



# Local 5167 Scoop

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Wentworth Lodge 5167 Members

## Time to Care Campaign

**Every 4th Day of the Month is #makeitblue day!!**

Help raise awareness for a 4-hour daily care standard for long-term care residents:

- **Wear blue on the 4th of every month**
- Raise awareness of the need for a legislated 4-hour daily care standard for residents
- Educate others and engage in concrete action
- Show your support on social media: On the 4th of every month, add a filter to your Twitter or Facebook profile picture, post and #makeitblue or #TimeToCare
- Sign the petition to raise minimum care to 4 hours per resident
- Lobby your MPP



## Day of Mourning

### Reflection from 2015

By Loretta Marshall

#### Fight for the Living...

#### Mourn for the Dead

That is the message of The Hamilton and District Labour Council Health & Safety/WSIB/Environment/Education Committee, because one work related death is too many.

April 28<sup>th</sup> is the International Day of Mourning and this year brothers and sisters gathered together to pay homage to those who have fallen, rally in support of those who are injured and pledge to educate those who will one day enter a work environment that is safe and protected.

The City of Hamilton council chambers was full to standing room only as the angelic voices of St. Michael's and St. Patrick's children's choir sang, '**We Are The World**'...an appropriate and touching prelude to the tributes that followed.

Ward Two Councillor, Jason Farr spoke of a close friend

who suffered a near fatal accident at work that changed his life forever and reconfirming the importance of being aware of the dangers that surround you and trusting your instincts.

We watched a music video '**Remember Me**' by Sister Colleen Wake and Brother Kevin Wrycraft, a thought provoking message outlining the potential risks workers face every day. I invite you to YouTube it.

Sid Ryan, President of the Ontario Federation of Labour spoke loud and clear about the fact that work place tragedies are increasing and it is not getting better. Although headway has been made with legislation, the power seems only to be on paper as government agencies such as WSIB claim things are improving...but the fact is they are NOT! It is time now to rally together and ensure laws made to protect us are enforced, otherwise we will continue to be victims of negligent employers who prefer cutting corners, bottom lines and ignorance to human safety.

Many high schools have expanded their curriculum to offer Health & Safety and Union Advantage programs. Spear headed by Chris Carpenter and other dedicated representatives,

whose mandate is to ensure that needless accidents are avoided and students can transition into the workforce with the knowledge and tools they need.

When the bell tolled, all of us there bowed our heads for a moment of silence and the room fell quiet, names of the fallen were read, one by one.

The ceremony concluded with a procession to the memorial at Main and Bay. Ironically as the bag pipes sounded and wreaths were placed, across the street we could see the ongoing construction of a new medical facility. Sparks from welding guns were billowing in the air as workers fused together columns of steel, standing on scaffolds high off the ground, doing what they do most days and after go home to their loved ones.

It is imperative that we live by the credo: **Fight for the Living – Mourn for the Dead**, not only on April 28<sup>th</sup> but everyday so that we can all be part of making this world a better place for you me.

**I hope to see you out this April 28<sup>th</sup>!!**



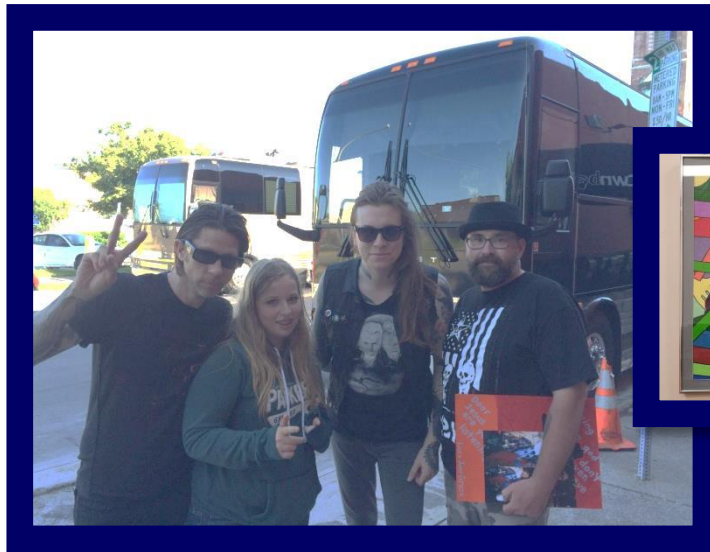
## Member Spotlight

City Outside Unit

5167 Member

**Mike Melcher**

Forestry Department



How much wood could a woodchuck chuck if a.... Wait who cares? We have the Forestry Department! Those members can chuck a ton.

Located on Upper Ottawa, our dedicated team of arborists report every day to ensure the safety and effective operations of the City of Hamilton. One in particular is **Mike Melcher** who has worked with the City and in Forestry since 2008.

During the last round of bargaining for the Collective Agreement I was out approaching workers with bargaining surveys. Driving through Westdale I saw a Forestry crew knocking down a stump, so I stopped and introduced myself. That's when I met Mike. We had a conversation about the union and then next thing you know we're talking about a punk band called Against Me! Mike has seen Against Me countless times; bringing along his beautiful daughter and son to join in the experience. Not many parents would take their kids to a punk rock show, so credit to Mike for being an outside the box kinda guy.

In the short time I've known Mike he has become a Union Steward for our Local, which is awesome because he isn't afraid to ask questions and keep management accountable. Being active in the Union isn't just about becoming a steward; it's about inclusion and brightening the work place for all our Brothers and Sisters. Mike has done just that!

One of his hobbies is painting, and he graciously donated a work of his art to the local which is proudly hung in our meeting hall. You may not have a chance to meet Mike at work, but you can definitely come down to the hall and see some of the bright colours he has left to infuse into all of us!

**Barry Conway, Temporary Acting Outside Vice President**

## CUPE National Strategic Direction – A Synopsis



There is no doubt that activism within organized labour has produced great results for workers over the past century. The goal to provide a safe, fair and decent wage for all is far from complete. In fact there is a push to douse the union flame and force out the gains that our forefathers fought so hard to attain. This cannot happen.

We as a local must reignite the torch and ensure our members are informed and prepared to fight for a better life for all.

Over the next two years CUPE National will continue to focus on improving the work place for not only our members but for workers world-wide.

Strategic goals include:

- Living wages for all workers
- Fighting privatization
- Engaging our membership to be more inclusive
- Communicating with our members face to face
- Continuing Political Action roles in our communities
- Safe and healthy workplaces

Moving forward we must become more aware of what lies ahead. If we continue to be apathetic towards union activism then we send the message that we don't care, and not only will things not change but we may lose many of the rights we now have.

A good way to start is to get involved with our union. Take advantage of the education opportunities that are offered not only at the local level, but workshops that are offered outside. We need strong, intelligent and excited members to carry on and ensure that what we have gained we do not lose, and what we have yet to achieve is accomplished. Remember, you are the union!

For more information about our union go to: [cupe.ca](http://cupe.ca)

**Loretta Marshall, City Inside Member**

# Local Updates

Don't forget to visit the website for updates, postings and all sorts of supports and information!!  
[www.cupe5167.org](http://www.cupe5167.org)



## The Living Wage Movement

Contact 3rd Vice President  
Ann Jenkins at:  
[jenkins@cupes5167.org](mailto:jenkins@cupes5167.org)  
for educational opportunities.  
Education Page under  
Member Zone  
on the website  
[www.cupe5167.org](http://www.cupe5167.org)



**Meet Amanda!**  
She is a Facility Operator from the Chedoke Twin Pad Arena. What a great facility, and maintained by awesome 5167ers!! Check out the doors Amanda painted!

McMaster University

Labour Studies Certificate Winter 2016 Courses

Real World Education!



## It's coming.....watch for it!!

CUPE Local 5167 Executive Board wants to hear from you about Member engagement.

A survey will be coming out shortly requesting your feedback!!

## Union Etiquette 101 – by Ed Thomas, 5167 Retiree and Activist

Have you ever sat around the dinner table with family or gone to a bar with a number of friends and everyone is talking at the same time? Now imagine attending a union meeting where you have approximately 50+ people all trying to talk at the same time. That is why the union meetings are run by using a set of rules, called parliamentary procedure.

**Parliamentary procedure** is based on four main pillars:

1. During a meeting, all members have the same rights and responsibilities
2. Only one question is considered at a time--this avoids confusion
3. The majority rules -- always
4. Individual members have rights that the majority cannot take away--namely, the right to be heard; no matter how unpopular the opinion may be

Out of these four pillars there are a number of rules and regulations to follow to make the union meeting run smoothly. The membership meetings are generally chaired by the President, or delegate. The agenda is the road map for how the meeting flows. The chairperson calls the meeting to order. There are a number of formalities on the **agenda** that are dealt with first, such as roll call of officers, approval of the minutes, **the reading of the equality statement**, correspondence, committee reports, etc.

Then you get into the meat of the meeting by **debating and making motions**. The first step is to **raise your hand and be recognized by the chairperson**. The member then states, "I would like to make a motion that the local (example) hold a Solidarity Dinner". The motion then must have another member **second the motion** before there can be any debate on the motion. Anyone wishing to speak on a motion must be recognized by the chair. As the debate continues on this motion, a member may want to enhance the motion (amendment to the main motion). They would then say "I would like to **amend the motion** that the local spend no more than \$1000". The amendment has to have another member second it before debate can continue. If that is carried the chair would then state the original (main) motion as amended to move "the local hold a Solidarity Dinner with \$1000.00 contribution from local funds". The floor will then be allowed to continue debate, but once the discussion has ended the chair will put the motion to the floor for a simple majority vote to be **carried or defeated**. Please note there can be an additional motion to amend for a second time (**amendment to the amendment**).

Sometimes things do not run as smoothly as the motion mentioned above. During the debate other members may try to put their 2¢ worth into the discussion without being recognized by the chair. The chair would rule the person **out of order**. Or there may be a member who starts talking about a Christmas party. The member from the floor can state without being recognized **point of order**. The chair must then recognize that person and state what is your point? The member would then say the motion is to hold a Solidarity Dinner and talking about a Christmas party is out of order because it does not have anything to do with the motion. In addition, sometimes the issue is debated to exhaustion, at any point a member can raise their hand and **call the question**. At this time the chair will hold a two-thirds vote (meaning 2/3 of the people must agree to call the question), if carried no further debate is allowed and the vote on the motion will take place.

Another important parliamentary procedure rule is for a member to rise on a **question of privilege**. The question of privilege is directly related to the member/s comfort. They may state that the meeting room is too hot or too cold or people are talking and they cannot hear what is being discussed etc.

In a nutshell, that is the basics of using parliamentary procedure. Be mindful there are a lot of rules and regulations. I would encourage all members to do a little research on the subject, and to of course, **attend a meeting and get involved!**

# CUPE National Updates

## CUPE salutes NDP's anti-scab bill

"CUPE welcomes this legislation, which would give employers more incentive to sit down and negotiate with workers and could lead to fewer and shorter strikes and lockouts," said CUPE National President Mark Hancock.

The ball is now in the court of the Liberal majority government. By adopting this bill, Liberal MPs will send a strong message to workers across the country that the right to bargain collectively their working conditions must be respected.

## Mental Injury Tools for Ontario Workers

Psychosocial hazards can be prevented, but you have to know what to look for. Some examples are:

- Workplace violence
- Harassment and bullying
- Working short-shifted
- Work overload
- Unreasonable or unmanageable deadlines

For further information: <http://www.ohcow.on.ca/MIT>

## Repetitive Strain Injuries

Repetitive strain injuries (RSI) are a family of injuries affecting tendons, tendon sheaths, muscles, nerves and joints. They cause persistent or recurring pains most commonly in the neck, shoulders, forearms, hands, wrists, elbows and lower limbs.

For more information: <http://cupe.ca/repetitive-strain-injuries>

## Stuart Garrison

### Waste Collections Operator



**Stuart's favourite part of the job is the kids getting excited when they see the garbage truck coming! He approached management about coming up with a colouring book to hand out the kids!! Well done Stuart!**



#### Newsletter Committee:

Jodi Coville, Chair,  
Rick DiGiantomaso, 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

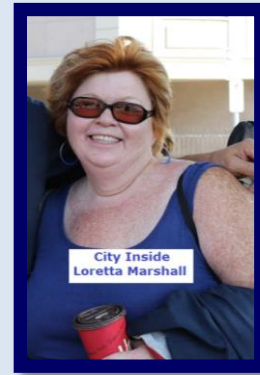
#### Calling all ideas and writers!!

Have an idea for your  
Local 5167 Scoop?

Submit to  
[coville@cupe5167.org](mailto:coville@cupe5167.org)  
and it will be reviewed by  
the committee and  
maybe published!!

## Today

by Loretta Marshall



Today's the day I'm letting go  
I'll set my spirit free  
And feel the heartache  
I have known  
Begin to heal in me  
My pain shall dance into the wind  
My tears shall calm the sea  
And every fear that's ruled my heart  
Will built new strength in me  
The power lies within my soul  
The truth rests in my eyes  
And with this glow of inner peace  
From darkness I shall rise  
With faith renewed and spirit strong  
To the heavens I shall soar  
And cease each moment of each day  
Then dare to reach for more  
Today I go into this world  
As I was meant to be  
Living, loving, laughing long  
And learning to be me!