

# CUPE Scoop

Local 5167

Hamilton: Our City. Our Union. Our Stories.

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### Communications Committee:

- Jodi Coville, Chair,
- Rosie Hagerty, City Inside Unit,
- Barry Conway, City Outside Unit,
- Monica Galarneau, DARTS Unit,
- Dianna Waldner GSWS Unit,
- Cindy Gaziano, Lodges Unit,
- Brian Forester, RBG Unit
- Deborah Stringer, Member at Large
- Deborah Loughheed, Member at Large



Congratulations

**Janice**

**Blain**

the winner of

Winter

Scoop Contest!



**Closing Date**  
**April 30, 2019 by 4pm**

## Spring SCOOP Contest!

Derron taking a break to get the latest SCOOP!

Send a picture of yourself reading the latest SCOOP to [coville@cupe5167.org](mailto:coville@cupe5167.org) and win a \$100 Amazon.ca gift card!!

Must be a 5167 Member!

# Important Notice - Membership

Dear Member:

We are contacting all of our Members regarding direction we have received from CUPE National.

It has been brought to our attention that CUPE Local 5167, along with many other locals, have not followed the correct practice regarding **membership in good standing** under the National Constitution.

There is a distinction between being a **dues paying member** and being a **member in good standing**:

### **Dues paying member:**

Everyone under the scope of a CUPE Local 5167 Collective Agreement is a dues paying member. Dues are collected off each pay check. This allows members access to the grievance process, all your rights under the Collective Agreement, and the right to vote in strike and ratification votes.

### **Member in good standing:**

A member in good standing is equally entitled to the rights noted above with the addition of being eligible to run for union positions (executive, steward, committee, etc.) to vote in local elections, budgets, by-laws, and motions made at the general membership meetings (GMMs).

## **EVERY CURRENT MEMBER OF CUPE LOCAL 5167 MUST COMPLETE THE FOLLOWING STEPS MOVING FORWARD**

Please note if you attended GMM or Steward meeting in the last 4 months, paid the membership fee, signed a blue card, and taken the oath, your application has been accepted and you are a member in good standing. Section B.VIII speaks to membership in the local.

There are four steps to the process of becoming a **member in good standing**:

- Member must fill out and sign a blue card, then signed by a steward or executive officer

- **Member must pay an initiation fee (Our local is keeping it at the lowest amount, \$1)**

- Membership must approve the application at a General Membership Meeting
- Member must take oath of membership given by a steward or executive officer

Once all these steps have taken place, you will be a **member in good standing**.

We understand that some of the steps in this process took place in some units years ago **prior** to CUPE Local 5167 being formed, but the practice has not been consistent.

We encourage you to come out to a membership meeting to complete the 4 noted steps to become a **member in good standing**. Membership meetings take place at 6:00pm on the 4<sup>th</sup> Monday of every month. You can find more information on our website at [cupe5167.org](http://cupe5167.org) where you can register for email blasts as well.

In addition, you can speak to your location steward, come by the union hall on Tuesdays between 11 am and 2pm to see the Executive Administrator to complete the process or look for other options that will be posted.

**PLEASE NOTE THAT IT IS YOUR RESPONSIBILITY TO COMPLETE THE STEPS TO BE A MEMBER IN GOOD STANDING TO BE ABLE TO PARTICIPATE IN ANY ELECTIONS/LOCAL BUSINESS MATTERS PAST JUNE 30, 2019.**

We apologize for this inconvenience, but we are required to follow the proper process. Our local runs on the involvement of its members; our system is democratic and your participation matters!

We look forward to seeing you out and engaging with your union.

In solidarity, CUPE Local 5167 Executive Board

## Membership Spotlight – City Inside



**Chantal Costa** started working with the City of Hamilton as a Lifeguard at Norman Pinky Lewis Recreation Centre when she was just 16 years old. There she had to opportunity to teach swimming lessons to children of all ages. From singing songs with the little ones to swimming laps with the older children, she grew to love her job as a lifeguard. Eventually, she was given the opportunity to become a Duty Guard where she built on her organizational, time management, and team building skills.

About 5 years later, Chantal took a temporary, part-time position as a Program Secretary in the Health Hazards Section of Public Health. After years of being a lifeguard, Chantal decided it was time to move on and she started looking for a full-time job.

After working in numerous temporary positions in different departments, Chantal finally found herself in a **permanent fulltime position in the Licensing Division of the Planning & Economic Development Department**. As time went on, she decided it would be a good idea to take some courses through the AMCTO to achieve an academic certification in Municipal Administration and eventually an accreditation. The program involved Municipal Administration Program, Municipal Accounting & Finance Program, Municipal Law Program, and Employment Law & Human Resources Program. Finally, four years later, she successfully completed all elements of the Diploma in the Municipal Administration Program. It provided her with essential knowledge of the processes and administration of local government in areas of systemic organization and management, legal framework and interpretation, finance, and human resources management.

Chantal is currently working as a Plan Examination Secretary in the Building Division where she brings an abundance of knowledge and is looking forward to her future with the City.

Rosie Hagerty – City Inside Unit

**Don't forget to follow CUPE Local 5167 on Social Media!!**



## Steward Spotlight

**Steve Jackson** has been a Steward for over 5 years! He works in the Recreation Division as a Facilities Operator. Steve believes it is important to be part of a union to ensure all human rights are respected in the workplace. He is dedicated to safeguarding his co-worker's rights under the Collective Agreement.



## APRIL: Stress Awareness Month

We need to have a conversation about stress and how it impacts the daily lives of so many Canadians. Stress can come from both positive and negative events within a person's life and many stressors we have little control. According to Carleton University, research shows that 1/3 of Canadians feel under constant stress. As well research shows that 2% of Canadian workers reported that they were on the verge of a breakdown, and 50% of Canadian workers from ages 25-44 worry they do not spend enough time with friends and family.

Stress can impact a person in many different ways such as physically, mentally, emotionally and spiritually. Symptoms of stress can be muscle tension, headaches, restless sleep and stomach problems. Further signs of stress can be poor concentration, racing thoughts, mood swings and a lack of fulfilment.

~ Dianna Waldner GSWS Unit

**But wait....there is good news!** You might not be able to control the events that are causing you stress, but you can control how you react to stress! Each decision folks make can help them manage their stress. To counteract stress, folks can try and create a balance between family and work. Making a choice to eat healthy, to exercise, making time to relax and especially taking time for fun and play! Adults need fun and play in their lives, just as much as children do!

<https://trystressmanagement.com>



## Member Spotlight - Hospitality Team at Good Shepherd Women's Services

**Introducing: Zofia, Eva and Darlene!!** These three women deserve a round of applause for everything they do for the women and children accessing Women's Services. In addition, I would like to thank them for all they do for the employees of GSWS.

Eva and Zofia with the assistance of Darlene when needed, make 3 meals a day, 7 days a week, for 25 to 35 women at Mary's Place all year long!! As for Martha House, Eva and Zofia make a special weekly meal for about 30 women and children.



They take the time to make separate meals to accommodate any dietary needs. What's more they make birthday cakes for women and children staying within the shelters. Darlene makes a point to connect with the women and children in each program, she is dedicated to making Women's Services a welcoming environment. Darlene is the woman behind keeping the building at Women's Service's clean. We all know this is a lot on

her shoulders but everyone at Women's Services does their best to help-out. The hard work of Eva, Zofia and Darlene is sometimes missed, but their work is essential to the functioning of our programs and our building. **Thank you for your hard work and dedication.**

~ Dianna Waldner GSWS Unit -

# Local Updates

## Attention Lodge Unit

This Notice Posted March 6, 2019 Please post on the Union Board

**Political Action Committee Presents:**

### Pancake Breakfast With the Easter Bunny!

Saturday, April 6<sup>th</sup>, 2019  
**9:00am to 12:00pm**  
 CUPE Local 5167 Union Hall  
 818 King St E

**Easter Egg Hunt & Activities for the Kids!**

President/Executive Administrator: File: Weekly Notices

Acting President: Jay Hunter  
 Temp Vice-President: Darron Vernon  
 Executive Administrator: Jodi Coville

818 King Street East  
 Hamilton, ON L8M 1B2  
 Phone: 905-522-0917 Fax: 905-522-4011  
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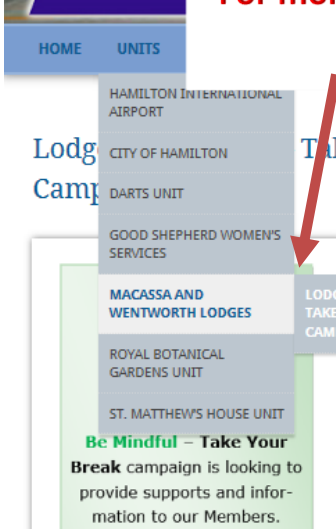
**CUPE Local 5167**  
**Be Mindful – Take Your Break** campaign is looking to provide supports and information to our Members.

**SELF CARE**  
**AWARENESS**  
**FIND OUT**  
**EDUCATE & SHARE**  
**WORKLOAD FORM**  
**OCCUPATIONAL SAFETY**  
**REPORT ALL INCIDENTS**  
**KEEP RECORDS**  
**PROACTIVE**  
**LEARN MORE**  
**ASK QUESTIONS**  
**CALL YOUR UNION**  
**EVERYONE MATTERS**

**Brent MacNeill**  
 Arborist/  
 Horticulture  
**Royal Botanical Gardens**



**For more information go to the website**



**Take Your Break**

**CUPE Local 5167 – Lodges Unit Campaign: Mindful – Take Your Break** kicked off at th

ises on people taking the and being mindful of self-care.

**CUPE Local 5167 – Be Mindful – Take Your Break Campaign** is looking to provide supports ar information about:

**Self Care**



# National Updates

## Ford government bring in deep cuts to public services

"The Ford government wants us to believe that we have only two choices: make cuts or run deficits, but this just isn't true. Ontario doesn't have a spending problem – it has a revenue problem and today things just got a lot worse,"

The corporate tax rate has been slowly reduced over the past several decades and now people pay 3.5 times more than corporations. At the same time corporate profits have soared while people's wages have flatlined and most Ontarians struggle with debt to cover their basic costs.

<https://cupe.ca/ford-government-uses-fall-economic-statement-bring-deep-cuts-public-services>

**! WARNING !**

Doug Ford's new health care legislation will privatize & impose mega-mergers on health care

The new legislation Doug Ford worked to keep secret from the public will:  
Sell vital health care services to private for profit corporations  
Impose costly mega-mergers that put our local services and hospitals at risk  
Privatize our health care system  
**IF WE DON'T STOP IT**

**RALLY**  
Queen's Park  
April 30 12 pm

**TAKE ACTION** Improve Public Health Care  
**TELL DOUG FORD: No to Cuts & Privatization**

416-947-0502  
www.cupe.ca  
www.ontariohealthcoalition.ca

**Ontario Health Coalition**  
Preserving public healthcare for all

**IT'S NOT PART OF THE JOB**

Nobody should be harassed, threatened or physically assaulted at work. If it happens to you, document what happened and contact your union steward.

**CUPE is here to help**  
Find out more and get resources at [cupe.ca/notpartofthejob](https://cupe.ca/notpartofthejob)

**CUPE**



### Stanley George Sinclair Grizzle

November 18, 1918 to November 12, 2016.

Stanley Grizzle was a Canadian Judge, Soldier, Political Candidate, Civil Rights Activist and Labour Union Activist.

He was born in 1918 in Toronto, Ontario to Jamaican immigrants. He was the oldest of seven children.



#### Union experience

While working as a porter, Grizzle became active in the Brotherhood of Sleeping Car Porters (BSCP), a trade union whose leader was the charismatic African American A. Philip Randolph.

Upon his return to Canada after serving in Europe during World War II, Grizzle became more active in the union. He was elected president of his union local, and pushed the Canadian Pacific Railway (CPR) to open the management ranks to blacks. He also plunged into other causes and was a leader in Canada's nascent civil rights era of the 1950s, working with the Joint Labour Committee to combat racial intolerance.

#### Political career

In 1959, Grizzle and Jack White were the first Black Canadian candidates to run for election to the Legislative Assembly of Ontario for the Co-operative Commonwealth Federation (the predecessor to the New Democratic Party). In 1960, Grizzle went to work for the Ontario Labour Relations Board. In 1978 he was appointed a Citizenship Judge by Prime Minister Pierre Trudeau.

#### Awards and acknowledgment

In recognition of his work with the BSCP and his civil rights work, Grizzle received the Order of Ontario in 1990 from Lieutenant-Governor Lincoln Alexander. As further recognition, he received the Order of Canada in 1995 from Governor General Roméo LeBlanc. Additionally, Grizzle received the Stanley Ferguson Lifetime Accomplishment award and received a grant of 25 shares of Coca-Cola stock.

On November 1, 2007, a park on Main Street in Toronto's east end was dedicated the "Stanley G. Grizzle Park" in a ceremony hosted by Toronto Mayor David Miller.