

CUPE Scoop

Local 5167

Hamilton: Our City. Our Union. Our Stories.

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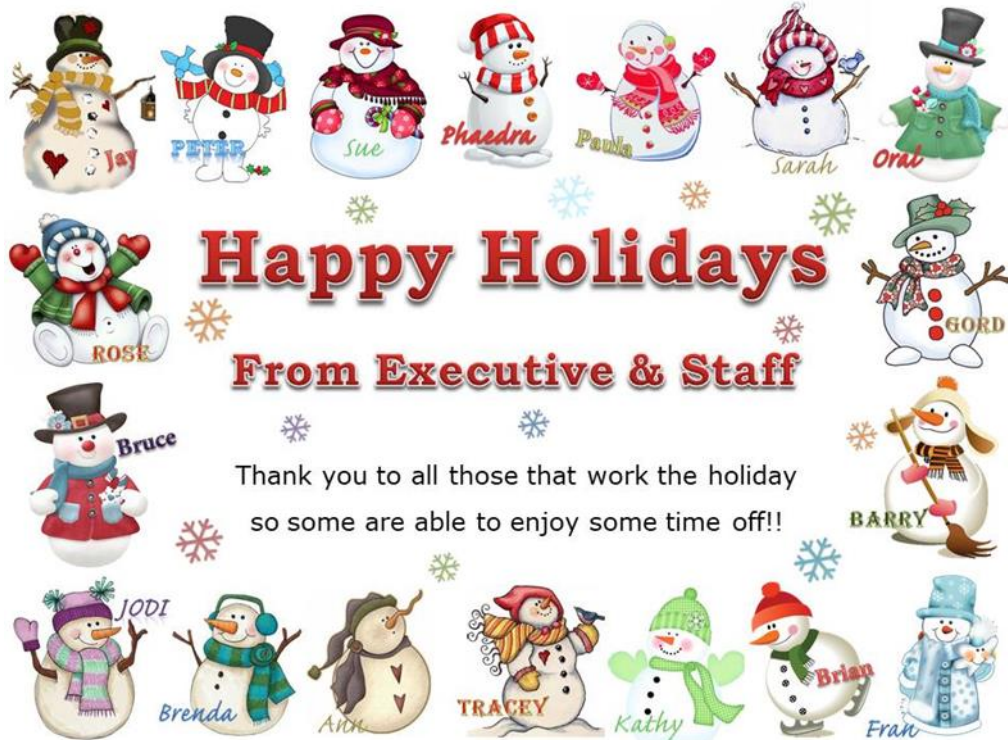
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Communications Committee:

Jodi Coville, Chair,
vacant, Airport Unit,
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



FEBRUARY FOOD DRIVE

All donations will be donated to the St. Matthew's House Food Bank, where we have Members working hard to support vulnerable residents living in Hamilton.



Donate non-perishable food items in the **month of February** and be entered to **win a \$100.00 Keg Gift Certificate!** Please check expiry dates before dropping them off at the Union Hall 818 King St E!

Don't Take it Personally... Loretta Marshall

I'm sure most of us have been told that from time to time, and it's usually after something unpleasant has happened. Recently, my job with Traffic Operations was made redundant and I was laid off. That comforting phrase "to not take it personally" was tossed my way over and over again. Although I graciously received those words I couldn't help but think, 'what do you mean don't take it personally? It's affecting my life, my plans, if this lay off is anything to me it's personal!'

Luckily, I am a member of a strong union which via our City Unit Collective Agreement protects me in this situation and I can begin to exercise my bumping rights. It's hard to just pick up and start something new, especially when you enjoyed your job, but it's better than not having anything to fall back on.

What I found most deflating was that this lay off didn't just affect me. Others were also displaced and faced the same challenges I did, which not only presented a professional hurdle but a personal one as well. Guess what? Just like me, they took it personally.



I get it, that's the way it is – the lay-off process is happening everywhere and people are getting their notices. We aren't the only ones going through this type of hardship; many don't even have bumping rights or another job to go to.

Personally, I know I'm one of the lucky ones; I have a couple of options to consider. I could vie for the new position in Traffic Operations (which would require me to take a series of tests); because of my seniority there are many jobs I could potentially bump into and I have the option to retire (without a penalty). The problem is once I retire from the City I must give up my Union

commitments as well. Helping my CUPE Local 5167 family is something that I am very passionate about and I enjoy doing. So many choices, what to decide?

My current job, although it hasn't been my most rewarding as far as duties go, it has been by far my favorite place to work. The "personal" aspect, the people (management included) have blown me away. There is a connection to many of my co-workers, and honestly here I am part of a team! I suppose that's one of the reasons that I do take it personally.

What I have decided is that it's time for me to explore new shores, get those creative juices flowing again and do the things that I couldn't do because I had to work. I am going to retire and I'm excited about it.

This decision was not easy, it's always sad to say goodbye, but this is the right choice for me. All I have to say is, it's been a pleasure, however, effective September 23, 2018, I'm out of here; please don't take it personally!

Frustrated with Management!! What Now?

- A Member Experience -



I can't believe management didn't follow the Collective Agreement again! I better connect with my Location Steward.

The union did a great job trying to resolve that matter with the Supervisor but in the end they still wouldn't budge. The Steward advised me I could file a grievance, so I did. It was not long before I got a call from the union hall with a date

for a second step grievance meeting. When I arrived I met a few other workers, it turns out they were elected by the membership to be on the grievance committee. I like that, workers representing workers, folks who are out in the trenches day in and day out, lending their voice to my issue.

We went into the meeting and these folks were great! They had my file and all the notes surrounding the issue. We talked before-hand about what it is I'm looking to achieve as a result of the grievance. It was good walking into the meeting knowing they had an understanding of everything. Truth be told I went in with a way better understanding as well. These elected workers gave me a heads up on similar results of grievances, what to expect during the meeting, as well as next steps if things didn't go my way.

You know during the meeting my Supervisor outright lied! I wanted to scream, just so frustrating! Before I could get a word out, my Union Representative piped up and called the Supervisor out, proved they were wrong, and they used all the details I provided when I filed the grievance to do it. It felt pretty good seeing that, and lucky for me I didn't have to say it and then go back to work with this Supervisor holding a grudge against me.

I talked with my Unit Vice President afterwards about how I get on the committee. I always wanted to get more involved in my union, stand up for my fellow workers, and this seems like a solid way to move forward. The cool part is you get to meet people who do other jobs. The Unit Vice President also said they do monthly audits and go over every grievance and its merits. Honestly, what better way is there to learn the Collective Agreement?

Turns out - as per the bylaws - next September these positions will be up for election, I definitely need to start attending membership meetings to keep up to date!

Community Updates



My Free Hamilton
Discover. Improve. Empower. Inspire.

My Free Hamilton is a grass roots organization that is committed to exploring Hamilton's free wellness community resources. The organization's overall vision is to create positive discussions about mental well-being, encourage wellness and increase the quality of life to Hamilton residents. My Free Hamilton wants to create social change, by ending the belief that mental and emotional health issues only impact people who have received a mental health diagnosis.

MyFreeHamilton.ca

The website is divided into different sections, the first section is 'Balance & Mindfulness' which provides information about what balance means when relating to wellness. In addition, includes a great explanation and information about mindfulness. The next section, 'Wellness Resources' covers the different aspects of wellness within a person's life; relates it back to balance and provides a list of free resources. The last section is 'Mental Health Resources', it discusses the importance of connecting with supports around a person's mental health. You can also connect with My Free Hamilton through Facebook group. Please check out MyFreeHamilton.ca, everyone can benefit from wellness and building our mental well-being.

Aspects of Wellness

- ♥ Emotional
- ♥ Financial
- ♥ Spiritual
- ♥ Social
- ♥ Professional
- ♥ Physical
- ♥ Environmental
- ♥ Intellectual

Nurturing yourself is not selfish – it's essential to your survival and your well-being ~ Renee Peterson Trudeau

Dianna Waldner – GSWS Unit

Local Updates



Another fantastic Breakfast with Santa! Great job by 4th VP Rose MacGowan and her Helpers: Jay the Pres, Dan, Lorena, Ken, Allan, Jody M, Oral, Jay B the Elf, and Jodi C! Thank you to all the Members and their families for making it an event to remember!! Great to see familiar faces and some new ones too!! See you next year! #cupeproud

National Day of
Remembrance &
Action on
Violence Against
Women



WE REMEMBER



DECEMBER 6, 1989

THE MONTREAL MASSACRE

Geneviève Bergeron

Hélène Colgan

Nathalie Croteau

Barbara Daigneault

Anne-Marie Edward

Maud Haviernick

Maryse Laganière

Maryse Leclair

Anne-Marie Lemay

Sonia Pelletier

Michèle Richard

Annie St-Arneault

Annie Turcotte

Barbara Klucznik-Widajewicz

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," she said.

Corporations used to pay the same share of taxes as individuals, to fund the services and programs our communities need to thrive. 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>



ONE

THE RIGHT TO KNOW

Workers have the right to know what health and safety hazards are related to their work. It is an employer's legal obligation to tell workers of any hazards they may encounter, the likelihood of being exposed, and the severity of harm if they are exposed. Additionally, employers must ensure that workers know how to keep themselves safe when they deal with hazards that cannot be avoided.

TWO

THE RIGHT TO PARTICIPATE

Workers have the right to participate in the decision making that impacts their health and safety. This is done by workers selecting a union health and safety representative to discuss health and safety issues with the employer, or by having worker committee members on the Health and Safety Committee. The right to participate also means that workers must report hazards they become aware of to their supervisor, health and safety representative or committee member.

THREE

THE RIGHT TO REFUSE

Workers have the right to refuse to perform work that they believe is unsafe either for themselves or for their co-workers. While procedures and circumstances around the right to refuse may be different between provinces and jurisdictions, just about all workers have the legal right to say no to dangerous work.

FOUR

THE RIGHT TO NO REPRISAL

All jurisdictions have language in their laws that makes it illegal for employers to punish workers when they are following the occupational health and safety laws in good faith. This includes reporting hazards, participating on a committee, and exercising the right to refuse dangerous work. This is an important right because a worker who fears punishment for protecting their health and safety will be less likely to participate in the employer's system.

For more information about your rights or any additional health and safety questions, contact your CUPE Servicing Representative, CUPE National Health and Safety Representative, or visit our website at cupe.ca/health-and-safety

CUPE

Doug Ford and the Tooth Fairy - by Ed Thomas



The election is now behind us. Our new Premier, Doug Ford, claims to speak for “the little guy”. He appealed to voters with the classic “pocket book” promises to cut taxes and to lower the cost of living (lower hydro rates, a cut in gas taxes, and don't forget the buck a beer).

When I was a kid I believed in the tooth fairy. I thought it was great because I use to get money to buy candy. What I didn't know was the tooth fairy was getting the money from another source - my parents! Now Ford, like the tooth fairy has made promises that he would put more money in our pockets; but that money will have to come from somewhere else.

The last time we had a Conservative Premier (Mike Harris), he introduced the *Common Sense Revolution*, his platforms main goal of reducing taxes while balancing the budget was to reduce the size and role of government. That resulted in:

- Cuts to education
- Cut 3000 nurses
- Privatized Hwy 407 at a garage sale price
- Transferred roads from the province to municipalities
- Hiring freeze for public sector workers



Cutting 6 billion can only mean one thing! Services would be cut.

So voters that think Doug Ford is going to line their pockets with more cash are living in a fairy tale world. Both Doug Ford and the tooth fairy are cut from the same cloth – platforms built on fairy tales! They both get the money from other sources; Doug will get it from the tax payers.

Unreal!