



Stay in the LOOP. Get the

# CUPE SCOOP!

Local 5167



**Hamilton. Our City. Our Union. Our Stories.**

**WIN SWAG**

**Attend Monthly General Membership Meetings (GMM)**




Hamilton. Our City. Our Union.



@cupelocal5167



John C. Meers  
HAMILTON INTERNATIONAL AIRPORT  
Fire, Security & Maintenance



Good Shepherd  
Faith in people.  
Women Services, Family Centre & Reaching Home Division



Hamilton  
City Inside  
City Outside  
Macassa Lodge  
Wentworth Lodge




Royal Botanical Gardens



St. Matthew's House  
Where Hope Lives

**Communications Committee:**

- Jodi Coville, Chair,
- Steve Alaimo, City Inside Unit,
- Barry Conway, City Outside Unit,
- Monica Galarneau, DARTS Unit,
- Dianna Waldner GSWS Unit,
- Sharla Armstrong, Member at Large
- Evan Johnston, Member at Large
- Michelle Bowerman, Member at Large
- Karol De Stefano, Member at Large

**What's the SCOOP?**

- What is seniority?
- The meaning of Orange Shirt Day
- Save the Evidence Campaign
- Brain Teasers
- Call to Action
- The 7 Grandfathers Teachings
- Climate Change Realities
- Opportunity to Win

**VOTING MATTERS!**

It is important now more than ever to ensure you are connected to your union and make an informed vote!

Federal Elections this month, September 20, 2021, and Provincial Elections coming June 2022!

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# Know Your Collective Agreement

## What is seniority?

A listing of workers in order based on time worked.

Employers often use seniority to decide who will be promoted, laid off or recalled.

Sick time does not impact seniority, nor does maternity/parental leave.

If you have questions, please contact the union.

**CUPE**  
Local 5167  
Hamilton. Our City. Our Union.

## What is seniority?

A listing of workers in order based on time worked. Employers often use seniority to decide who will be promoted, laid off or recalled. The Employer tracks seniority and service; the union is provided with the lists as outlined in the Collective Agreements.

Airport: Article 11 – Posted in January each year (260 days is 1 year)

City: Article 14 – Posted March 1st and September 1st each year (260 days is 1 year)

DARTS: Article 15 - Posted in January each year (260 days is 1 year)

Good Shepherd: Article 11 – Posted by the 31st of January and July each year (260 days is 1 year)

Lodges: Article 13 – Posted February 1st each year (1830 hours is 1 year)

RBG: Article 13 – Posted in January each year (260 days is 1 year)

SMH: Article 12 – Posted January and July each year (1820 hours is 1 year)

If you find a discrepancy you must address it within the timelines of your Collective Agreement. Look to the article about seniority and the article about filing a grievance.

Please contact your Employer or the union Executive Administrator regarding discrepancies.

**It's your responsibility to  
check your seniority!!**

## Visit the website regularly!

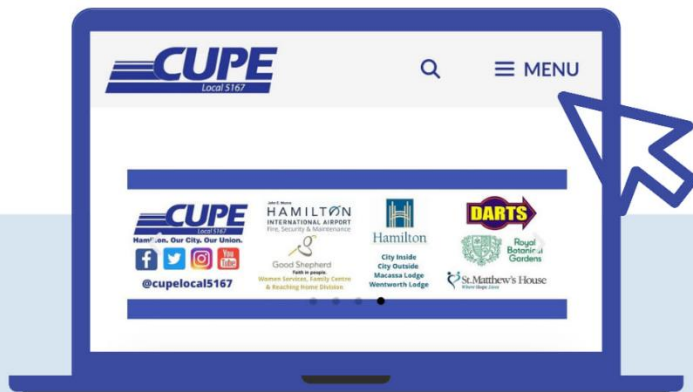
You can find:

Current postings and social media links.

Collective Agreements under the UNITS TAB.

Member supports under the MEMBERS TAB and you can register for eblasts as well! STAY CONNECTED!

Union representatives under EXECUTIVE or CONTACTS TABS.



WWW.CUPE5167.ORG

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I believe this year's **Orange Shirt Day** will have a deeper meaning for many across Canada, due to the 1,308+ unmarked graves that have been located since May near former Residential School sites.

**Orange Shirt Day** is based on Phyllis (Jack) Webstad's story. When Phyllis was 6 years old, her grandmother bought her a new orange shirt to wear to school. Phyllis was so excited to wear her new orange shirt to her first day of school. However, when she arrived at school her orange shirt and other clothing were taken away from her. For years after, the colour orange reminded Phyllis of her feelings on that day, and how other children within the Residential School system felt; like they didn't matter and no one cared about them.

**Orange Shirt Day - Every Child Matters**, will take place on September 30th. On this day, please take the time to acknowledge the intergenerational impacts the Residential School system (1831 - 1996), continues to have on First Nations, Métis and Inuit communities. We need to acknowledge the over 150,000 Indigenous children who were removed from their homes and communities to attend residential schools. We must also remember the countless Indigenous children who never returned home from the residential schools across Canada.

**Please remember to wear an orange shirt on September 30th.**

Please check out [www.orangeshirtday.org](http://www.orangeshirtday.org), to learn more about Orange Shirt Day, Phyllis's story and the history of the residential school system within Canada.



In July, Good Shepherd provided their employees the opportunity to participate in a virtual tour of the former **Mohawk Institute Indian Residential School**, through the **Woodland Cultural Centre**. The tour was difficult and eye-opening to see and hear about the lives of the children, and their inhumane treatment by staff members.

According to the Woodland Cultural Centre website, “the Mohawk Institute Indian Residential School operated in Brantford, Ontario from 1828 to 1970. It served as a boarding school for First Nations children from Six Nations, as well as other communities throughout Ontario and Quebec. It served as a key tool in the effort to assimilate First Nations children into European Christian society and sever the continuity of culture from parent to child. After closing in 1970, it reopened in 1972 as the Woodland Cultural Centre, a non-profit organization that serves to preserve and promote First Nations culture and heritage.”

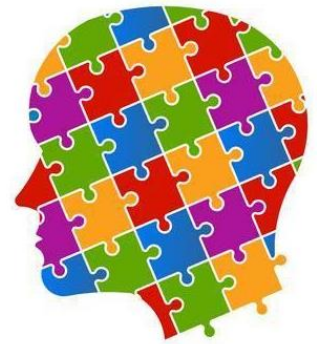


As per the Woodland Cultural Centre website, “the [virtual] tour of the former Mohawk Institute Indian Residential School gives the history of the school from when it opened in 1828 until its closure in 1970. Tour guides share survivor stories, and guests will get to see the different rooms in the school, from the girls’ and boys’ dormitories, the cafeteria, laundry room, and other rooms throughout the building.”

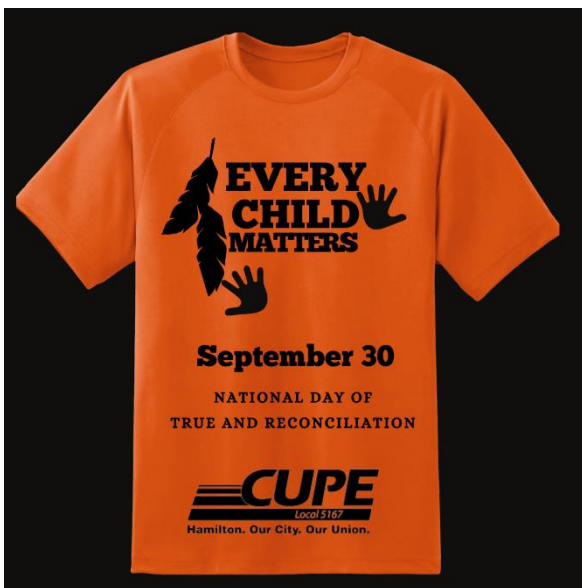
I want to promote **Save the Evidence**, “a campaign to raise awareness and support for the restoration of the former Mohawk Institute Residential School, and to develop the building into an Interpreted Historic Site and Educational Resource. As a site of conscience, the final goal is to create a fully realized Interpretive Centre that will be the definitive destination for information about the history of Residential Schools in Canada, the experiences of Survivors of the schools, and the impact that the Residential School system has had on our communities. Our community overwhelmingly wanted to repair the building – to **Save the Evidence** of what happened there during this dark chapter in Canadian history and to ensure this history is never forgotten. Every donation helps us to realize this nationally important project.”

Please visit the Woodland Cultural Centre website at [woodlandculturalcentre.ca](http://woodlandculturalcentre.ca) for more information about tours, workshops and to donate to **Save the Evidence**.

1. How many seconds do you have in a year?
2. If 5 peacocks lay 10 eggs in 2 days; then how many peacocks will lay 100 eggs in 24 days?
3. How many apples could you put into an empty container?
4. What is the reason why it is considered illegal to bury a man living in North America in South America?
5. Two girls played and completed 5 games of chess. Each one of them won the same number of games. There were not any tie games. How did this happen?
6. What is at the end of a rainbow?
7. A girl is sitting in a house at night that has no lights on at all. No lamps, no candles, no lighting at all. Yet she is reading. How?



Answer key on page 7



The first 2 members to email

[coville@cupe5167.org](mailto:coville@cupe5167.org)

will receive an Orange Shirt.



Public Services







**CALL TO ACTION!** Please like and share social media supporting our Good Shepherd members, as they are currently in bargaining! They have worked the entire pandemic with changing staff and are extremely under-resourced! **Paula Masys-Pollock is their Unit Vice President**, and never gets union time to attend Executive Meetings! Please look for ways to support this unit, as they just gave their Bargaining Team a 98% in favour of a strike mandate!

## The 7 Grandfather Teachings

### The 7 Grandfathers Teachings



The 7 Grandfather Teachings are guiding principles commonly shared by many Indigenous cultures. They are values and moral stepping stones based on adapted stories, ceremonies and teachings to suit each Indigenous culture. The 7 Grandfathers Teachings teach moral respect for all living things to past, present and future generations. All are welcome to learn.



### Nbwaakaawin Wisdom

The beaver signifies wisdom. The beaver survives and respects the environment. "Wisdom, a gift from the Creator, is to be used for the good of the people. The term "wisdom" can also be interpreted to mean "prudence" or "intelligence." This means that we must use good judgement or common sense when dealing with important matters. We need to consider how our actions will affect the next seven generations. "

<https://ecampusontario.pressbooks.pub>



### Zaagidwin Love

The eagle signifies love, the eagle feather is a sacred and honorable gift. The eagle sees all from above. "Benton-Banai (1988) states that "To know Love is to know peace." Being able to demonstrate love means that we must first love ourselves before we can show love to someone else. Love is unconditional; it must be given freely. When we give love freely it comes back to us. In this way love is mutual and reciprocal."

<https://ecampusontario.pressbooks.pub>



### Mnaadendimowin Respect

The buffalo signifies respect for all of creation. The buffalo gives itself to sustain others, to balance the needs of others. Be mindful of waste, share with others and respect all of creation. Treat others as you would want to be treated.



## **Aakwa'ode'ewin** **Bravery**

"Benton-Banai (1988) states that "Bravery is to face the foe with integrity." This simply means that we need to be brave in order to do the right thing even if the consequences are unpleasant. It is easy to turn a blind eye when we see something that is not right. It is harder to speak up and address concerns for fear of being retaliated against. Often times, one does not want to 'rock the boat.' It takes moral courage to be able to stand up for those things that are not right."

<https://ecampusontario.pressbooks.pub>



## **Gwekwaadziwin** **Honesty**

The raven signifies honesty. We should accept ourselves as we are and see our gifts. We should not deceive ourselves or others. To be honest with our words and actions.



## **Dabaadendiziwin** **Humility**

Humility is signified by the wolf. To be part of the pack, know your place, to honor your pack and understand all life is equally important and part of creation. All creation is related.



## **Debwewin** **Truth**

Truth is signified by the turtle. "Truth is to know all of these things" (Benton-Banai, 1988). We must express ourselves from a truthful place. The turtle was at creation and knows the importance of the journey and destination. We must live by and share all 7 Grandfathers Teachings.

### **Brain Teaser's Answer Key**

1A: 12 2nds - Jan 2 Feb 2 Mar 2 etc.

2A: Zero - peacocks are male, peahens are female and lay the eggs

3A: 1, then it is no longer empty

4A: It is illegal to bury a man while he is alive

5A: They competed against different opponents

6A: The letter W

7A: The woman is blind and reading Braille

## Climate Change Realities – by Ed Thomas, Retiree

There are a number of people that are climate change deniers, and you may even be one of them. Do not be fooled - the planet is warming at an accelerated rate!!

We are all aware that extreme weather conditions are causing disasters all around the world. Of course, a lot of people believe these conditions only affect people in far off lands – this is not true. As the Arctic and Antarctica sea ice melts you can be sure that ocean levels will rise and when they do, massive tracks of land will be under water all around the world.

The entire world's population will feel the negative impact from these rising sea levels. In the year 2100, 2 billion people -- about one-fifth of the world's population -- could become climate change refugees due to rising ocean levels. According to Cornell University research, those who live on coastlines will face displacement and resettlement bottlenecks as they seek habitable places inland.



Fertile land will be washed away, thus there will be fewer farming areas. Livestock will drown and rotting animal carcasses will pollute our drinking water. Huge numbers of wildlife will perish. Flooding will impact the world's infrastructure; bridges, hydro power, sewage treatment will be become inoperative and have a drastic affect on our drinking water. Roads, rails, and jobs will all be gone. People will starve due to the lack of food.

What would happen if we were suddenly exposed to deadly bacteria and viruses that have been absent for thousands of years? We may be about to find out. Climate change is melting permafrost soils that have been frozen for thousands of years, and as the soils melt, they are releasing ancient viruses and bacteria that have lain dormant and are now springing back to life. That means melting ice could potentially open a Pandora's box of diseases. The Corona Virus will be eclipsed by comparison to the deaths and impact from climate disasters.

Humans and governments alike, all around the globe must try and change our commitment to saving the planet. If something does not happen immediately the whole human race is in danger. Our grandchildren and their grandchildren (if they live to tell the tale), will criticize us for not addressing this problem sooner, and they will be blaming our generation for just kicking the can down the road.