



Local 5167 Scoop

CONTENTS

- Page 2**
Membership Meetings
- Page 3**
City Outside Member Spotlight
- Page 4**
GSWS Member Spotlight
- Page 5**
Local Updates
- Page 6**
Commentary
Day of Mourning
- Page 7**
CUPE National Updates
- Page 8**
Spring has Sprung



Win 2 ROOTS Chairs!!

CUPE Local 5167 has a page on Facebook!

We post updates, pictures and information.

Anyone who **"likes"** us on **Facebook** from **November 2014 to April 15 2015** will be entered in the draw and win the pair of chairs!!



CUPE Local 5167 Members Save A Life!!

Katelyn Schram, Adam DeGrow and Marianne Gaunt sprang into action and saved the life of a Hamilton resident.

Emergency & Community Services recognized the heroic acts of the 3 lifeguards at the E&CS Committee meeting on February 23rd, 2015.



Membership Meetings

Why Bother?

By Barry Conway

Every 4th Monday of the month, except for December this local holds a membership meeting. Normally meetings are attended only by a few diehard brothers and sisters. Often described at the water cooler as a waste of time and that 'I don't go anymore because everyone complains.' Although a verbal scrimmage is often the case it is only because those involved know the importance of attending and participating. **The union hall and its monthly membership meeting is a true testament to Democracy in Action.**

CUPE Local 5167 has a total of 15 officers looking out for the best interest of its **combined 3,850 members.** Not an easy task. These elected officers represent members in grievances, review local by-laws, assist stewards as well as make recommendations on the overall

functions of the local, among other things. Easy to blame these 15 officers for everything that's wrong, right? Well maybe not so much. This past election for officers under a thousand members turned out to vote, that's roughly 25% of our membership.

What is a membership meeting and what's the point of going? A membership meeting is a monthly meeting open to all members to attend where various items are discussed and voted upon. Items include donations, correspondence of information from the Ontario Federation of Labour (OFL), local updates, CUPE Ontario, labour updates, Conference attendance, etc.

Those grievance's you and your co-workers have filed that may need to go to arbitration. They are voted on at a membership meeting. How the local uses its total revenue of just under \$3 million is reviewed and voted on. Toward the end of the meeting 'New Business' arises. This is the point in time where **you the member have the ability to raise new ideas** and help shape the face of the local. All these tasks are democratically decided upon by you, the member.

Those 15 officers, that only 25% of us voted on merely have the ability to use their position to persuade and guide the remainder of the membership on the best course of action. **The course taken is ultimately**

decided upon by you the member! That's a lot of responsibility, wouldn't you say? Interesting fact, last November the attendance sheet for the membership meeting shows that 24 members attended. **That equals 0.62% of our members making 100% of the decisions.**

You are the local! You have a stake in the operations! Speak up! Vote! When you attend a membership meeting and participate it is often the case that the results of the items voted on are almost always put into place immediately. **So come down and engage your local, you will feel empowered!** You will see democracy work. The system is here for you to participate in. Still a little worried? I understand, you can bring a co-worker along with you we don't mind!

Your involvement matters, so this local looks forward to seeing you every fourth Monday of the month at 6pm. **Let's move forward together in solidarity.**



Member Spotlight

City Outside Unit

5167 Member

Randy Smith

Parks & Recreation
Department



Meet Randy! Not a new face to the east end of Hamilton, Randy started with the City of Hamilton as a part time operator at Rosedale Arena in 2006. After 7 years Randy became full time in 2013. He currently holds a dual position as a Facility Operator at Parkdale Arena and an Operator in the Parks Department in Flamborough.

Starting at Parkdale Arena this winter Randy has become an instant asset. Re-styling the kitchen and cleaning up the facility, Randy has received many compliments from the Huskies Association. Way to get those banners up Randy!

Not just a man of action at work Randy extends his energy outside to the great game of Baseball. An all-star player Randy broke his arm playing ball right around the time he became full time. Take it easy Randy, you'll never get on the Jays roster with an injury. No injury will stop Randy from making a great meal though.

So far this year, Parkdale staff have been treated to grilled sausages and a homemade cheesecake. Sorry he's taken! Randy has a beautiful wife Tina and a couple of great kids.

If you find yourself in the Parkdale area, stop in and say hi to Randy!

Member Spotlight

Good Shepherd
Women's Services Unit

Ashely and Jolene

Support Workers



At Women's Services we are lucky to have fantastic union stewards! It wouldn't be right to introduce you to these two amazing women separately. Many times you may have to take a double check as you may mistake each of these women for the other. Yes that's right we are lucky to have a set of twins within our staff team!!

Ashely and Jolene have gone over and above to support their coworkers for the last 3 years being stewards. Jolene started 6 years ago at Mary's place and is currently a Transitional Support worker within our Community Support Services Department helping women in our community who have experienced domestic violence. Jolene is a support and an advocate for women in our community. Ashley has worked at Martha House which is a shelter for women and children who have experienced domestic violence or homelessness, LEAF Facilitator Position working with children and women who have experienced or witnessed domestic violence then returned to Martha House and temporarily at Mary's Place as the Drop In Facilitator.

In their off time they are often on the concert circuit could be Pearl Jam, Bryan Adams, Rush or The Who. Never know what concert will be next. As we enter into Negotiations I know that Jolene and Ashley will be there to support all of our members!!!!!!

Thank-you for everything that you have done for our members!!!

Local Updates



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

Check out the **Union Board Page** on the **website** to see the latest posting that are up on your Union Board!!
www.cupe5167.org



Upcoming Education: Steward Learning Series
Notetaking Tuesday, March 24 Register by March 10
Occupational Health & Safety Friday, March 21, 2015 – 6:00 p.m. to 9:00 p.m. and Saturday, March 22, 2015 – 9:00 a.m. to 4:00 p.m. Register by April 6
WSIB Level 1 Saturday, April 18, 2015 – 9:00 am to 4:00 pm and Sunday, April 19, 2015 – 9:00 am to 4:00 pm Register by April 2
Please call the CUPE office at 905-522-0917 or email office@cupe5167.org to register

Hamilton Airport has been battling the winter months with our committed 5167 members working hard to keep the flights and passengers coming and going. Between our security, equipment operators, maintenance staff and fire department, we take a lot of pride in keeping the airport running efficiently, with our management staff and partners.

Like the City, we work hard to keep our community clear of snow. Although this winter has been challenging our priorities are to ensure safe and effective snow removal for air and ground traffic.

Hamilton - a destination of choice!



New airlines, destinations and positive changes moving forward, some of those are:

- Air Canada Introduces Rouge Service at Hamilton International with year round daily service between Hamilton and Calgary beginning in June.
- All-inclusive Caribbean Celebrity Cruise vacation option or a colder option of flying to Kelowna for ski charter vacations.
- Hamilton Airport is closer to completing a new cargo cross dock facility and having Cargo jet occupy it in the near future. That facility will be able to accommodate multiple tenants and various cargos.
- Cold storage to animals including your everyday shipments that we are accustomed to.

With these changes it only leads you to believe in great things for the City, Members and people of the Hamilton community.



April 28 the Day of Mourning

By Ed Thomas



History was made, as **Canada became the first country in the world to recognize April 28th as The Day of Mourning.** In 1984 the CUPE National President Jeff Rose announced at the CUPE National Health and Safety Conference in Vancouver, the establishment of the Day of Mourning for workers who had been killed or injured on the job.

On April 28, 1914, the province of Ontario passed the first Workers' Compensation Legislation in Canada, so this naturally became the date for the Day of Mourning.

Today there are over 13,000 Day of Mourning activities held in over 130 countries around the world with over 14 million people participating. There are over **2.2 million workers in the world who die every year** due to work related accidents and 160 million more who become ill due to unsafe work. The governments of Argentina, Belgium, Bermuda, Brazil, Dominican Republic, Greece, Luxembourg, Panama, Peru, Poland, Portugal, Spain, Taiwan, Ukraine, United States and United Kingdom are some of the countries that participate. In addition, the Andean Community of countries has also adopted April 28, thus bringing into scope Bolivia, Colombia, Ecuador and its associate member Venezuela, **bringing the total number to 25 supporting governments that have followed Canada's lead.**

Unfortunately CUPE Local 5167 has also had workers killed on the job. **Bill Morden** was picking up garbage on Valentine's Day, when a woman rushing home to prepare a meal for her boyfriend slammed her pickup truck into the back of a garbage truck, pinning Bill between the two vehicles. Bills heart stopped three times before he finally succumbed to his injuries. **Paul Faustini** fell off the back of his asphalt truck while backing up on a work site. He was crushed and died as a result of his injuries. **Mike Conneley** suffered from exposure to toluene - later he had his leg amputated and after a while died of his injuries. And sadly while working at home **Joe Macaluso** fell 10 ft and landed on his head while hooking up water pipes to house. Many other members suffered serious injuries as a result of unsafe work. A number of them never regained their health and never worked again.

So next month, on April 28 at 11 am take moment and reflect on the meaning of the day. *Let's mourn for the dead and fight for the living!*



CUPE National Updates

Support the Canadian Labour Congress's proposal to double **Canada Pension Plan** (CPP) benefits to ensure a better minimum pension for all Canadians. The CPP replacement rate would double from 25 per cent to 50 per cent, which would push maximum payments to \$24,000 per year and average payments to \$12,600 per year.

UNION
BUSTING
ONLY SERVES
THE RICH

Union Busting Bills brought about by the Conservatives: Bill C 377 is intended to amend the Income Tax Act to require that labour organizations provide financial information to the Minister for public disclosure. The Bill is still with Senate as of November 25, 2014. **Bill C 575** was passed and is now law. This bill makes it easier to decertify unions and harder for people to unionize.

What can you do if you find bed bugs in your home? If you find bed bugs in your home, your local Public Health Unit, landlord, building manager, healthcare provider or a pest control professional can help address the situation.

For more information:

bedbugsinfo.ca

hc-sc.gc.ca

ccohs.ca



According to a new Oxfam report, [Wealth: Having it all and wanting more](http://www.oxfam.ca/our-work/publications/wealth-having-it-all-and-wanting-more), **the combined wealth of the richest 1 per cent will overtake that of the other 99 per cent of humanity next year unless the current trend of rising inequality is checked.** Oxfam's report can be found at: <http://www.oxfam.ca/our-work/publications/wealth-having-it-all-and-wanting-more>

Monday Night

by Loretta Marshall

I didn't know what to expect
Walking through that door
Although I've been a member long
I'd never been before
After I was greeted
I looked around to find
Someone I could talk to
To ease my troubled mind
The meeting though was set to start
So I quickly found a chair
And as I listened through the night
I was made aware...
That issues range from small to large
From bullying to hires
Terminations wrongly set
And many good folks fired
Brothers, sisters gathering
Supporting one and all
Someone's always there to help
To pick up those who fall
If I choose to follow-through
With learning I can grow
To better understand my role
And share the skills I know
When it's time to bargain hard
Keeping all that we've gained
Stand strong behind the table
So justice be maintained
By the time the meeting was adjourned
I knew I'd found my place
No longer would I stand alone
To fear the dread I faced
Friendships formed, and lessons learned
Before I left that night
I knew that, even if the battle's lost
We won't give up the fight!



For each petal of the shamrock
This brings a wish your way-
Good health, good luck, and happiness
For today and everyday
~Author Unknown



Royal Botanical Gardens has
many events coming up to
celebrate the arrival of Spring!
Easter Brunch, Spring Plant
Sale, Mother's Day Brunch
and many more!

Go and see the beautiful work
done by **5167 RBG Members!**

Visit: <http://www.rbg.ca/events>

Calling all ideas and writers!!

Have an idea for your
Local 5167 Scoop?

Submit to
coville@cupe5167.org and it
will be reviewed by the
committee and maybe
published!!

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