

CUPE Scoop

Local 5167

Hamilton: Our City. Our Union. Our Stories.

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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!



1st Place Winner \$50

Shannon Estey

Maddy had a fight with Barbie and Barbie lost!



We didn't take the bows off the presents they were on the floor already from Santa too Harrison & Hazel



2nd Place Winner \$25

Sue Lavallee

No bow is safe around Hazel and Harrison!



3rd Place Winner \$10

Gail MacLeod

Snowflake stole his Mother's Sandwich right out of her lunch bag!

I am Generation Equality: Realizing Women's Rights

On March 8th, 2020 communities around the world will be celebrating **International Women's Day**. The United Nations theme for this year is "I am Generation Equality: Realizing Women's Rights". International Women's Day is a time to celebrate and acknowledge the accomplishments women have made and their continued barriers. During these celebrations a renewed commitment is made by participants to work together to continue to bring change for gender equality and to the empowerment of women and girls around the world. I am encouraging women and children to attend local events; this year and in future years. **Men, you can be an ally** and a voice to assist in the advancement of gender equality at home, at work and within our community!



Women and children are invited to an **International Women's Day event in Hamilton** coordinated by The AIDS Network and other agencies within Hamilton, including Good Shepherd Women's Services. Join us on **March 8th** from **1:00pm until 4:30pm** at the **Hamilton Plaza Hotel and Conference Centre**, located at 150 King Street East. Come see displays from organizations across Hamilton, and listen to wonderful speakers on some very important issues related to women and Hamilton.



Next General Membership Meeting is:
Monday, March 23, 2020 at 6:00pm
Union Hall: 818 King St E

Hey, want to get active in your Union?
Grab a friend and head to the monthly
General Membership Meeting. Check
out the website for more information!!



Sign up for email blasts! Local and Unit updates right to your phone!
Go to the website, click on the Multimedia Tab, register for email blasts!
Register for general membership and your specific unit.

Registration for Membership eMail blasts!!

REGISTER

Please use a PERSONAL email only
Under TITLE, please put your Unit
Thank you!

Email:
Confirm Email:
First Name:
Last Name:
Title:

Please specify the newsletters you wish to subscribe to:

- General Membership.
- Lodges Unit.
- P&G Unit.
- City Unit.
- Support Unit.
- Good Shepherd Women's Services
- DARTS Unit.
- SMH Unit.
- Good Shepherd Family Centre

What does a Union Steward do?

A Steward is one of your co-workers who assists employees with issues that come up at work. A Steward is responsible for building a strong Union in the workplace. A Steward helps bring your CBA (Collective Bargaining Agreement) to life by assisting members to understand their rights and ensure that the employer follows the rules set out in the CBA. Union representatives are there to help members manage their relationship with the employer.

Your Steward is someone who can speak to your Supervisor/Manager on your behalf, with your consent. If something bothersome happens at work or you notice a problem, your Union Steward is there to help. **Communication is key**; Union Stewards can only bring issues forward to the employer if they are made aware of those issues. Do not assume that your Union Stewards are aware of everything that happens within the workplace or department. If you notice a violation of the CBA or are upset about something, please talk your Union Steward.



Some duties of a Union Steward are:



- Introducing new employees to the Union and their CBA.
 - Listening to the employees' concerns, investigating incidents, and finding solutions.
 - Representing the Member's interests during meetings with the employer, managing expectations and providing information.
 - ** Never attend a discipline meeting without a Union Steward or Executive Officer present.****
 - Posting Union notices to your workplace Union bulletin board.
 - Discussing workplace issues with the employer regularly.
 - Filing grievances when an issue cannot be resolved through discussion.
 - Attend monthly Steward meetings and take union education.
- Staying in contact with the Executive Officers, in particular, the Unit Vice President and the Chief Steward (Vice President of the Local).

If you are interested in becoming a Steward, email your name and work location to: berberick@cupe5167.org to find out if there is a vacancy!

For more information check out the website! There is a lot of resource information.

Local Updates

CUPE Local 5167 Health & Safety Committee
is hosting a movie night at the union hall!

When: Wednesday, April 22, 2020
at 6:00pm

Where: Union Hall – 818 King St E

Free snacks will be provided!

Movie: Town of Widows

Nicknamed "The Electric City," Peterborough, Ont., was home to a General Electric plant for over a century. Over time, employees of the plant and their families noticed more and more GE workers dying from cancer. Now, they're fighting for compensation and finding a "conspiracy of silence."



CUPE Scoop

Scoop Contest!!

Spring is Coming!

Time to SMILE!

Send a Funny Selfie to
coville@cupe5167.org

By March 31st, 2020 at 4pm

Filters welcome!

General Membership will vote by survey monkey the week of April 20, 2020 to April 24, 2020 what photo makes them smile the most!!

Rules:

5167 Member

One Picture
only

One vote on
survey monkey
per member

Prizes

1st \$100
Gift Card

2nd \$50
Gift Card

3rd \$25
Gift Card



CUPE Ontario opposes Province's privatization of employment services

CUPE Ontario's Social Services Committee condemns this as a privatization scheme, saying that the government should have made the announcement on Groundhog Day, which was earlier this month, since it's almost an exact replica of the JobsNow Pilot Project the Liberals established 15 years ago.

<https://cupe.ca/cupe-ontario-opposes-provinces-privatization-employment-services>

CUPE Local 5167 Members provide quality employment services and are now being bumped out of their jobs for something that has already failed!

Send a message: <https://communitiesnotcuts.ca/>

Scrap bank of privatization, says Hancock

The federal Liberals want to "reboot" their bank of privatization. According to the Globe and Mail, some government officials are frustrated the Canada Infrastructure Bank hasn't moved fast enough to privatize our water, roads, bridges and other infrastructure.

CUPE National President Mark Hancock says we shouldn't salvage the Canada Infrastructure Bank - we should shut it down. He shared our union's view in a letter published in the Globe and Mail. We know the bank has big plans to privatize our water and wastewater systems. Together, we can keep our water public.

<https://cupe.ca/scrap-bank-privatization-says-hancock>

COVID-19 is a new illness that has infected thousands of people across the globe, so far mainly in China. Originating in Wuhan, China, COVID-19 is caused by a virus from the same family as the SARS (severe acute respiratory syndrome) coronavirus. Though serious, indications are that it is probably not as deadly as SARS.

Get the facts:

<https://cupe.ca/coronavirus>

<https://www.hamilton.ca/public-health/health-topics/novel-coronavirus-covid-19>

<https://www.who.int/>



Krystal Saunders

Where do you work? DARTS

What made you get active? To learn better conflict resolution skills

How long have you been active in the union? 2 years

What part of being a steward do you find rewarding? The ability to share knowledge with our members

Are there any educational courses you would be interested in taking? Introduction to health and safety

Do you have any tips for dealing with difficult management? Always stay as calm as possible

Do you have a hobby? I like to read

Do you have a pet? 2 cats

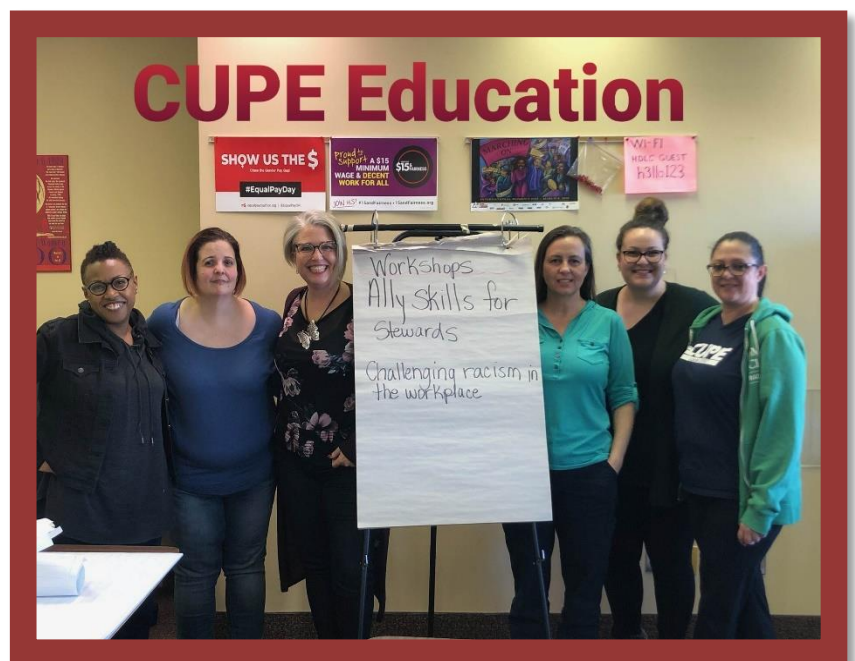


Did you know there is educational opportunities available to all CUPE Local 5167 Members?

Check out the website:
www.cupe5167.org

Members Zone - Education

A great way to stay up to date on education and union matters is to register for email blasts and follow 5167 on social media!



Commentary – Ed Thomas



April 28 - National Day of Mourning for workers killed on the job

History shows that workers were first killed on job in mass; for example, the Qin Dynasty in 221 BC, when the Great Wall of China was built. Did you know that a million workers were killed constructing it? As the wall was being built, workers who were killed were buried in the wall with little thought.

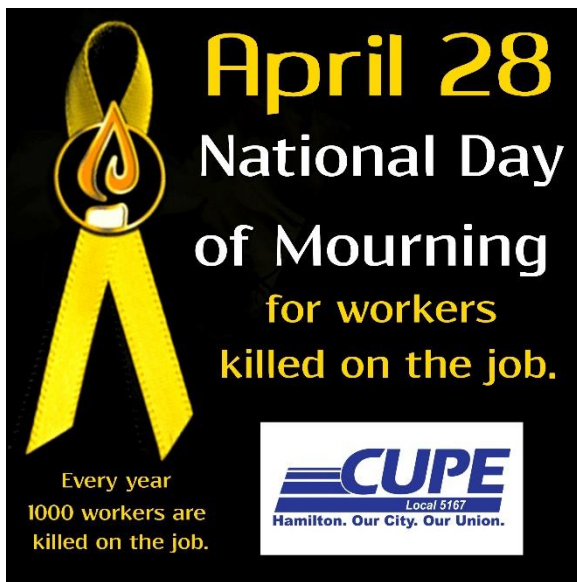
In addition, the industrial revolution (1790-1870) hit the European continent like a tidal wave. New methods made it more efficient to exploit workers for profits. The rich didn't care for the safety of their workers. Many workers lost their lives, and many more were mutilated and crippled for life, thousands of others died from workplace diseases. As the rich stuffed their pockets with money, workers killed on the job were being stuffed into body bags, hauled out of the workplace and thrown on the human scrap pile.

Nearly five Canadians died **every working day** in workplace-related deaths from 1993 to 2005. Globally, 335,000 workers die as a result of unsafe work each year. This does not include all the workers who are injured on the job and end up with a permanent disability.

If it could be demonstrated to the bosses of the world that workplace deaths cost them money and loss of production, then you would see changes made to protect workers. For example, of the 335,000 workers killed yearly, imagine how many lost days of production there are for family, friends, and co-workers to attend the funerals of their loved ones? In Canada, the least number of days for bereavement is three. Multiply that by the number of deaths in Canada at 1000 per year and at a minimum you end up with 30,000 lost days of production per year. This is of course if only one person takes time off to mourn


the death, but this is not usually the case. Workplace fatalities involve more lost time. It affects co-workers that are affected emotionally and psychologically. They may never recover. In the end, production is lost and that is what effects the boss.

On April 28 - please take time to reflect on the lives lost in the workplace and remember your rights under OHSA.



April 28
National Day
of Mourning
for workers
killed on the job.

Every year
1000 workers are
killed on the job.



CUPE
Local 5187
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