

# CUPE Scoop

Local 5167

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

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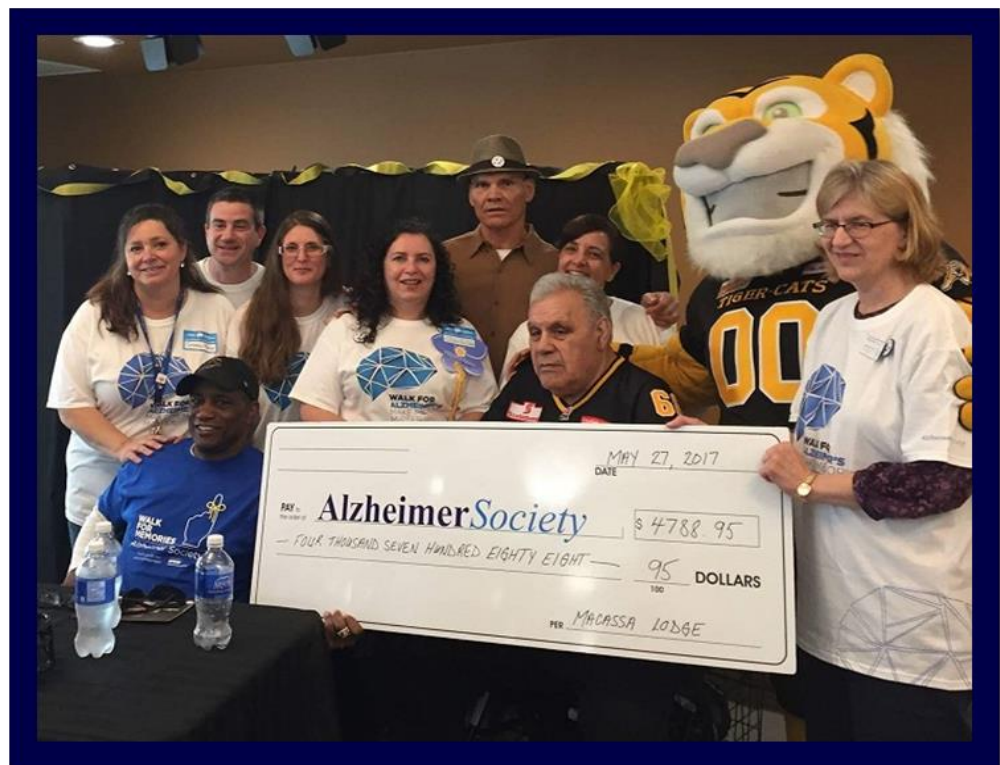
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### Communications Committee:

Jodi Coville, Chair,  
Rick DiGiantomasso, Airport Unit,  
Loretta Marshall, City Inside Unit,  
Barry Conway, City Outside Unit,  
Marlene Craig, DARTS Unit,  
Dianna Waldner GSWS Unit,  
Joyce King, Lodges Unit,  
Brian Forester, RBG Unit  
John Naismith, SMH Unit



Lodge Unit Vice President Sue Lavallee and committee organizers, Cathy, Rosie, Linda and Jennifer organized the **2nd annual fundraiser for Alzheimer Society's** at Macassa Lodge. Sue made it a family affair and her husband and kids joined her to walk for her Aunt Lillian who sadly passed away from this devastating disease.

**Great job!! Special thanks to Ticat Alumni Less Browne, Angelo Mosca and Ben Zambiasi!**

Alzheimer Society  
ONTARIO



# Why Do I Pay Union Dues?

So why do you pay union dues? **It's the law.**

"In Canada, the union dues paid by all workers in a unionized workplace flow to certified unions as a result of a Supreme Court Decision from 1946, known as the Rand Formula" (Source: CUPE National).

The Collective Agreement you are working under and that **protects your rights** is the dedicated efforts of people working on your behalf for many years before you and after you. It did not just happen overnight.

**Benefits and wages** are not just given to workers. **They were fought for!** The dues you pay allow you to work in a union bargaining position that comes with benefits, additional protections, **representation** you can elect and a pension. "The average **unionized worker earned \$4.97 an hour more** than a non-union worker in 2012"

(Source: Canadian Labour Congress).

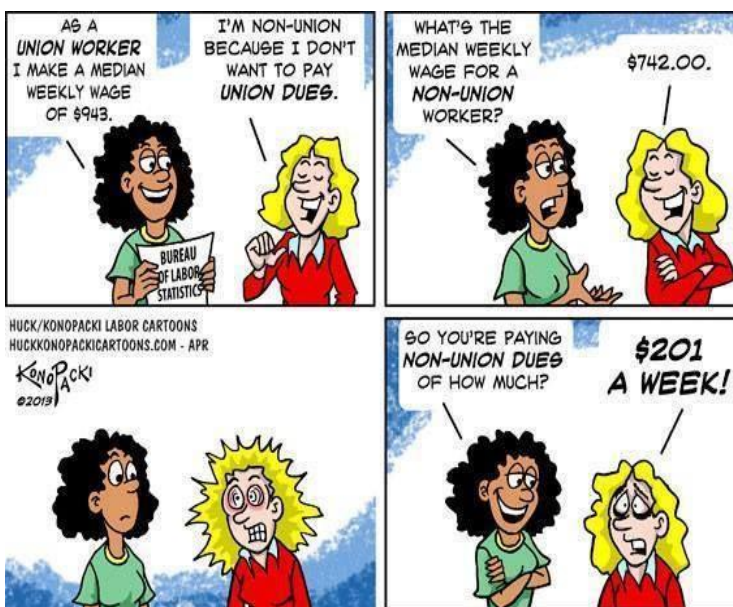


Paying unions dues is not like a savings account looking for a return on investment; it is more like insurance for the **betterment of membership**. You don't put \$10.00 in and take \$10.00 out. You reap the benefits of the Collective Agreement, and potentially if you are in a position where you need to file a grievance, the Union supports you through the grievance process and pays the financial costs attached to it. If strike action happens, you can receive strike pay for picketing.

**So why do you pay union dues?** You pay dues to support the work of your elected officers, **affiliation fees, contract negotiations for better benefits and wages, committee participation, education** for stewards and members, **conventions, operational costs** (phones, building, staff, postage, etc.), **communications** to members, **grievances costs, arbitration costs, legal fees**, and a **defense fund** for campaigns and strike action.

**Written by: Jodi Coville**

**Executive Administrator &  
Communications Committee Chair**



### Jennifer Craig GSWS Unit



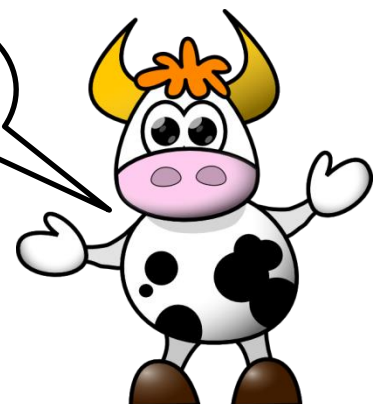
Jenn grew up in Ottawa and decided to move to Hamilton to attend McMaster University. Jenn has a psychology degree and then completed the Concurrent Disorders program from Mohawk College. Jenn has been with Women's Services for 3 years, first at Mary's Place as a placement student with the Drop-in Program. During this time she connected with both the team members at Mary's Place and with the women accessing services. Jenn decided she wanted to work full-time at Women's Services because she was moved by the strong and inspirational women accessing Mary's Place. Thankfully for us, Jenn was hired on at Mary's Place as a Case Manager, assisting women who are experiencing homelessness. Jenn is a Health and Safety Representative; she wanted to get involved and to help create a safe workplace. Recently Jenn has moved to, supporting Our Sisters (SOS) program as an Intensive Case Manager. This new position will give Jenn a different experience with women and housing; she will support women in finding and maintaining housing. Jenn will help women with personal goals and in creating community connections, during a 2 year period. In Jenn's spare time she visits family and friends in Ottawa, enjoys reading, listening to music, exploring Hamilton and watching Netflix. Lastly, its well-known Jenn is always ready with a joke to help connect with the people around her and make them smile.

**What did the Mama cow say to the baby cow? .....  
It's pasture bedtime.**

**What?**

**Thank-you for your hard work and being a part of CUPE 5167!**

**Dianna Waldner, Communications Committee Member, GSWS Unit**





## Team Spotlight



**City of Hamilton Horticulture** had an ice breaker/team building welcome for the **new and returning students** on May 2nd of this year. The temporary supervisor, Jay Steiner and his team won the team challenge and claimed the "Best Foot Forward" trophy! Kristen Montoya made the trophy out of objects she found from around the yard.

## Scoop Contest!!

All 5167 Members are encouraged to **submit a picture of themselves with a Union Steward** (group pictures too! Just provide all names for entry) with their name, unit and work location **by July 25th, 2017 by 4:00pm** to [coville@cupe5167.org](mailto:coville@cupe5167.org) to be entered into a draw to win:

- 1<sup>st</sup> Place:** Two Ticat Tickets – Saturday, August 12, 2017 at 7:30pm  
(Section 115, Row 14) (\$217.00 value)  
**2<sup>nd</sup> Place:** \$25.00 Tim Card  
**3<sup>rd</sup> Place:** \$15.00 TimCard



### Contest Rules:

1. Stewards will only be entered once regardless if they are in multiple photos, however, they will have bragging rights at the next Stewards Meeting and additional swag prize!
2. Photos must be clear and focused
3. Members can only submit one entry
4. The Steward does not have to be your Location Steward

#### Hints:

*Stewards List on the Website  
Stewards are often at General  
Membership Meetings!*

# Local Updates

## CITY CONTRACT SERIES

### Building Solidarity for 2018

Date: Tuesday, June 13, 2017  
Time: 5:00 pm  
Location: Union Hall - 818 King Street East

**\*There will be a BBQ dinner at the meeting\***



#### Collective Agreement

A written agreement between the union and employer that tells workers and the employer what their rights and responsibilities are. It is also called a "contract". The collective agreement covers such things as:

- wages
- benefits
- hours of work
- conditions of work
- seniority
- how to handle disagreements

#### AGENDA

- What sticking together looks like
- Contract Highlights Article 16 – Grievance Procedure
- Timelines for Bargaining
- Unit Updates

Please **RSVP** to the union office at 905-522-0917 or email [office@cupe5167.org](mailto:office@cupe5167.org)

(If you have a food allergy or special dietary restriction, please let us know)



[www.cupe5167.org](http://www.cupe5167.org)

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

[www.cupe5167.org](http://www.cupe5167.org)



Have you registered for email blasts?

- Multimedia TAB
- Register for email blasts



**CUPE Scoop**

This Notice Posted May 24, 2017

### Political Action Committee



### Charity



### Car Wash

All proceeds will be donated to Breast Cancer

Hot dogs and cold drinks will be served while you wait!

**Saturday, June 24, 2017**

**10:00am to 2:00pm**

Local 5167 Union Office

818 King Street East



Copy: President/Executive Administrator; File: Weekly Notices

President: Sandra Walker  
Vice-President: Jay Hunter  
Executive Administrator: Judi Covic

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[www.cupe5167.org](http://www.cupe5167.org)





## The Gentle Giant AJ (Tony - Slim) Paver

By Ed Thomas, 5167 Retiree and Activist

Slim Paver's father immigrated to Canada from Croatia in the mid 1930's. He settled in Kirkland Lake and got a job working in the gold mines. Mining is very dangerous work, especially during this period without the health & safety practices required today. Joseph Mihilcic, Slim's uncle was killed when three tons of loose rock came crashing down and pinned him to the ground. **Since birth, Slim has been living and breathing the union movement.** He explains how Harry Oakes, the ruthless owner of one of the gold mines in Kirkland Lake fired 150 miners just because one of them had signed a union card.

Slim started working for the City of Hamilton in 1962, working at a number of jobs. He worked in the back of an open garbage truck, long before the City had garbage packers! Back then, plastic garbage bags weren't invented; people dumped their garbage into heavy metal cans. Slim would have to stand up to his knees in garbage and maggots, not a very pleasant job. He recalls working in the cemetery digging graves by hand! During the winter before the use of machines, Slim would hold a chisel while a co-worker swung a sledge hammer breaking the frost on the ground. He worked at Gage Park trimming the grass from around trees with hand clippers, now workers use gas powered weed eaters.

**Slim worked for the City for 32 years** and for all those years he was very active in CUPE Local 5 & 5167. He explains that back then, workers did not have work boots or work clothes. He said wages were low, just a few cents for an hours work. Vacation entitlements were no where near the entitlement workers enjoy today. **Benefits were non-existent.** He is quick to point out that everything workers enjoy today is the results of the union negotiating them into the Collective Agreement.

**Slim is a true trade unionist.** He now is a resident at Macassa Lodge and being cared for by his 5167 Brothers and Sisters. The lodge has 270 residents and it would not surprise me if he is telling them all about the benefits of the union movement. His motto is all for one and one for all!

**If you have some spare time - visit Slim at Macassa - tell him the Union sent you!**



Anthony Paver Jr. working in Gage Park Summer Works  
July 16, 1962 N.U.P.S.E. Local 5



## National Updates

### **CUPE tells feds to drop promise-breaking Bill C-27**

CUPE National President Mark Hancock has called on Finance Minister Bill Morneau to withdraw Bill C-27, "An Act to amend the Pension Benefits Standards Act, 1985." If passed, Bill C-27 would allow federally-regulated employers like banks, transportation and telecom companies to retroactively walk away from the pension promises they have already made to workers and retirees.

### **More experts speak up against Liberal "bank of privatization"**

When news broke of the Liberal's 180-degree turn on an infrastructure bank last fall, reaction was swift. Critics pointed to the bank's many potential flaws – and dangers. The more people learn, the less they like the bank. As more details are revealed (or exposed through Access to Information), and as the Liberals attempt to ram the multi-billion dollar bank through Parliament in an omnibus bill, the criticism is deepening.

<https://cupe.ca/update-more-experts-speak-against-liberal-bank-privatization>

## Labour Updates

### **Minimum Wage to be raised to \$15.00 by 2019**

The Changing Workplaces Review made 173 recommendations to address the ever increasing issue of precarious work. The Liberal government announced that minimum wage will increase to \$14 an hour on Jan. 1, 2018 and will rise to \$15 in 2019. About 30 per cent of Ontario workers currently make less than \$15 an hour, many holding more than one job and barely above the poverty line.

### **QUEBEC - Back to Work Bill**

The Quebec Liberals defended their back-to-work bill Tuesday from accusations the law gives too much power to the government regarding negotiations between unions and private-sector construction companies.




Members of the legislature debated through the night and passed a law forcing Quebec's 175,000 construction workers to end their week-long strike and return to work Wednesday

<http://www.1310news.com/2017/05/30/quebec-government-adopts-law-forcing-striking-construction-workers-back-to-work/>

## RBG Events and Activities for 2017

It's a busy year for the RBG with the 150<sup>th</sup> Canada celebrations!

Lots of activities scheduled and the gardens are looking great.

- May 20 – August 20 - All Things Lego
- June 4 - Canadian Tenors, in Hendrie Park. 
- June 14 – September 6 - Jazz and Blues bands every Wednesday evening
- June 27-August 15 - Country music on Tuesday evenings
- June 29 - Citizenship ceremony at the Gardens
- August - Shakespeare at the Rock 
- October – Pumpkin Trail
- November - A sculpture of Thomas Baker McQuesten is unveiled
- November and December – Train displays & Holiday Lights 



For beer lovers there is the Fest of Ales on Dec. 1 and 2 featuring beer tasting from local breweries in the area.

As you can see there is a lot to see and do at the **Royal Botanical Gardens**, lots of events and friendly advice from our 5167 Members any time of the year!

