

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

SCOOP Contest Winners!



1st \$100 Gift Card
Shannon Estey



2nd \$50 Gift Card
Chandis Wilde



3rd \$25 Gift Card
Wendy Hamilton

McMaster

Labour

Studies

Contact

3rd VP

Virginia

Stonehouse

if you are

interested in

taking a course

stonehouse@cupe5167.org

McMaster University – HDLC
Labour Studies Certificate
Fall 2020

Fall 2020 Online Course Schedule

Challenges Facing Labour Pt. 1:

Health, Safety and Covid Stage 2 – 3

September 2, 9, 16, 23 | 6:30-9:30pm EST

Challenges Facing Labour Pt.2:

Assessing our Workplaces; Where do we Need to be in Covid Stage 3?

October 7, 14, 21, 28 | 6:30-9:30pm EST

History of Canadian Labour Pt.1

November 7, 14, December 5, 12 | 10:00am-1:00pm EST

Worker Cooperatives:

An Alternative to Corporations?

November 18, 25, December 9, 16 | 6:30-9:30pm EST

Fee: \$160, payable through online banking

As of August 19, 2020, we are still not having face to face employer meetings as emergency orders remain in place under Bill 195. Staff are in the office, we remain closed to the public, and have put COVID protocols in place for when members are in the hall. Most Executive members continue to work remotely to limit exposure.

Grievances are still being filed and issues we are aware of are being addressed.

If you have been following our social media; there have been many opportunities for members to win swag! **Swag Bag winners:** Jen Miller, Tessa Hering, Bobby Barnett, Cyndy Bramwell, Sue Lavallee, Kandace Jones, and Michelle Bowerman!

Members and Stewards that have won CUPE Local 5167 masks: Dorothy Heuck, Rob Galloway, Steve Alaimo, Cathy Pater, Duane Parker, Bobbi Gooch, Andrea Newstead, Claire Wepa, Yasmeen Mirza, Tracey Provo and Tomasz Wepa.

More opportunities to #winswag are coming! Stay tuned!

We hope to have a GMM – General Membership Meeting in person on Monday, September 28, 2020 at 6pm. We will have to assess options closer to that date. In the event this is not possible the meeting will be held online. Details will be sent out via union board, website, email and social media.

We strongly encourage all members to visit the website, follow 5167 on social media and register for email blasts. This will ensure you are up to date on union matters and are able to access information and supports.

If you have any questions or concerns, please contact your UNION!

<http://cupe5167.org/contact-us/>



If you are interested in participating in your workplace **JHSC Joint Health and Safety Committee** contact 2nd VP Ann Jenkins to see if there is a vacancy on the team!

jenkins@cupe5167.org

What did the “first wave” of COVID-19 teach us? Listen to frontline workers!

By Evan Johnston

When COVID-19 first hit, there was a debate about whether we had to trade in our rights in order to stay safe. Either we strictly obey our bosses or government leaders, or we risk playing a game of Russian roulette with our health and safety.

But this was all wrong. One of the key things we have learned from the first wave of COVID-19 is that many of the **best measures created** to keep us safe in our workplaces came not from managers, directors, and politicians, **but from frontline workers themselves!**

In March, bus drivers in Alabama engaged in a work refusal over the lack of measures to keep drivers safe. This resulted in the transit authority introducing a reduction in passengers per bus, enhanced physical distancing measures inside the bus, rear-entry boarding, and fare-free transit. Similar measures spread as workers and transit riders took these protest up in their own cities, and were also introduced here in Hamilton, too!



A work refusal by our own CUPE 5167 brothers and sisters in waste collections also led to positive changes. As workers on the front line, they could see very clearly the changes that needed to be made city-wide in light of what was known about the spread of COVID-19. They also knew what they needed to keep themselves safe at work — hand sanitizer, adequate facilities to wash-up, and more ability to social distance from each other and the public. This sent a strong message to management, and it resulted in updated guidelines being sent out to all Hamilton residents for their waste pick-up.

And we all know the crucial role that PSWs and nurses played in bringing attention to the catastrophic situation in long-term care. Long before COVID, workers had been ringing the alarm bell over the inadequate staffing levels inside Ontario’s long-term care homes. When the Ford government excluded PWS, RPNs, and cleaners working in long-term care from receiving full access to personal protective equipment, CUPE members took part in a province-wide day of action to demand they be included.

As these and many other examples show, the best policies are those that draw on the knowledge and expertise of frontline workers. If a second wave of COVID-19 strikes this winter, politicians and CEOs need to do more than just “thank” workers with billboards and PR stunts. **They need to be ready to listen to what we have to say and to put their money where their mouths are,** because we are the ones who know best how to get our jobs done safely, for ourselves and for our communities.

When a person enters the doors at Community Support Services for Women and Children, or calls the main number, Desiree is the first point of contact. **Desiree Fougere-McWilliams** is our receptionist and is critical to keeping Women's Services programs running smoothly.

Q: How long have you been working at Women's Services and what do you enjoy? I've



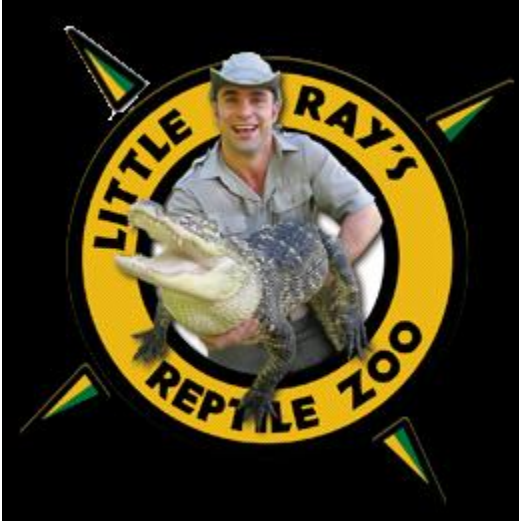
been working within Good Shepherd Women's Services for 4 years now. After working as a Housekeeper for almost 2 years, I was promoted to Receptionist. I have now been in this role for just over two years and I absolutely LOVE it. It would be quite difficult for me to narrow down my favorite thing about the job, because I'm lucky enough to enjoy every aspect of it. If I had to speak on what I like best, it would probably be all the support that's available to not only myself, but to my coworkers and the woman we serve. As well as, building a rapport with the unique individuals that access our services. It's truly been such a rewarding experience.

Q: Are you a part of any committees? I'm a part of the Joint Health and Safety Committee. I joined because I wanted to challenge myself to step out of my comfort zone and try something new. I also believe that with my housekeeping experience, I brought a different perspective to the table.

Q: What made you interested in working in the social service field? This particular field has always interested me for various reasons. Growing up, I always wanted siblings but unfortunately it wasn't until I was 18 years old that I welcomed my first brother into the world. Three years later, we welcomed my youngest brother. It wasn't long before both of them were placed in permanent foster care and that's when I really became passionate about helping women and children. It sparked a desire in me to work in a field that uplifts women and children, as well as keeping them safe.

Q: What are some of your interests outside of work? Something I enjoy in my spare time is gardening. I never used to have a green thumb, however now, my coworkers would tell you that I'm lying if I said that! It's become such a therapeutic hobby for me, when I'm feeling overwhelmed sometimes just touching soil is all I need. There's nothing more fulfilling than seeing those roots grow!!

Thank you Desiree, for everything you do everyday for us all!



Barton St E in Hamilton is known for many different reasons, but this one location is where the wild things are!

Little Ray's Reptile Zoo and Nature Centre is a local treasure providing the community with educational exhibits that interact with, engage, and educate the public. The dynamic combination of themed exhibits, engaging presentations and educational interpretation cover conservation issues, facts about animals from around the world and the environment in which those animals live.

Like most businesses in 2020, the Covid-19 pandemic has changed how Little Ray's engages with the community. In June they reached out to the province for help as they were 3 weeks away from closing; the small business loans not enough to help them through the pandemic. This isn't a business that can close the doors and walk away, the animals need animal care, veterinary care, food, heating, air conditioning, and more.

Their statement "**Please note that Little Ray's takes all animals' care and welfare (including humans) very seriously** and will ensure that all appropriate safety measures will be in place while still providing a fun and educational experience."

In their time of need they reached out to the community and the community offered donations helping them reach 50% of their required funds to help offset closure costs due to Covid-19.

The doors still aren't open to the public, but preplanning does allow for you to book the day prior for a private tour. They are also offering Sloth encounters and free daily Facebook shows at 11:30am, where they introduce the animals.

Looking for a birthday party idea? They offer zoo zoom!

With kids returning to school (online or in person), are you looking to spend time as a family somewhere within the community? **Why not plan your visit but don't forget your mask!**

Address: 869 Barton St EAST, Hamilton Ontario, Canada L8L 3B4

Phone: (905) 549-6868

Email: hamilton@lrnc.ca

CUPE Ontario Campaign Restore Our Rights



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

When COVID-19 began, Ontario declared a state of emergency. This allowed for emergency orders, most of which permitted employers to ignore sections of our collective agreements. These orders, meant to be **temporary measures** to handle a fast-changing crisis, have now been extended *indefinitely* with Bill 195.

Although Bill 195 ends the state of emergency, meaning others will see an easing of restrictions, the government is now *extending* its **extraordinary, undemocratic, and unprecedented powers** over the working conditions of front-line heroes.

Front-line workers, who helped keep us safe and delivered critical services in a pandemic, deserve better than an attack on their legal rights. They deserve to have their rights restored today.

Who's impacted?

Close to half a million of Ontario's workers are subject to Bill 195. More than 130,000 CUPE front-line workers in health care, social services and municipalities are among them.

What does this mean for you?

Emergency orders can impact members differently so please check with your local union for specifics. All orders, however, have common features that allow for the following:

- **Hours of Work** can be changed - members have been moved to 12-hour shifts, leading to increased fatigue and burnout.
- **Work Locations** can be changed, you can be re-deployed, and some employers are implementing travel restrictions.
- **Shifts can be changed** without consultation, including from days to nights, causing significant issues for those without childcare secured.
- All **leaves of absence**, including parental leaves, bereavement leaves, vacations, etc., can be denied or cancelled.
- **Jobs can be eliminated** and you can be reassigned without consultation.
- Contractors and volunteers can be brought in to do work, leading members to being reassigned to other work without recourse.
- Emergency orders restrict access to the **grievance process** in relation to a complaint by workers on any of the items they cover.

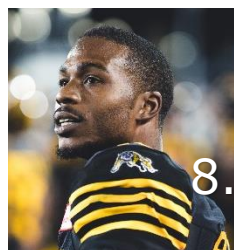
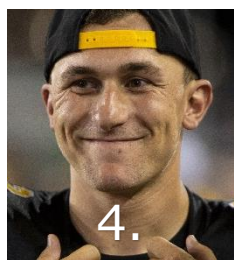
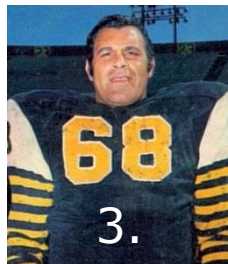
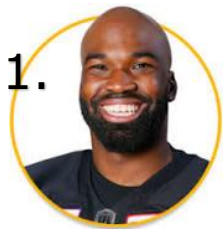
What can you do to Restore Our Rights?

- ✓ Take Action at work **every Thursday**
- ✓ Take Action online by sending your MPP the message that the province must restore workers' rights now at: cupe.on.ca/RestoreOurRights
- ✓ Take Action in your community by attending a rally at your MPP's office
- ✓ Watch for updates about following actions and events on cupe.on.ca

Scoop CONTEST!



Name that Ticat!



Submit an email to coville@cupe5167.org naming each Ticat 1 to 8 to be entered to win a chance at 1 of 3 gift cards!

\$100 Shoppers Drug Mart

\$50 Ultimate Dining Card

\$25 Tim Hortons

1 entry per member

Deadline: September 30, 2020

Staycation Ideas:

Camping Ontario has an abundance of provincial and private campgrounds. Enjoy nature and explore the great province of Ontario.

Niagara Falls Take in one of the world's most beautiful wonders. There are tons of amenities and options to do while in Niagara Falls.

Wine Tour Niagara Region has many wineries within a short radius. Wine tours are a great way to relax and enjoy some drinks with friends.

Hiking The city of Hamilton has many beautiful trails and waterfalls. Take advantage of the landscapes and beauty in our own backyard.

Outdoors Autumn is around the corner and pumpkin patches are a great place to take the family for some fun. Go for a walk, run, play sports, exercise, do yoga, hike, or enjoy the outdoors however you see fit!



Written by Steve Alaimo

Black Lives Matter! – by Ed Thomas, Retiree



Black people have been faced with oppression for hundreds of years. In the 1600s, they were rounded up like cattle and ripped away from their families and communities; forced onto slave ships and sent to the 'new world' in North America. On these ships they were violently mistreated and thrown overboard to drown if they were sick or stepped out of line. Once the ships reached their destinations, men, women and children were put on the auction block and sold into a life of slavery. They were forced to be free labour under horrendous living conditions and they were beaten, whipped, hanged, tortured, raped and treated as property, not human beings.



As a result, black communities continue to be faced with racism and exploitation in today's society. One only has to watch the news to see the mental and physical abuse happening. Good paying jobs, health care and educational opportunities are not as accessible as they are to their counterparts. There are higher rates of systemic brutality facing black communities. **Until black lives matter, we can't truly say all lives matter.**

By the early 1800s, gold and diamonds were discovered in Africa. The white man wasted little time to capitalize on this foreign wealth. They used millions of black people to work the mines for less than a dollar a day, while they brought back enormous wealth to their homelands. Meanwhile, African families, including children, were working in these dangerous conditions just to survive as their poverty continued to be widespread. Today the exploitation continues as African blacks are used by foreign pharmaceutical companies as guinea pigs to test drugs. These companies dangle a few dollars and use them because poverty remains an issue. People take the risks to feed their families. AIDS is widespread in Africa; it is anticipated that 35% of teenagers infected will eventually die. Although there are drugs available that prolong the life of people infected, these drugs are not available to them.

In 2000, I was in South Africa working with the International Trade Union. I talked to a couple of young teenagers who were handing out free condoms. They had condoms for women and said they insert them when they go out, not to be sexually active but protect them from being raped and infected with AIDS. Can you imagine?

I marched 13 kilometers with thousands of trade union activists from Alexandria, the ancestral village of Nelson Mandela, to the Sandton Centre. People were living in shacks with mud floors, tin roofs and communal toilets. **The struggle of poverty and famine continues.**