being a single mom so I jumped at the chance. Within a year I was employed full-time in the Culture and Recreation Department as a Customer Service clerk and worked there for fourteen years. I really enjoyed it, especially forging good relationships with the staff and the community groups I worked with. Some of the most influential people in my life, I met there.

The Parking Department on Summers Lane was my next gig. That was an interesting job. Most of the citizen's that came to that office were not happy, so it was a challenge. I learned so much from working there, about management styles, trust, integrity – it was a rollercoaster to say the least. After over ten years in parking and not being able to meet my professional goals there, I began to apply for different jobs.

Now I work for Public Works in the Traffic Operations section and in my opinion, it's the best; my experience has been remarkable. November 11, 2017, was my second anniversary working for Traffic. Since I started there I have participated on a few committees and even got to organize a Staff Appreciation Day with one of my managers. I have found that I thrive at organizing events and I really enjoy sending a positive message. **My passion is words, words that will provide comfort, joy, laughter, and touch the heart.** Although the majority of my job is administrative, I know that my manager wants me to succeed and support me in whatever way they can.

Last but not least one of the most fulfilling experiences I have had working for the city has been with my union involvement. I started out green, didn't know very much at all. Although I have struggled in some ways; the education, comradery, life lessons that CUPE Local 5167 has brought are far more valuable. After all, I met my best friend by being a union activist.

So why a selfie? Aside from the fact that I didn't line anyone up for an interview recently, I think it's time to break out and contribute to making this world a better place. It's time to come into the light and shine! So the next time you're approached to be the "inside membership spotlight" say yes! **If I can do it anyone can!!!**



Member Spotlight

Enza Camparella-Guddemi

St. Matthew's House Unit - By John Naismith

St. Matthew's House has been a trusted local child care centre for over forty years. The centre provides 51 licensed child care spaces for newborns up to school entry age.

One of the amazing early childcare educators is **Enza Camparella-Guddemi**. In July she will have worked for SMH for 24 years!

I asked Enza how she got into the child care field. Her reply, "Since I can remember I always loved being around children, even when I was little I used to pick up kids bigger than me and my mom would tell me to put them down because they were bigger than me." Enza would always have a glow in her eye every time she saw the children. When she was in high school, Enza had her co-op placement at St. Matthew's and worked with a variety of age groups and decided she had found her calling. She studied at Mohawk College and graduated in 1994. She started work at St. Matthew's then and remains a corner stone of the educators that are here today.

Asking her about who has influenced her most at St. Matthew's, she referred to her dear friend and co-worker Maria. She said she was the first person she met when she started as a high school student. She was professional, kind, giving and a great teacher to the children. She made her feel comfortable, guided her with a positive attitude and helped her to decide that this was the place for her.

Enza shares what she enjoys most about working there, "I really enjoy all the children, especially the babies as they bring such joy to my eyes." When she visits the other classrooms she is greeted with lots of hugs and smiles and she thinks that is the best thing anyone can ask for. She feels that the families really appreciate the hard work that all the staff does. Enza says, "Our centre is my second home and my co-workers are my family too."

Enza told me that many people would be surprised to know that she likes to ride, "Harley Davidson Motorcycles." She also thought people would describe her as a generous, respectful, dedicated, hard-working, affectionate and professional person. Who rides motorcycles!!!

A favorite memory of Enza's from working at St. Matthew's is when she worked with a special needs little girl who could not speak and was also deaf. Enza said, "I loved working with her, she had a beautiful smile that glowed when she entered the room." Enza learned sign language to help her communicate with her in the classroom. She remembers teaching her to sign the word 'Play' and her name. The next morning when the little girl arrived in the classroom she approached Enza and looked at her and began to sign her name and 'Play', and her smile was never forgotten. **From that moment on Enza knew she was in the right kind of job!**

Community Updates

International Women's Day and the Labour Movement

On March 8th International Women's Day was celebrated around the world, in intimate and in large venues. It is a time to reflect on women's accomplishments and the continuing commitment for gender equality. But, did you now that originally International Women's Day was connected to the early labour movement of the twentieth century?



According to the United Nations, the concept of International Women's Day came from women attending the Women Conference of the Social International of Europe in 1910. The women from the conference sought to have a day on behalf of women, where the focus would be on labour conditions, stopping discrimination within the workplace, the right to vote and allowing women into government positions. The very first International Women's Day was held on March 19, 1911 with rallies in Germany, Denmark, Austria and Switzerland. It has been recorded that more than one million women and men attended the rallies.

Please keep International Women's Day in mind every March 8th. Take the time to look up local International Women's Day event and show your support by attending.

Dianna Waldner ~ GSWS Unit

Don't forget to **visit the website** for updates, postings and all sorts of supports and information!! www.cupe5167.org

Adopt a Grand Parent at the Lodges during the holidays!



These wonderful lodge members: **Sue, Denise, Susan, Sharon, Catherine and Ya** saw that many residents at the lodges do not have family supports and go without a holiday gift in December. They **took action and donated** their time and provided gifts themselves.

In addition they gathered gifts from fellow colleagues and family members. Well done!!

CUPE Local 5167 will send out a call in our Fall SCOOP to see if members would like to

Adopt A Grand Parent in the 2018 holiday season!

Local Updates



CUPE Local 5167 will be **moving** in 2018 to 229 Kenilworth Avenue N. A new building has been purchased.

Motions regarding the purchase have been passed and information has been available at our General Membership Meetings (GMM).

Stay tuned for a grand opening in late summer to early fall.

Serving Hamilton!

January 8, 2018 CUPE Local 5167 kicked off a series of videos featuring the work of the members from all units. Each week a new video is being release until May 7, 2018.

Please go like and share them! This will help get the word out to the community!



Every day Mike and the other CUPE Local 5167 members at the City of Hamilton – Healthy and Safe Communities Department provide vital income and employment assistance to Hamilton’s residents.

Learn more about what Mike and his co-workers do to make Hamilton such a great place to live and work.

CUPE Local 5167
Here for you - Serving Hamilton



www.cupe5167.org



Check out our latest video!! Visit Facebook, youtube or Twitter!!

Bloodshed in the Workplace – By Ed Thomas, 5167 Retiree



Every year there are around 335,000 workers from around the world that are killed on the job.

How should we look at the carnage in the workplace?

Well, we could say that if the 335,000 workers who are slaughtered in the workplace every year were to hold hands, they would form a human chain many miles long! Of course we all know that the dead don't hold hands, so we can't use this as a form of measurement. However, the blood that has been spilled in the workplace can be measured by something that we can all understand.

For example, if the average worker's body holds 10 pints of blood, then based on the world statistics, the 335,000 workers killed over one year spilled an amount of blood equal to 3.4 million pints.

The number of deaths in the workplace has not diminished since the release of the 1994 figures. So now that it is the year 2018, 28 years later, how much blood has been shed? According to our formula: 3.4 million pints x 28 years = 81.6 million pints.

How can we determine how much blood this really is?

In Canada, the Canadian Blood Services uses 500,000 pints of blood a year. So, if we look at the 81.6 million pints of blood that has been shed in the workplace and divide that by 500,000, it would equal enough blood to stock Canada's blood bank for the next 162 years!!

Another way to calculate how much blood that has been needlessly spilled is to figure out how many lives it could save. For example, one pint of blood can save up to four lives. So, 81.6 million pints would have the potential of saving 324,000,000 million lives. However, this blood will not save one life, it is gone forever.

THINK ABOUT IT!



Every year on **April 28 – Day of Mourning** we pay our respects to, and remember, the thousands of workers who have been killed, injured or suffered illness as a result of work-related incidents. We also honour the many families and friends who have been deeply affected by these tragedies.

Every worker has the right to return home safe and sound at the end of each work day.

By working together – with employers, workers and our health and safety partners – we can prevent worker injuries and deaths before they occur.

<https://www.labour.gov.on.ca/english/hs/topics/april28.php>