



CONTENTS

Page 2
CUPE National Convention

Page 4
Stewards Spotlight

Page 4
Lodges Member Spotlight

Page 6
Local

Page 7
Commentary – Ed Thomas:
Hats Off To Previous Brothers
& Sisters

Page 8
Tony Slim Paver
President’s Message – Sandra
Walker: Fight For \$15 and
Fairness

Newsletter Committee

Jodi Coville, Chair

Rick Digiantomasso, Airport

Loretta Marshall, City Inside

Barry Conway, City Outside

Paula Masys-Pollock, GSWS

Teo Linca, Lodges

Brian Forester, RBG



Local 5167 Scoop



**Congratulations
Cindy Heuck!!**

**Winner of the
Soup Contest!!**

Butternut Squash
& Apple Soup

It was delicious!!

WORKPLACE ACCIDENTS/INCIDENTS

A Worker who is injured at work or becomes ill because of their job should: Write down what happened and keep records

Employee Responsibilities:

- Report the accident/incident immediately
- Seek medical care if required
- Advise the Health Care Provider that the injury/disease is work related
- Stay in contact with your Employer throughout your recovery period
- Cooperate and provide information/documentation as required

• Write down what happened and keep records

- Your Employer is responsible for transporting you to where you need to go to get Medical Attention, (this may mean a Taxi, Ambulance, or simply giving you a ride).
- Your Employer is responsible for paying you for your whole shift.

Visit the website for more information: Member Zone – WSIB Information



CUPE National Convention 2015 (Nov 2 – 6)

Vancouver, BC

By **Loretta Marshall**

& **Teo Linca**



Longfellow once wrote, "Into each life some rain must fall". Later he scripted the phrase, "The best thing to do when it's raining is to let it rain." He likely had the premonition what life would be like in Vancouver, BC.

That was how our delegation of ten plus was greeted as we landed at Vancouver International Airport. Despite the down pour we were all excitedly anticipating the week ahead. We would each be playing a role in molding the future of our union.

A lot goes on at conventions, especially at

the national level. CUPE locals from all across Canada sent more 2000 delegates to participate in shaping the union's direction with respect to issues that affect members locally, provincially, federally, and internationally.

Resolutions/ Constitutional Amendments

What is a resolution? A resolution is a formal request for action and/or to add, remove or amend a procedure in the way we do things as a union. Many resolutions are sent to the Resolutions Committee which are then read and the committee decides which ones will be brought to the floor for debate. Not all resolutions that are submitted make it to the floor, but if it does then delegates can debate the issue by either speaking PRO or CON. Once the debate stops then it is voted on by the delegates...and it will either be adopted or defeated.



Photo credit: Teo Linca

Many, in fact most of the resolutions that hit the floor this convention were passed and therefore adopted. Some were defeated.

All week there was a "Strike Pay, Right Away" campaign...which appeared to have strong support. This resolution, if adopted would mean that members would be entitled to strike pay from CUPE NATIONAL on day one, instead of having to wait the required ten days. When the resolution hit the floor there was debate with members on both platforms (Pro and Con). After a "standing vote" was counted by CUPE National staff, the resolution was defeated by 30 votes.

On the bright side, resolutions directing CUPE National to take a formal and active role against, racial profiling, lobbying against job cuts, continuing the plight against oppression and many more were adopted.

Elections

This National Convention was the last one for the current President, Paul Moist. After twelve years as CUPE's head honcho he has decided to retire. Therefore, we would be electing a new CUPE

NATIONAL PRESIDENT. The candidates vying to fill this important role were, Fred Hahn from Ontario and Mark Hancock from British Columbia. After three days of campaigning, on Wednesday, November 4, 2015, Mark Hancock was elected as CUPE's new leader.



Mark Hancock, CUPE National President Elect

With overwhelming support from his home province, Fred Hahn was later re-established as the powerful and charismatic voice for CUPE Ontario.

**Key Note Speaker –
Lee Saunders**

A strong voice and a passionate spirit, Lee Saunders delivered the message that SOLIDARITY and PERSERVERANCE is the key to winning the fight: "AFCSME will never give up, CUPE will never give up"! We are in the fight of our lives, we need to band

together protecting our past, and forging ahead to a brighter, safer, stronger future.

We need to get all our members active within our union...We need to organize and inspire participation...We need to do this one on one, face to face...the old fashion way. It is time to engage those members who are not active; we do this by talking to them. Together, together, together, we will make our country strong – CUPE STRONG!

Lee Saunders, President AFCSME, Paul Moist, CUPE National President

**That One Word -
PRECARIOUS**

It has been my experience that every convention, workshop or seminar has that one word or phrase that constantly is popping up throughout the event. A few years back it was the phrase, "at the end of the day"; during the initial Obama campaign, "Yes, we can!" was heard again and again.

This convention the term "precarious worker" was quoted more often than not. Which means that our job as activists is not done...We need to ensure that all workers earn a

living wage, and can afford to live a comfortable life. This can be achieved only by staying the course and continuing to engage members to continue to fight for equality.

We must sing our song loud and proud, as all of us did in Vancouver...'**Solidarity Forever, Solidarity Forever, Solidarity Forever, for the union makes us strong'**!



Delegates:

President Sandra Walker

Dorothy Heuck

Teo Linca

Rose MacGowan

Kevin Mailloux

Paula Masys-Pollack

Loretta Marshall

Oral Riseing

Tracey St. Aubin

George Weston Jr.

Stewards Spotlight

Without Steward participation Unions would cease to exist!

Mike	Bailey
Walter	Datzkiw
Michele	Cassidy
Beth	Dockstator
Keith	Lee
Patricia	Folino
Teresa	Lickman
Marianna	Kosmowski
Zofia	Barski
Zsolt	Major
Cathy	Sardella-Josling
Mike	Melcher
James	Wilson
Robert	Galloway
Loretta	Marshall
Kim	Stowe
Peter	MacDonald
Yasmeen	Mirza
Luisa	Smith
Robert	Bertrand
Tanya	Partola
Kelly	Burnside
Rosanne	DeNardis
Duane	Parker
Melissa	Farrugia
Nic	Elia
Mike	Goman
Alex	Murray
Marlene	Craig
Kevin	McKinney
Robert	Bowerman
Alfonso	Salemi
Tony	Christison
David	Gerrie
Lee	Willson

Dan	Konior
Rob	Ellison
David	Prime
Andy	Lisco
Dorothy	Heuck
Kim	Ludwig
Aaron	Perry
Patricia	Eyre
Michael	Cawte
Chris	Atchison
Cindy	Heuck
Lisa	Mathews
Richard	Hachey
Sabrina	Ruffer
Rachelle	Dekoe
Kelly	Perry
Ruth	Graves
Cathy	Pater
Kimberley	Berrie
Karinn	Goit
Angie	Medeiros
Dave	Yardley
Bobby	Barnett
Fred	Loft
James	Lewis
Mike	Kranyak
Allan	Pearlman
Paul	Chambers
Dawn	Miller
Erin	Ellison
Al	Hamilton
Geoff	Salvo
Richard	Simmons
Brad	Jackson
Andrew	McQueen

John	Holowaty
Kathy	Rankin
Pam	Currie
Sue	Lavallee
Hasan	Merdic
Bernice	Ferguson
Deborah	Lougheed
Teofil	Linca
Joyce C.	King
Daniel	Murphy
Carmine	Porco
Jason	Lucas
Joanne	Robertson
Jolene	Pancoast
George	Weston Jr.
Olga	Bilechuk
Larry	Seaman
Robert	Duncan
Bill	Pearson
Chris	Roketta
Bob	Woodfine
Randy	Kingston
Shari	Farrell
Steve	McFarlane
Bill	McKay
Ken	Heydrich
Glenn	Turner
Adam	Gallant
Linda	Small
Derek	Drabble
Chris	Gilvear
Don	Jodway
Steve	Dojcsak

Stewards Spotlight



#solidarity

CUPE
Local 5167
Hamilton. Our City. Our Union.
www.cupe5167.org

f t You Tube

HAMILTON INTERNATIONAL AIRPORT
City of Hamilton
DARTS
Good Shepherd
City of Hamilton
ROYAL BOTANICAL GARDENS
City of Hamilton

Union. Solidarity. Learn. Educate. Equality. Change.

Local Updates

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

Site Map

HOME	UNITS	MEMBER ZONE	UNION BOARD	LOCATION STEWARDS	MULTIMEDIA	RESOURCES	CONTACT US
Our Union	Airport Unit	5167 Swag	Airport Postings	Steward Supports	Register for eMail Blasts	Local 5167 BYLAWS	
Executive Board	City Unit	Collective Agreements	City Postings	Grievances	Equity	Policies & Forms	
President's Message	CityHousing Unit	Collective Bargaining & Updates	CityHousing Posting	Harassment	Political Action Committee (PAC)	Links	
Our City	DARTS Unit	Committees & Trustee	DARTS Posting		Labour News	Site Map	
	GSWS Unit	Education	GSWS Posting		5167 Snapshots		
	Lodges Unit	Health & Safety	Lodges Posting		5167 Videos		
	RBG Unit	Member Advantages	RBG Posting		Newletters CUPE 5167 Local Scoop		
		Member Supports			Videos		
		Retirees					
		WSIB Information					

Who is the Executive? (points to Executive Board)

Who should I speak to? (points to Grievances)

Click the "Resources" TAB
Click "Sits Map" Link
The Site Map gives an overview of all the pages found on the website. You will be able to navigate to the information you are looking for.

Need to see a recent posting? For General Membership click "Union Board"
For you Unit click "Your Unit Postings"

Who are my benefits with? (points to Member Advantages)

Where is my Collective Agreement? (points to Collective Agreements)

Sign up for eMail Blasts!!

- Quickly and easily stay connected to your Union
- **Saving trees**, you are choosing a much **"greener"** alternative
- Helpful reminder to check your Union website for information and tips
- Sign up on the Website: Under the Multimedia TAB, Register for email blast PAGE

Please note: You can unsubscribe yourself at any time by clicking the unsubscribe button at the end of any email.



Hats Off To Our Previous Brothers & Sisters! - By Ed Thomas, Retiree

If one were to look back into the Hamilton City Council minutes of the 1800s, there is a reference of a contract being awarded to the Teamsters Union. Although it has not been determined what this entailed I believe that it was a contract for garbage pickup. If that observation is correct Local 5167 can trace its heritage back to that time.

Wages for labourers in the Hamilton Board was 13.5 cents per hour in 1890; 10 years later they were making 15 cents. On August 1, 1900 the rate was boosted to 18 cents and then 22 cents in 1913. On October 29, 1929, the stock market crashed. This was the beginning of the great depression, the decade has been called "The Ten Lost Years and the Dirty Thirties", but those who struggled and survived it will always be known as the great depression.

During the early part of the 1930s, the City of Hamilton Outside Workers were experiencing difficulties primarily related to the economical harsh times of the depression. The workers took a 10% wage cut in 1933 and it wouldn't be until three years later that 5% of this cut would be restored, with the remaining 5% restored in 1937. That brought the basic hourly rate of 55 cents back up to the 1933 rate. Workers were given six paid statutory holidays and had to work a 44 hour week with the exception of the cemetery department which worked 48 hours a week. 55 cents was the labour rate for quite a few years.

Over the years the Union has made great improvements at the bargaining table, just look at your Collective Agreement! A lot of these improvements required the Union to take strike action. Local Five was involved in four strikes - 1918, 1949, 1950 and 1973. In 1973 both Local 5 and 167 went on strike together. Local 1006, Dundas outside workers went out on strike in the 90's.

The improvements made over the years were the result of **the hard work and dedication of many people**. The Union requires solidarity, leadership and active membership. I take my hat off to each and every person for their hard work and contributions. The list would be long, so I have only listed the Presidents.

Presidents

Local 5 - William Nolan 1918, Bill Fraser 1943, Bill Patterson 1949, Bill Gardner, Joe Monkley, Jim Inrige 1973, Roger Dean 1979, Jim McDonald 1982, Bob Rose 1983, John Dezoete, Larry Stasziuk, Jim Keenan, Fred Loft, Sid Gratton, Phil Chabot

Local 167 - Herb Barker 1954, Charlie Murray 1973, Don MacLeod 1981, Donna Merritt, Jim Clairmont, Bill Ferguson, Gus Oliveira - Local 1006 Mike Eves - Local 1220 Huge Pastel

Local 5167 - Gus Oliveira, Derron Vernon, and current President Sandra Walker

Tony Slim Paver



Tony "Slim" Paver is 75 years old and still an active Unionist! Thank you Slim for all your hard work over the years, you are a true inspiration.
#solidarity



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

A Message from **President Sandra Walker**

THE FIGHT FOR \$15 AND FAIRNESS

The majority of 5167 members enjoy decent wages (generally higher paid than their private or non-union counterparts), feel secure in their employment and have steady reliable income. The majority of our members can take a sick day and not fear losing their job and most of us even get paid for that day. Medical benefits are something that we have bargained into our collective agreements.

However, many of our members or their families struggle with various degrees of precarious employment such as; temporary and contract jobs, part time or casual hours, no paid sick time, low wages (minimum wage), lack of health benefits and a general lack of access to stable full-time jobs.

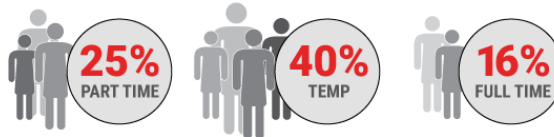
If we (in Hamilton, across the Province and from Coast to Coast) don't start doing something about this and seeing some change, our children are going to face even more struggles than we could have ever imagined as they enter the workforce.

Please visit the President's Message on the website for more information.

Precarious & low-wage work is Ontario's new normal

It's growing faster than full-time work

Job growth since 2000¹



And growing mostly in low-wage sectors

Percent of low-wage workforce²



WorkersActionCentre.org #Time4DecentWork

Low wages are defined as 1.5 times the minimum wage.

¹ Kayla Tresser (2014) Seismic Shift: Ontario's Changing Labour Market. Canadian Centre for Policy Alternatives.
² Benjamin Tai, Employment Quality - Trending Down, Canadian Employment Quality Index CIBC, March 5, 2015



President Sandra Walker

