



Stay in the LOOP. Get the

CUPE SCOOP!

Local 5167



Hamilton. Our City. Our Union. Our Stories.

CALLING ALL SPORTS FANS!

Introducing a new regular **SPORTS** feature!!



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with Andrew Swayze



Communications Committee:

- Jodi Coville, Chair,
- Beverly Brown-McKenna, MAL Airport
- Karol DeStefano, City Inside Unit
- Vacancy, City Outside Unit
- Vacancy, DARTS Unit
- Dianna Waldner, Good Shepherd Unit
- Andrew Swayze, Lodges Unit
- Shannon Estey, MAL RBG Unit
- Teresa Lickman, MAL SMH Unit

During the month of March, the Equity Committee is gathering menstruation and hygiene products to donate to local shelters.

Please contact Dorothy Heuck, Equity & Diversity Coordinator to arrange a pickup or a workplace drive!!

You can drop off your donations at the union hall: CUPE Local 5167
818 King St E

What's the SCOOP?

- What's happening:
- Bargaining Updates
- Health & Safety
- International Women's Day
- SPORTS SCOOP
- Diary of a Health Care Worker – COVID 19
- Solidarity with Ukraine
- Fix OMERS
- Commentary: People Over Profits

What's Happening?

Bargaining Updates

Airport Unit Collective Agreement is good until October 2024.

The City of Hamilton Unit had several bargaining information sessions to gather information to guide the upcoming member survey. The Collective Agreement expires December 2022.

DARTS Unit ATO Workgroup turned down the recommended tentative agreement and is heading into conciliation.

DARTS Unit LS Workgroup ratified their Collective Agreement in 2021.

Good Shepherd Unit is expecting to receive their printed agreements.

Lodges Unit is expecting to receive their printed agreements.

RBG Unit will be preparing to go back to bargaining next year.

St. Matthew's House Unit is preparing for bargaining and developing their proposals from their member survey.



Lepper Saturday Evening Post
"Here's how it works. First you organize the kids. Then you threaten to walk out unless you get an ice-cream break every morning."

5167 Health & Safety Committee

JHSC (Joint Health and Safety Committee) Information Meetings – JHSC worker reps and other will be for all the membership. We will be hosting our first ¼ worker rep on meeting on Wed April 13, 2022, at 6:00 pm via zoom. You will have to joint the link when it is posted on the website. These meeting will be similar to the steward meetings. The goal is to bring together worker reps from our JHSC together to discuss what happening in the workplace, educational opportunities and other topics.

The National Day of Mourning is April 28, Black 5167 arm bands for workers to wear on this day are available. Please contact Ann Jenkins to request some for your workplace!

How many people check their health and safety board? If you take a picture of your and send it to me at jenkins@cupe5167.org you can win some swag. The first 7 people to do so will get swag.



On your work health and safety boards there should be a list of worker and management reps so you know who they are. We often have vacancies come up and I encourage you at ask questions of join a committee. So many think it is a big committee of time but its not. It's a great committee to be on and give you opportunities to learn!



If you have any questions, please reach out to 2nd Vice President Ann Jenkins jenkins@cupe5167.org

Hamilton's International Women's Day 2022 is HERE!!!

Join the online celebration for Hamilton's International Women's Day on **Tuesday, March 8th** from **4 pm to 6 pm!**

The purpose of International Women's Day is to bring communities from around the world together to acknowledge the work of women and girls from the past, present and future.

The United Nations theme for this year is "**Break the Bias**", where we work to end the gender bias.

International Women's Day is also a time to celebrate and acknowledge the accomplishments women have made and the continued barriers

women experience. During these celebrations a renewed commitment is made by everyone to work together to continue to bring change for gender equality and to the empowerment of women and girls around the world.

Everyone is invited to the International Women's Day event coordinated by The AIDS Network, Interval House of Hamilton along with other agencies and community groups within Hamilton, including our own **Good Shepherd Women's Services**. An **International Women's Day video** will be launched on **March 8th** from **4 pm until 6 pm**, on The AIDS Network and Interval House of Hamilton's Facebook page, as well The AIDS Network YouTube channel.

Unable to attend the event? No worries, the video will always be available!





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SPORTS SCOOP!



with Andrew Swayze



Welcome to SPORTS SCOOP!

I'm Andrew Swayze and my goal is to keep all of our 5167ers up to date on the Hamilton sports scene.

My focus for this edition is Hamilton's own hockey team, The OHL's Hamilton Bulldogs. It's been another exciting season in Steel Town as the Bulldogs have been on a roll. Recently stringing together, a seven-game win streak and currently sitting in first place in the Ontario Hockey League's East Division. Furthering the excitement of the Team's hot start the Bulldogs President and **Manager Hamilton Native Steve Staios**



bolstered the roster via trades by adding Anaheim Mighty Ducks first round pick,

recent Team Canada World Junior Hockey Championship standout (and current Canadian Olympian) Mason McTavish to an already potent offensive attack. He shored up the defence by adding Montreal Canadiens prospect and Hamilton native Arber Xhekaj in a swap with The Kitchener Rangers.

The 905 ties don't stop with Xhekaj either, local boys Ethan Sims, Marc Duarte, Patrick Thomas,

and Goalie Marco Costantini deliver on the popular slogan "Hamilton Is Home" and follow in the footsteps of former Captain Isaac Nurse of Hamilton's first family of sports. It's always been an important part of the identity of the team to not only represent our community but to represent us with homegrown talent.

There's a lot to be excited about for Hamilton Bulldogs fans. The team's short tenure in the OHL following a long run as the primary AHL affiliate to the Edmonton Oilers and Montreal Canadiens include a Calder Cup Championship win in front of a full house at COPPS Coliseum in 2007. They have been a great success on ice winning the Ontario Hockey League title in 2018 again at home in front of 10,000 Hamiltonians, and just three short years after joining the OHL in 2015. The optimism of a repeat of 2018 is palpable among the Bulldogs faithful fans.

So, if you're looking for some high quality, affordable, family friendly entertainment in The Hammer, make the trip down to First Ontario Centre and watch the future stars of the NHL take the ice today. And more importantly put on some black and gold and cheer on some good Hamilton Boys as the make their push for the playoffs.

Go Dogs Go!!



March 2022 marks the two-year anniversary of a journey we never thought we would know or live through. COVID-19 known as the Coronavirus began to spread as we were all glued to our TV's, listen to our radios and scrolled through the endless posts on social media of this deadly disease.

Waiting, praying, and hoping that it would not reach us. We watched anxiously as the virus got closer and closer and ultimately the inevitable happened, it ravaged throughout the globe until it was at our front doorsteps. For the first time in our lives, we were in the face of a terrible pandemic, that was taking lives all around the world, we were not prepared, it plagued our most vulnerable people, overwhelmed our hospitals and nursing homes.

The government shut down our cities and locked us down in our homes. Our once busy streets and roads were empty and no children could be playing in the parks, they too were on lockdown. Schools, and businesses were forced to close down in an attempt to keep people safe. Healthcare workers were our HEROS... Doctors, Nurses, and PSW's were the backbone from the start of this pandemic and our only hope to take care of our loved ones.

Long term care homes were impacted the greatest in Canada between March 2020 in February 2021. More than 80,000 residents and staff were infected with COVID-19, resulting in 14,000 deaths.

While the world stopped and people were forced to stay home, health care workers were driving those lonely, empty streets to work every day praying their workplace wasn't in an outbreak today. Wondering what today would bring? What challenges would we face, hoping we had the proper PPE ... and what was the proper PPE? What were restrictions going to be? What would those restrictions mean? How would this affect our work? Will we have enough staff? Will I get sick at work? How will this affect my family? How do we go to work when schools and childcare centres are closed?

Many of us coming home and getting changed in the basement, the garage, or even the back porch so that we didn't bring the virus into our homes, to our families. We were completely isolated from our husbands, wives and children so we could keep our family safe. Anxiously, tirelessly working every day short staffed and fearing the unknown, or what will happened next.

Being short staffed is nothing new in long term care, we have been fighting for years for the Time to Care Campaign so we can provide dignity and compassion to our most vulnerable people as they depend on us for everything that most of us take for granted. Our residents need varying level of support to be able to





use the washroom, eat a meal, and to get washed and dressed. For us these are the simplest activities of daily living, but an impossible task for our residents. They depend on us for all of it.

Working short staffed and 16 hour shifts just to provide and care for our residents, wearing layers of PPE, goggles, masks, gowns, and gloves trying to do the very best we can.

Residents in lockdown not able to see their

family and friends. Staff becoming stressed, burnt out and overwhelmed, seeing no end in sight.

We were the first to be vaccinated in December 2020, no one knew the possibilities of this vaccine or how it would affect us, health care workers proudly took their vaccine to keep everyone safe. PCR testing and rapid swabs being done almost every day since the start of this pandemic, each time hoping for a negative result.

Then here comes our Premier Doug Ford implementing Bill 124 and Bill 195 to limit wage increases and infringing on our collective bargaining rights concerning vacation, schedules and work.

I have seen the strengths of many of my peers supporting each other from all departments at the Lodges. Nurses, personal support workers, housekeeping, dietary, screening and even management trying our best every day to comfort worried minds and encourage one another. To

support our residents as they too were suffering the loss of close contact with their loved ones.



My message today is to not forget the people who were and still are a very important part of what got us through this pandemic. We need to continue to support one another, give words of encouragement and to be kind to one another. **Just simply to do the best that we can every day.**

We would love to hear from YOU!

Take a picture on your break at work and email it to: coville@cupe5167.org

We want to highlight the valuable work our members do across the city!

CUPE National and CUPE Ontario UPDATES

CUPE extends our solidarity to the people of Ukraine, who are now living in fear of military violence and occupation after Russia attacked their country. We further extend solidarity to the people in the streets of Russia opposing this dangerous escalation of violence and act of war.

To health care and emergency service workers, journalists and all the workers who will continue to do their jobs despite the risk, we support you.

CUPE calls on the Canadian government to make every effort to de-escalate this situation. We support and encourage solutions leading to peace. Efforts to support people fleeing war and who want to come to Canada are critically important right now. These measures must be applied to all countries caught up in unjust wars and the suffering they bring.

CUPE solidarity extends beyond borders. We are committed to supporting the workers and people of Ukraine, and the anti-war activists in Russia, until a peaceful solution is realized.

CUPE Ontario represents 125,000 of OMERS 289,000 active plan members. The union has been calling for an independent and transparent review of OMERS, led by worker and employer sponsors, since OMERS made public its 2020 results showing a return of -2.7%, or a loss of \$3 billion, even as other large defined benefit pension plans and funds posted substantial investment gains during the same time frame.



A new report examining executive compensation at the Ontario Municipal Employees Retirement System (OMERS), released February 25, 2022 by CUPE Ontario, reinforces the urgent need for an independent review of the pension plan. The report, "High Pay, Low Returns: Why are OMERS Executives Paid So Much?"

[OMERSCompensationReport.pdf \(cupe.on.ca\)](https://cupe.on.ca/OMERSCompensationReport.pdf)

Go to the CUPE Ontario website and send a message to Blake Hutcheson, President & CEO of OMERS and George Cooke, Chair, OMERS Administration Corporation Board:

<http://cupe.on.ca/fixomers/>

People OVER Profits – by Ed Thomas, Retiree

The Amalgamation of the City of Hamilton we know took place in December 2000. The amalgamation was forced on all the communities by the Mike Harris, conservative government.

Doug Lychak was hired as the City Manager for over a quarter of a million-dollar salary!! He had worked for the Region back in the 70's before moving on to work for the cities of Mississauga ON, Edmonton AB, and Surrey BC. In Edmonton, he was involved in the downsizing of public services that resulted in the loss of 3000 jobs! Doug Lychak was no stranger to controversy, in fact he received numerous threatening telephone calls and his house was once firebombed!! He was known by nicknames such as the NOTORIOUS SLASHER, the AXE MAN the HATCHET MAN.

In 2001, his job for Hamilton was to cut 25 million dollars out of the budget. What did that mean for the members of then CUPE Locals 5 and 167? Job loss! A joint effort by CUPE Locals 5, 167, 1220 and 1006 began, they stood up to fight for their jobs and city. The name of the joint union committee was the Municipal Unions Coordinating Committee or MUCC. Billboard ads sprung up all over the Region, radio ads ran nonstop, leaflets were printed and there were even bumper stickers!

We now have the Ford conservative government that has been attacking workers since they took office. After being elected, Ford passed Bill 124 to limit wage increases for public sector workers at 1%, while he gave his government a 14% wage increase the week before.

During the pandemic Ford praised essential workers as heroes, but enacted Bill 195 to trample and supersede Collective Agreements! Ford says one thing and then acts contrary to his words. He cut retail workers statutory holidays from 8 to 3, he passed legislation to allow landlords to evict people that cannot afford to pay their rent. He pushes for privately owned long-term care homes over public long term care homes. Everyone knows how that has been failing our most vulnerable!! The levels of neglect and abuse at privately owned LTC homes was exposed by COVID.

Rest assured he will use the pandemic to justify cutting deeper to wages, healthcare, education, and transfer payments to municipalities! Where do you think this billion-dollar plate return money is coming from? He will continue to try to distract you will a quick cash grab to push his agenda to bust unions and cut services.

**Tell Ford to pack his bags on June 2, 2022, and
PROTECT OUR PUBLIC SERVICES!**

