

CUPE Scoop

Local 5167

Hamilton: Our City. Our Union. Our Stories.

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Calling all writers!

Submit articles or ideas to
coville@cupe5167.org!

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

Save the Date!!



Wednesday, September 5th, 2018

More details and event registration to follow!



Scoop Contest!!

From **June 25th to June 29th**

look for the **magnifying glass** symbol
on all 5167 social media outlets!!

(Website/Facebook/Twitter/Instagram)

Record where you see them in detail (source/date)
and email your answers to:

coville@cupe5167.org **by July 6th at 4pm** to be
entered into the **draw to win!!**

Contest advertisement does not count as an answer!



www.cupe5167.org



Prize:
Dinner & a Movie \$150 value!!!
To be eligible you must be a CUPE Local 5167 Member.



What's In the Basement?



When you hear about **Good Shepherd Women's Services**, what comes to your mind? Do you think of a shelter or other services? Or do you think about 70 members strong?

It is true; there are 2 shelters within the Women's Services building. Martha House is a 40 bed shelter for women and children who are fleeing domestic violence and are homeless. As well, there is Mary's Place a 20 bed shelter which until recently was the only homeless shelter for women in Hamilton.

The unique services offered at Women's Services lie within the basement!

Transitional and Housing Support Program - Second Stage Housing offers affordable housing and a Transitional Support Worker (TSW) to work on goals and make community connections (up to one year) as women leave domestic violence. TSWs support women within the community making connections to community services and utilities. The newest program within Women's Services is Housing Liaisons, who connect with landlords to find affordable units that don't require last month's rent or credit checks, which is a barrier for the women we work with.

Violence Against Women - We offer educational-based counselling for women, as well counselling for children that are centred on crafts and games. Women can connect with a Legal Advocate or Family Court Support Worker to attend Legal Aid, Family Court, Criminal Court, Children's Aid Society and immigration services. The most unique program is our wellness program which offers cooking and baking activities, art groups and educational sessions. In addition, with the help of many volunteers we are able to offer women free yoga, massage, osteopath services, and other exercise/wellness services.

Supporting Our Sisters and Rapid Rehousing – This program supports women who are homeless and/or have mental health and addiction issues that have prevented them from finding and keeping their housing. Intensive Case Managers work with the woman for up to 2 years to help with supports regarding mental health, addictions, trauma support as well as building other community connections.

The true secret to the unique programs offered at Women's Services are the strong women who provide them. We are 70 women strong; we support each other and the women we work with. We are determined to end violence against women and homelessness.

As we start negotiations, we unite as a team!

Unit Spotlight – GSWS Unit

Dianna Waldner, GSWS Un

Member Spotlight



City Outside Unit

Larry Baxter

It's the playoffs and although the spring weather is heating up; it's nice and cool on the ice! The puck deflects off the goalie, defence pick it up and the play moves forward. Crisp pass right on the tape to the winger and he's breaking out to the other end! The pace is picking up and he's crossing the blue line, the team captain is right with him and cuts hard on the blue line. Who crossed first, the puck or the captain? It's close, but right on that line is the linesman who throws his arms out like wings, signaling it's safe and not offside. Those close calls always come cool and collective to **Larry Baxter** who's refereed for years, almost going pro with the NHL.

With his hockey background it's no surprise that he's a **natural fit working in facilities down at COPPS coliseum**. He's just shy of being super cool and **driving the Zamboni**, but that's okay because without Larry and his team maintaining the

ice, many others would not be able to do their jobs. Maintaining the ice rink is no easy task when you have a venue hosting a magnitude of events, and not all use the ice. With our Hamilton Bulldogs having such great success this year, for sure some credit needs to go to Larry and the folks for keeping an amazing venue running.

Now I know we can't all talk sports, but I do know we can talk contracts and food! Thankfully Larry can hold a conversation on both. Larry has begun volunteering with the food prep of our "City Contract Learning Series", and when I get to planning the next one, rumour is we're having deep fried turkey. You just can't go wrong with a full belly. Often it's the kitchen that brings us together and we're lucky to have Larry and his cooking skills as an **alternate on our Negotiating Committee**. So when we sit around the hall having deep fried cuisine, let's talk shop and work towards our collective future. Don't be shy folks, next time you see Larry don't just say hi, say thank you for all the extra time he's putting so this local can be successful. **Thanks Larry!**



One by one we merge together on the first Monday of September. The youth see the end to their summer and the beginning of a new school year. For us workers we gather in droves to take to the streets, we see a show of solidarity. Solidarity that is rooted in the struggles of workers. Struggles that have brought violent clashes, property damage, and streets lined with the blood of workers. This is Labour Day; this our time to recognize our achievements and to look back on what was given up for them.

Capitalism has handed no perks to workers; we had to fight long and hard for them! Collectively we have shut down rail lines, trekked into Ottawa, and over took Winnipeg. Why? For things like an 8 hour work day, pensions, benefits, and just for the ability to be recognized as a union.

The elected governments have created road blocks every step of the way though. That has never scared the worker. No unjust law and no unjust police actions can stand in our way. Collectively recognising our self-worth and mobilizing to fight for our fair share; we are unstoppable!!

This Labour Day show up, and as you merge into the sea of workers, take a look around, these are your allies, your comrades, in a never ending struggle. Share your stories and listen closely to theirs. It is this dialogue that will unite us in a common cause, a common worker's struggle.

Labour Day is our day. Enjoy it but know we need to continue our fight to maintain what we have! **These are our streets, so let's take to them this Labour Day!**



Local Updates

Don't forget to **visit the website** for updates, postings and all sorts of supports and information!! www.cupe5167.org

Happy Retirements!!



Chris
from DARTS!



Wendy
from Lodges!



Diana from Lodges!

CUPE Scoop

Collective Bargaining

Check out social media for bargaining updates as they happen or visit the website under the **Members Zone Tab – Collective Bargaining & Updates!**

Airport Unit – CA expires October 1, 2019.

City of Hamilton Unit – The Bargaining Team has been elected and training has taken place.

DARTS Unit – Drivers and Inside CAs are expired, strike votes have returned positive for strike direction, stay tuned!

GSWS Unit - CA expired March 31, 2018, the Bargaining Team is at the table, more dates scheduled.

Lodges Unit - CA expires March 31, 2019.

RBG Unit - CA expires January 15, 2020.

SMH Unit - CA expires March 31, 2019.



5167 was well represented at CUPE OD Convention 2018!! #cupeproud Congratulations to Oral, Tracey and Yasmeen who are joining Ann on the CUPE OD Executive!!





Pensions 101 – By Ed Thomas, 5167 Retiree

I would hazard to guess that over 95% of our members do not fully understand how pensions work, or for that matter understand what all the pension jargon means. Although a number of our members are covered under OMERS, members from Good Shepherd and DARTS are not. We also have a number of part time and casual workers that do not contribute to OMERS or any other pension plan.

Sources of Retirement Income

In regards to the majority of our members, there are three different sources of retirement income:

- (1) Old Age Security - maximum - \$5850 yearly
- (2) Canada Pension Plan – monthly benefit based on contributions to the plan. It replaces approximately 25% of the earnings on which contributions were made.
- (3) Workplace pension (OMERS) (based on a formula) - $(1.375\% \times \text{years of service} \times \text{best 5 years})$. However, if a member of OMERS opts to take an early retirement prior to reaching age 65, the formula is $(2\% \times \text{years of service} \times \text{best 5 years})$. This is called bridging and the 2% is only calculated until the member reaches 65, at which time Old Age Security kicks in and the bridging is subtracted. The bridge deduction is determined by multiplying $0.675\% \times \text{years of service} \times \text{best 5 years}$.

As most of our members are covered under the OMERS pension plan, I will focus on that plan. Public Sector pensions are deferred wages, this means that they are our wages that are paid out to us when we reach retirement age and paid to us for the rest of our lives. OMERS is one of the top pension plans in Canada. It is fully indexed and increases with the cost of living/inflation. OMERS is also what is referred to is a defined benefit, it allows people that want to retire to calculate their retirement wage long before they are set to retire.

The Pensions Benefits Standards Act is set up by both the federal and provincial governments; it establishes the standards for pension plans. One of the key aspects of the plan is to have enough money in the plan to pay out all the people that are drawing a retirement wage.

Visit OMERS website for more information about the plan. <https://www.omers.com/>

Let OMERS know we must keep key benefits like guaranteed indexing so we can keep up with cost-of-living increases and live with dignity after we retire.

Visit CUPE sites for more information:

<https://cupe.on.ca/omers-guaranteed-indexing/>

<https://cupe.ca/pensions>

PROTECT YOUR OMERS PENSION
TAKE ACTION