

CUPE Scoop

Local 5167

Hamilton: Our City. Our Union. Our Stories.

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5167 Out and About
100th Anniversary is coming!



www.cupe5167.org

Newsletter Committee:

Jodi Coville, Chair,
Rick DiGiantomasso, Airport Unit,
Loretta Marshall, City Inside Unit,
Barry Conway, City Outside Unit,
Ruth Graves, DARTS Unit,
Paula Masys-Pollack, GSWS Unit,
Teofil Linca, Lodges Unit,
Brian Forester, RBG Unit

I ❤️ DARTS is a campaign by CUPE Local 5167 to celebrate this important relationship and to enhance the passenger experience.



Accessible Transit

MOVING HAMILTON FORWARD SINCE 1975



Since 1975 DARTS has been providing caring, affordable and reliable door to door accessible transit service throughout Hamilton to give persons with disabilities increased independence.



www.ILoveDARTS.ca



ILoveDARTS@CUPE5167.org



[@LoveDartsHamOnt](https://twitter.com/LoveDartsHamOnt)



Figure 8 - Written by Barry Conway, CUPE Local City Outside Vice President



It's been over a hundred years since we fought for the 9hr day in 1872, which would inevitable become the 8hr day. 8 hours of work, 8 hours of play and 8 hours of rest.

Fighting for shorter days also meant fighting for higher wages so that one would earn the same in an 8 hour period as they formally earned in a 12-15 hour day. Employers kicked and screamed that this would ruin their industries, yet they survived and workers gained some quality of life. These 8 hour days were bargained by workers who would enter violent strikes and clashes with employers.

So here we are now more than a hundred years later and this number that falls between 7 and 9 is again a relevant figure. The labour pendulum has swung across from one end and is now at the other. Precarious work is the new challenge that the labour movement faces. An 8hr day is just a dream to some like it was so many years ago. Some would say we've come full circle but it appears maybe we've done just a figure 8.

Collectively workers need to voice their concerns. Showing up to work and not knowing when your shift finishes is unacceptable! Not knowing your schedule week to week or in some cases even day to day is unacceptable! Let us reflect on our history of workers and be inspired by the actions they took.

Let us as workers get back to our rank and file roots and fight against precarious work, become a page in our history books and unite!

Saturday, October 1st we march onto Queens Park and demand a better tomorrow!

Member Spotlight

Lodges Unit

5167 Member

Mina Bumanglag

Personal Support Worker
(PSW)



Mina is from Laoag, Philippines; she immigrated to Canada in 1996. Her educational background is in nutrition and dietetics; unfortunately she was unable to find work in her field, so she looked into becoming a PSW.

Mina describes working as a PSW as a very physical yet rewarding career. She has been with the Lodges for over 16 years. Mina is dedicated to providing exceptional resident care and has an immense ability to handle emergency situations with tact, sensitivity and professionalism. Mina has been a credit to Macassa Lodge where she consistently provides compassionate care to distressed patients in the D-wing.

On a personal note, Mina is a proud mother of 2 children! Her hobbies include: exercise, going to church, and participating in family events.

As for her future plans, Mina will continue being a good parent and following her passion of helping others.



Time to Care

Make 4 hours of daily, hands on care for nursing home residents the law in Ontario!

Member Spotlight

City Outside Unit

5167 Member

Mark Traficante

Stadium Maintenance
Coordinator



A roar of applause and cheers breaks out, the sound echo's between the still houses, breaking the calm. The city streets are silent while the game is on; as everyone in Hamilton is either at the stadium or huddled around the TV at home watching their beloved Tiger Cats. Touchdowns and first downs are what liven up this part of town!

Although thousands share this experience it hits home with Mark Traficante. Not only a season ticket holder; Mark works at the former Ivor Wynne Stadium.

With 30 plus years of service, Mark formally worked in parks at the Rymal Yard as well as the former Scott Park Arena. Mark has developed an eye for things. That's right at a mere glance Mark can tell you if it's milk or cream in your coffee! This talented eye was previously used to level ice in the arena, now it inspects the stadium to ensure perfection for all those that pass through it. Rumour is if Mark had thicker glasses he'd have seen the screws loose on the speakers before they fell! Those glasses of his are perfect for reading the Collective Agreement!

We all know that when you have a position that deals with the public it can get tiresome. Mark likes to end his hardworking week with a cigar pared with smooth liquor, now that's the way to do it!

So next time, you're at the stadium make sure you say hi to Mark as he will greet you with a warm smile. Heck say hello to his co-worker Pete too, we all know it's nice to make a new friend while at work!

Local Updates

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

www.cupe5167.org

Upcoming Elections!!!

Committee Nominations are coming up at the **September General Membership Meeting!!**

Elections will be at the October General Membership Meeting!!

Article 34 of the Bylaws

SCOOP Contest!!



Follow 5167 on Instagram!!

Win Dinner and a Movie!!

(Gift cards - \$100 value)

Contest Rules:

1. CUPE Local 5167 member in good standing
2. Be following CUPE Local 5167 on Instagram on contest closing date: October 15, 2016



Hamilton: Our City. Our Union. Our Safety.



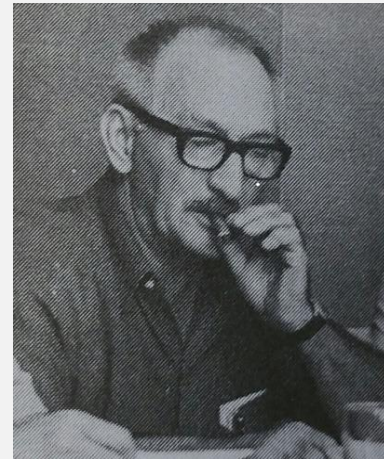
Health & Safety is EVERYONES responsibility.

BILL 132

Bill 132, Sexual Violence and Harassment Action Plan Act **comes into force on September 9, 2016**. This Act primarily amends Part III.0.1 Violence and Harassment, of the *Occupational Health and Safety Act*. Employers will be required to review their harassment program to ensure the following:

- Workplace sexual harassment is defined and understood
- The JHSC has been consulted regarding the development of the harassment program
- Clearly defined reporting requirements exist, especially when the alleged harasser is a manager or supervisor
- Both parties are informed of the corrective action received if there is a policy violation
- A documented program review is conducted annually

Hamilton Union Champion:
Francis Orvell Rogers (1918-1989)
Local 5 Recording Secretary
(1945 – 1978)



by Ed Thomas, 5167 Retiree and Activist

Francis Orvell (F.O.) Rogers was born in Hamilton and brought up during the depression of 1929. He rode the rails from coast to coast and worked everywhere; lumber camps and anywhere else he could get work. He could turn his hand to anything, carpentry, electrical work, etc. Frank married young during these hard times and when the war broke out in 1939 he joined the army.

During his time in the army Frank became the Editor of 'The Convoy', his unit's newsletter. In 1945 he led the great Anglo-Canadian food convoy with Colonel Degeer through enemy lines on the West Holland front. They took food to the starving Netherlanders under a truce that had been negotiated between the British and Germans.

Upon his return from the war, Frank got a job with the **City of Hamilton in the Sewer & Water Department**. It did not take Frank long to become active in the day-to-day affairs of the Local. **He spent many hours of his free time working for the union for the betterment of his fellow workers.** As time progressed, he rapidly advanced within Local 5's structure. He held various positions such as Steward, Trustee, and Executive Board Member. **In 1945, Frank was elected to the position of Recording-Secretary, holding that position for thirty-three years!** He developed the character that many grew to respect, some grew to hate, while others out-right fear him. People have often described him as being very opinionated about issues of interest to him, and unconcerned about other "irrelevant" issues to the Union. His own life suffered as a result of his dedication to unionism; it wasn't long before he got a divorce. Frank and his son did not speak to each other for many years as a result of the divorce although they both worked for the City.

Frank was the **chief negotiator for all the Hamilton Civic Unions** from the early 60's up until the late 70's. It wasn't until Local 5 came on to the scene that gains started to be made through the efforts of Frank and Local 5. Frank laid all the spade work for negotiations for all the other Locals.

Frank was also Vice-President of the National Union of Public Service Employees (NUPSE) and was on NUPSE's merger committee. He played a key role in the development of the Canadian Union of Public Employees (CUPE). During this early period he was involved in organizing other civic unions in Ontario. Oliver Hodges an organizer with the Canadian Congress of Labour (CCL) said that Frank was a strong individual. Frank would help other locals when they had trouble, but he would not allow anyone else to tell Local 5 what to do. He also helped the unorganized; during the time not many were organized

During the Trades and Labour Congress and the Canadian Congress of Labour merged in 1956 discussions started on the merging of the two public sector unions (NUPSE) and the National Union of Public Employees (NUPE) Stan Little, the first President of CUPE said that a lot of people came and went, but Frank was there from day one until the merger into CUPE was complete in 1963. **He said that Frank was one of the key players on NUPSE side and knew what questions to ask.**

CUPE National Updates

Mental health issues are inadequately addressed in many workplaces, and mental health claims are often denied by the WSIB. CUPE Ontario has created this page to provide information and resources about preventing psychological injury, and about the process for filing and appealing workplace mental health claims.

<http://cupe.ca/cupe-can-help-you-improve-mental-health-your-workplace>

Our election system is unfair. But we can make it better!

The election system in Canada is unfair. Canadians feel like their votes don't matter. People feel like their voices aren't being heard.

<https://cupe.ca/our-election-system-unfair-we-can-make-it-better>

First past the post

The way federal elections work now is called "first past the post."

That means that the candidate who wins the most votes in a riding wins. No matter how tight the race was, the votes for all the other candidates don't matter. Those votes don't factor in to how the government is formed.

Parties win majority governments with less than 40 per cent of overall votes. Other parties end up with few or no seats, even if they win a substantial part of the popular vote across the country.

That's why countries like Scotland, Germany and New Zealand made the switch to Mixed Member Proportional. And we can do it, too. We can do it now.

Mixed Member Proportional Representation

Mixed Member Proportional Representation (MMP) is a much fairer way to elect governments than the way we do it now. Voters want every vote to count, but they also want an MP who has a personal connection to their riding. With MMP you get the best of both worlds: **one ballot, two votes.**

One vote is for your choice of local candidate and it works exactly the way elections work now: the candidate with the most votes wins.

Your second vote is for the party of your choice. The parties will have a ranked list of candidates who will be elected in order based on this vote. The votes are tallied and the proportion of votes determines how many of these seats each party gets.

85% of Hydro One is still owned by the people.

It is **NOT** too late to keep hydro public

When you pay your hydro bill, think of your Liberal MPP



keephydropublic.ca



www.cupe5167.org

5167 100th Anniversary is coming in 2018!!

We are looking for photos and information about our last 100 years!



Do you have a story from the 1973 strike?

Do you have a grandparent or relative that was a City Worker or Unit Worker back in the day?

Do you have some old polaroids or negatives?

Do you know how or when your unit joined CUPE? A story to tell...

If you have some photos we can copy or upload, or a story to share please contact:

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Executive Administrator

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