



Stay in the LOOP. Get the

CUPE SCOOP!

Local 5167

Hamilton. Our City. Our Union. Our Stories.



CUPE Local 5167
Hamilton. Our City. Our Union.

HAMILTON
INTERNATIONAL AIRPORT
Fire, Security & Maintenance

DARTS

Hamilton
City Inside
City Outside
Macassa Lodge
Wentworth Lodge

Good Shepherd
Faith in people
Women Services, Family Centre
& Reaching Home Division

Royal Botanical Gardens

St. Matthew's House
Where Hope Lives

Happy Holidays
From Executive & Staff

Please note the union hall
will be closed at
Noon on Friday, December 23 2022
and will reopen
Tuesday, January 3rd, 2023 at 9:00am

Communications Committee:

Jodi Coville, Chair

Beverly Brown-McKenna, MAL Airport

Karol DeStefano, City Inside Unit

Bobby Barnett, City Outside Unit

Judy Steckham, DARTS Unit

Dianna Waldner, Good Shepherd Unit

Teresa Lickman, Lodges Unit

Shannon Estey, MAL RBG Unit

Andrew Swayze, MAL SMH Unit

What's the SCOOP?

Member Advantages ESM

December 6th Memorial

Books & Bites

Breakfast With Santa

Online Voting

Looking Ahead To 2023

Literacy & Me –
Commentary

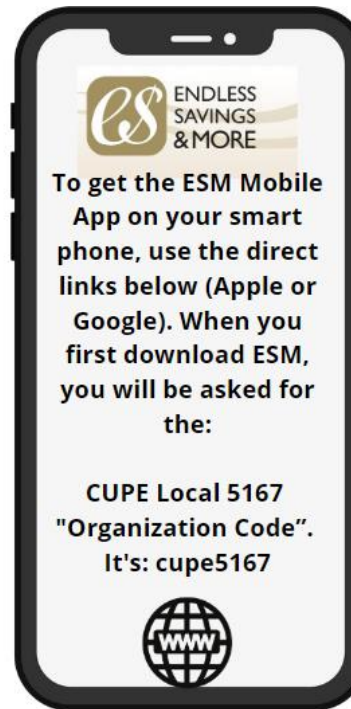
**Wishing membership and their families good health,
wealth and happiness this holiday season!**

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CUPE Local 5167 saves with the ESM APP. There are several headings and sections where you can click on and check out different discounts, deals and promo codes.

I tried, tested and approve this!

My home insurance provider is TD. ESM has a great offer for TD home & car insurance rates. In this day of always looking to save a few bucks and cutting costs wherever possible, I thought, what the heck, I'll call and find out what they can offer me. Well after being on the phone for quite some time, I found every minute I spent on the phone with them was extremely beneficial.



TD rewrote my policy while I was on the phone with the agent. Not only did I save huge, but my deductible was reduced to half and many areas of coverage were increased. To make my long story short, I ended up with more coverage, less of a deductible, received a \$300 refund and a month free of payment, but I also now saving an additional \$1300 a year.

I don't know about you but an extra \$1300 a year in my pocket sure beats paying it out to someone else.

There were many exclusive offers and discounts for communications, travel, lodgings, retail, insurance and so much more!

My friendly advice to all CUPE Local 5167 members is download the **ESM** APP from your play store. Check it out! You may be pleasantly surprised. Can't hurt to take a look. Who knows, you too may save some money!

In case you are not already aware, **December 6th is National Day of Remembrance and Action on Violence Against Women** in Canada. On this day each year we take the time to remember the 14 women who were murdered on December 6th, 1989 at l'École Polytechnique in Montréal, simply because they were women.

As described on the Government of Canada's, Status of Women Canada webpage, "The National Day of Remembrance and Action on Violence Against Women is about remembering victims; it is also a time to take action. We each have the opportunity and the responsibilities to stand up against misogyny, sexism and hate and it starts with creating a culture of respect."



PLEASE NOTE THAT IT IS YOUR RESPONSIBILITY TO COMPLETE THE STEPS TO BE A MEMBER IN GOOD STANDING IN ORDER TO BE ABLE TO PARTICIPATE IN ANY ELECTIONS/LOCAL BUSINESS MATTERS.

<https://cupe5167.org/member-orientation/>

Our local runs on the involvement of its members; our system is democratic and your participation matters!



The Book: The Skin We Are In

Author: Desmond Cole

I will admit that I didn't want to read this recommended novel. I am Caucasian. I was born in Toronto. I went through life thinking I had my eyes open to the world around me. I will admit I avoid the hard conversations. I will admit I am naïve.



This Book takes a hard look at 2017 through the eyes of the author. Desmond Cole is a journalist and activist. Desmond was born in Red Deer Alberta and has spent most of his life in Southern Ontario.

When reading this book my breath is deep, my heart is heavy, and my brain is on fire. The events seem as if they are from a different generation, not just 5 years ago. Maybe like me you will dive into the novel thinking you 'know' about Black Lives Matter. I am saying you will be shocked by what you didn't know, yet surprised that you recognize more than one of the tragedies on these pages. 2017 starts with a police raid on a local Artists Gallery Event. There are windows smashed, cash stolen. The owner is tazed and arrested. Why? 2017 ends with a young father and his family fighting for his release from a CBSA Immigration Detention Center. What? How is this happening in 2017?

I've read of systemic racial abuse that still happens in our schools and workplaces. Children being centered out in public, left behind in our education system and torn from their families. Beatings by local police, unnecessary deaths, lies and secret meetings. I wept – "how is this happening now!" Desmond shares the hard facts. Desmond begs you to open your eyes. The novel asks you to acknowledge the truth and to have those tough conversation. See them, hear them, and fight for them. **I now admit I see you; I hear you!**

I ask you to read this book and ask yourself what will you admit to?

I rate this book 10 out of 10.



The Cookie: "Snowballs"

2 1/2 cups flour

1/4 tsp. salt

3/4 cup powdered sugar

1 cup softened butter

2 tsp. vanilla

1 cup chopped pecans

In a large mixing bowl combine all the ingredients except for the pecans. Blend well and then mix in the pecans.

Roll into balls and bake on 400 F for exactly 10 minutes.

Have a container full of powdered sugar to transfer into straight off the cookie sheet while warm and make sure you coat them well in powdered sugar then transfer to wax paper to cool.

These are really easy to make. They freeze well and disappear fast. Enjoy!

Breakfast with Santa – The Social Committee

Breakfast with Santa continues to be a success!! Way to go to the Social Committee, led by Social Committee Co-ordinator Ruth Graves!! #cupепroud



Thank you to all the members and their families that attended!!

ONLINE ELECTION

DON'T FORGET TO REGISTER TO VOTE BY EMAILING: vote@cupe5167.org

Put the name of the election in the SUBJECT BOX



eMail:
self nomination to office@cupe5167.org



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@cupelocal5167

As most of you know 5167 moved to online elections during, and because of COVID. **That turned out to be a good thing!** Historically, members number one concern about elections was how to vote when they were on vacation, maybe out of the country, what if they didn't live in Hamilton, or if their work hours conflicted with when the polls were open. Now all you have to do is register beforehand, via email, and the link is sent right to your email. No line ups, no parking, no commuting!! So simple, through SimplyVoting.

PLEASE REMEMBER - you must be a member in good standing to vote!

Election postings will go out via union boards, social media, eblast and the 5167 website, announcing elections for various positions.

To register to vote for any election you will email: vote@cupe5167.org

Please ensure you are emailing from your personal email only – not your work account.

You will be asked to include the following:

****You must include the right election information in the subject line, as there can be several votes happening at one time.**

Subject Box: This will be identified on the posting i.e., JHSC Roads North, Steward, etc.

In the body of the email provide:

Full Name:

Contact Phone Number:

Unit You Work For:

The link will be sent to the personal email you registered from, on the day of the vote from simplyvoting.com.

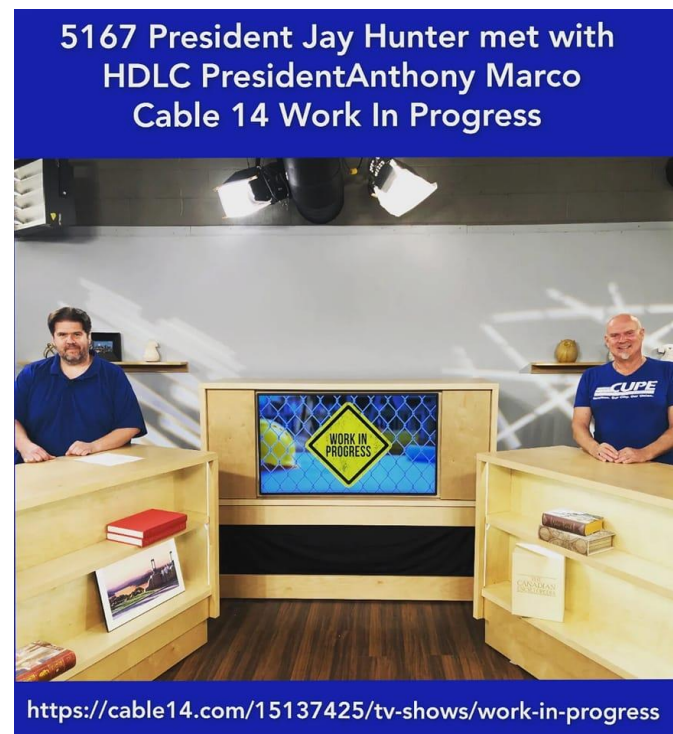
****You must register each time there is an election.****

Looking Ahead To 2023

Wow we are fast approaching the New Year!!

What's coming up in 2023?

- Implementation of Union Digital to support data management will begin in January
- Election Committee election at the January 23 General Membership Meeting
- Hamilton District Labour Council Delegate elections at the January 23 General Membership Meeting
- City Unit to bargain a new Collective Agreement (expires December 31, 2022)
- RBG Unit to bargain a new Collective Agreement (expires January 15, 2023)
- Lodges Unit to bargain a new Collective Agreement (expires March 31, 2023)
- Executive nominations at the April 24 General Membership Meeting
- 3-year Trustee nominations at the April 24 General Membership Meeting
- 3-year Trustee election in the month of May if required
- Labour Day Parade September 4, 2023
- Committee self nominations in September
- Committee elections if required in October



I started working for the City of Hamilton on July 7, 1977. A significant date in my working life, not a significant date for my union involvement. I did not get involved in the union until nearly 4 years later, April 13, 1981. At the time I worked with two fellows, Gary Oxley and Steve Shaver who always attended the Union meetings on a regular basis. It was largely through these two individuals that I got interested in the Union.

It wasn't an easy ride at first, in those days I was naive about the union and what the union did for its members. Hell, I thought everything that we got at work (wages, holidays, benefits) were things that the employer just wanted to give us. Boy, did I have it wrong!

I wasn't a rocket ship scientist, but it didn't take me long to realize the true meaning of what membership apathy was all about. Although at the time the membership of Local 5 numbered around 700 people; only a small percentage attended the meetings. I managed to use this apathy in my favour in the local's elections for the Executive Board. At the time several members were disgruntled with the administration of the union and wanted change. During the elections I had convinced 15 of my co-workers to come out and support both Bob Rose for President, and Steve Booth for Recording-Secretary. There were only 26 people in attendance at that election meeting. I had complete control of the majority of votes. My co-workers were also asking me who to vote for other positions. I didn't realize it at the time, but this would have been a good opportunity for me to run for a position on the Executive. That came later.

My thirst for knowledge dominated my life and the Union became my classroom. I took numerous courses and attended many seminars, conferences, and conventions. I took on many projects and different campaigns. I was first elected to the position of Executive Member at Large, then to Vice President, then to Recording Secretary. I was a member of the merger committee that brought Locals 5 and 167 together to form Local 5167. I was elected the very first 4th Vice President of 5167 and later, Recording Secretary. Of course, all this did not come without a price tag; I missed quality time with my family and depended on them to reschedule special occasion dinners and birthday parties etc. to meet my schedule.

I encourage members to get involved, it would not only make you more knowledgeable about the union, but it also gives you a vehicle to help the people you work with. Knowledge is power!

