



Stewards

Stronger Together

Host: Jodi Coville, Executive Administrator

Agenda:

- What's happening?
- Draw for Stewards Past Swag
- Breakout Sessions with your Unit VP

What's happening?

GMM will be in person April to September at the Union Hall at 6pm

Springtime swag while supplies last!

Monday, April 22, 2024 at 6pm

Day of Mourning – Sunday April 28th 1:00 PM - 3:00 PM

Hamilton City Hall, Council Chambers 71 Main St W

CUPE Local 5167 Health & Safety Committee presents:

Health & Wellness Event

Sunday, June 9, 2024

11am to 230pm

William Connell Park – 1086 West 5th

Draw for Stewards Past Swag

Steward T-shirt	Dillon Mcl
Steward T-shirt	Cathy P
Steward T-shirt	Stephen Rothwell
Steward T-shirt	Tayyaba Rashid
Steward T-shirt	GMC

Breakout sessions:

- Introduce yourself and name one item on your bucket list!
- **Grievance Fact Sheet – Why are they important?**
 - ✓ Additional information not for the employer, the specific details, witnesses, dates, content, etc. keep the grievance basic (what is the violation, what is the redress).
 - ✓ Additional supporting documentation (paystubs, emails, photos).
- **How do you connect with coworkers?**
 - ✓ Remind them of upcoming events and advise them to register for eblasts.
 - ✓ Refer them to the website for more information. Lots of tools and information.
 - ✓ Do they need a hardcopy of the contract or where to find it online?
- **How to deal with “the union does nothing” comments.**
 - ✓ Ignore, a thoughtless comment.

- ✓ Explain that a union is not a service they receive, it is like a club you belong to that helps when you need it.
- ✓ Ask what union experience they have. Many have opinions that are based on a personal issue that did not turn out how they wanted. Some may have had an issue but is not an actual violation of the Collective Agreement. Not liking something or not understanding something is not an injustice.
- ✓ Really? What has your experience been? Do you attend meetings? Have you been active? Did you file a complaint or grievance? (complaining is not participation!)
- ✓ Reach out to your Unit Vice President or Executive Member for support.
- ✓ Be mindful of how you process negativity. Some of us take it personal when they hear the union does nothing 😊 Remember you are doing your part!!!

- **Workplace culture?**

- ✓ The only way it can change is for members to come together. Sometimes we need to assess our own behaviour. Sometimes Management is just going to manage poorly. The union cannot just make issues go away. We have to look to the tools available. There are avenues to address issues like filing an HR complaint (advise the member of the policies and to document what has happened and is happening). There is an emotional cost, time and no guarantee of an outcome. They can file a grievance as well.
- ✓ We have done workplace surveys and met with management in some areas where members provided demonstrated examples. We have seen positive change and no change. That is tough, but nothing changes if we don't try to be part of a solution.
- ✓ Does your workplace have a Labour Management Committee – they can be helpful to discuss issues and improve communication.

- Engagement ideas?

The union has done many events and information sessions; however, attendance is dismal. This is not unique to 5167, unfortunately, union participation has fallen off over the last few decades.

An example of union engagement, the City Unit in the last 2 rounds of bargaining had bargaining information sessions, little attendance. Recently, there were 10 information sessions, nights, lunches, and even Saturdays! In addition, the bargaining survey was launched twice (even went out to the workplace) with little interest until the final weeks of bargaining.

- ✓ Remember time, location and logistical impacts. For example, a BBQ at the workplace, we have 140 locations and there are budget costs. In addition, the union cannot just go to a worksite, they have to be invited.
- ✓ It was mentioned that some feel they (meaning the union or executive) only show up at election time. Unfortunately, that can be true in some cases, however, does the member know that a candidate takes vacation time to campaign.
- ✓ It was mentioned how some members hammer the Steward, yup, unfortunate and definitely not okay! Please see "the union does nothing above", it is tough, but we know we are stronger together and knowledge is power! I would rather know what is happening then sitting with unchecked opinion and not doing my part! Most members are pretty great! So let the 5% go! Reach out if you need too and remember self care.
- ✓ Family BBQ at local park, games, etc.
- ✓ Take a picture with your Steward? (Contest win swag).
- ✓ Education session on Collective Agreement (Q&A with Unit VP).

Some Facts & Figures:

This information is provided at General Membership Meetings. **Please note this information is confidential to our membership.** We do not publicly post this information for many reasons.

Arbitrations/GMOs	2022 YTD
Arb/GMO - Airport	0.00
Arb/GMO - City Inside Unit	29,173.07
Arb/GMO - City Outside Unit	122,648.63
Arb/GMO - Darts	10,302.43
Arb/GMO - Good Shepherd	0.00
Arb/GMO - Lodges	23,170.28
Arb/GMO - RBG	7,716.41
Arb/GMO - SMH	0.00
Arb/GMO - VACCINE	54,853.69
Arbitration/GMO's Total	247,864.51

Arbitrations/GMOs	2021 YTD
Arb/GMO - Airport	36.28
Arb/GMO - City Inside Unit	41,781.62
Arb/GMO - City Outside Unit	116,733.10
Arb/GMO - Darts	2,156.17
Arb/GMO - Good Shepherd	4,372.58
Arb/GMO - Lodges	42,057.59
Arb/GMO - RBG	129.55
Arb/GMO - SMH	0.00
Arbitration/GMO's Total	207,266.89

Number of 5167 Members by Unit

	October 1, 2022	December 1, 2023
Airport	26	32
DARTS ATO	99	91
DART LS	43	40
City Inside	2256	2447
City Outside	728	730
Good Shepherd	101	132
Lodges	629	639
RBG	33	37
SMH	31	44
Total	3946	4192

Number of grievances filed:

	Airport	City Inside	City Outside	DARTS	Good Shepherd	Lodges	RBG	SMH
2022	1	78	47	19	3	45	21	0
2021	3	77	93	31	18	37	7	1

Sneak peek of media to come!



CHECKLIST FOR GRIEVANCE INVESTIGATION

Have these points been covered and entered on the fact sheet?

Discipline and Discharge	✓
Previous work record.	
Complete record of events leading to discipline.	
An account of the incident resulting in discharge or reprimand.	
Management's reason for its action.	
Past practice in similar cases.	
Supervisor's name, etc.	
Name of witnesses, etc.	
Dates and times (important to case).	
Discrimination / Duty to Accommodate	✓
Any discrimination on a prohibited ground?	
Has the employer identified or made accommodation(s)?	
Has the union identified possible accommodation(s)?	
Effect on other members of bargaining unit by any proposed accommodation(s)?	
Would the collective agreement be violated by any proposed accommodation(s)?	
Does employer claim that "undue hardship" would result from proposed accommodation(s)?	
Harassment	✓
Incident: Date, time, place.	
Kind of harassment: personal, racial, sexual.	
Consequences: promotion denied, position downgraded, unfair discipline.	
Health effects: mental and physical.	
Identify harassment source: Supervisor, Departmental Head or Co-worker.	
Identify Witnesses: Co-workers and others.	
Is this a repeated incident?	
Has it been drawn to management's attention before?	

Discharge and Discipline Continued	✓
Did you ask about any previous record, good or bad, long or short?	
Did you probe any extenuating circumstances, including personal problems of grievor?	
Did you ask about the personal character of all people involved?	
Did you discuss the consequences of the penalty?	
Did you consider whether or not the punishment fits the crime?	
Did you advise the Grievor to seek employment while waiting?	
Dismissal for Innocent Absenteeism	✓
Grievor's attendance record, including reasons for absences.	
Likelihood of recovery.	
Any disability requiring accommodation to the point of undue hardship?	
Job Postings – Unsuccessful Applicant	✓
Grievor's classification and seniority.	
Grievor's experience and previous jobs.	
Name, classification and seniority of successful applicant.	
Experience and previous jobs of successful applicant.	
Management's reasons for rejecting the Grievor.	
Management's reasons for choosing the successful applicant.	

Improper Layoff or Recall	✓
Employer-wide seniority of Grievor.	
Bargaining-unit seniority of all involved.	
Departmental seniority of all involved.	
Classification or group seniority of all involved.	
Type of work to be performed.	
Previous experience of all concerned.	
Overtime – Regular	✓
Date and shift overtime was scheduled.	
Classification scheduled for overtime.	
Grievor's classification.	
Name and classification of employee who worked.	
The actual work that was performed.	
Previous record of overtime distribution.	
Last time Grievor worked overtime.	
Number of accumulated hours of overtime for Grievor (and others).	
Supervisor's reasons for not asking Grievor to work.	
Safety Hazards	✓
Name, classification, department of Grievor.	
An account of the incident.	
What caused the complaint?	
Has it been previously reported?	
What action has management taken?	
What law or rule is violated?	
Witnesses: names, etc.	
Any injuries.	
Nature of injury.	
Transfer – Denial of	✓
Grievor's seniority and classification.	
Department requested.	
Name of new employees hired.	
Date of request for transfer.	
Availability of replacement for Grievor.	
Supervisor's reasons for not agreeing to transfer.	

Improper Pay – Work Assignment	✓
Grievor's classification and seniority.	
Grievor's regular work assignment.	
Grievor's assignment on day in question.	
Rate of pay applicable to assignment.	
Exact work performed by Grievor and instructions from supervisor.	
Grievor's experience and previous jobs.	
Overtime – Statutory Holidays	✓
Same as regular overtime.	
Identify Statutory Holidays involved.	
Verify that Grievor qualified for holiday pay.	
Verify that Grievor was willing to work.	
Verify that it was Grievor's turn to work.	
Verify that supervisor deliberately bypassed Grievor.	
Supervisors Working	✓
Name of person doing work.	
Type of work performed.	
Amount of time worked.	
Area where work was done.	
Grievor's classification.	
Availability of Grievor.	
Supervisor's reason for working.	
Vacations	✓
Time requested.	
Time allotted.	
Seniority.	
Number of Employees in work group.	
Employer's reasons for denial of request.	
Names of other employees involved.	
Seniority and classification of other employees involved.	