

# Chronicles of CUPE



[www.cupe87.ca](http://www.cupe87.ca)

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December 2007

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## Merry Christmas!

In this issue we'll be profiling the WSIB committee, highlighting CUPE Ontario's campaign to stop violence in the workplace and of course a few jokes :)

December 19th will be our next general meeting. Elections for the rest of the committees will be held then. Remember that these positions will now be held for 2 years! We really need some new

## Flight Test For Santa

Santa Claus, like all pilots, gets regular visits from the Federal Aviation Administration (FAA). It was shortly before Christmas when the FAA examiner arrived.

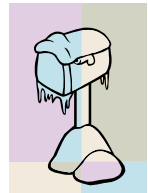
In preparation, Santa had the elves wash the sled and bathe all the reindeer. Santa got his logbook out and made sure all his paperwork was in order.

The examiner walked slowly around the sled. He checked the reindeer harnesses, the landing gear and Rudolph's nose. He painstakingly reviewed Santa's weight and balance calculations for the sled's enormous payload.

enthusiastic faces to help out in the committees.

There will be cake and the Safeway gift card give-aways!

Want to contribute an article (or even just an idea for one), a picture, or a joke we'd like to hear from you!  
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Finally, they were ready for the takeoff.

Santa got in and fastened his seat belt and shoulder harness and checked the compass. Then the examiner hopped in carrying, to Santa's surprise, a shotgun. "What's that for?" asked Santa in disbelief.

The examiner winked and said, "I'm not supposed to tell you this, but you're gonna lose an engine on takeoff."



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### Dates to remember:

- ◆ Dec 19th—General membership meeting. Lots of job guides to approve!
- ◆ Dec 25th—Christmas!

Executive  
Elections are  
Dec. 19th.  
Cake and  
beverages  
served!

Feliz Navidad!

Mele Kalikimaka!

Weight of  
Santa's sleigh  
loaded with one  
Beanie Baby for  
every kid on  
earth: 333,333  
tons.

Number of  
reindeer  
required to pull  
that sleigh:  
214,206 ... plus  
Rudolph.

Hyvaa Joulua!

## Violence in the Workplace

Christmas isn't exactly the best time to be talking about unpleasant things but CUPE Ontario estimates that 1 in 5 acts of violence are in the workplace. So maybe this time of the year is exactly when we should all be taking a look around and examining our workplace. Maybe we could even take a look inside ourselves to show a kind heart year-round.

CUPE is campaigning to have the government recognize violence in the workplace in the Ontario Health and Safety Act. CUPE estimates that 300,000 acts of violence occur in the workplace each year.

Being the recipient of violent acts is not in your job description nor is it a condition of employment! It is our employer's responsibility to provide a safe work environment. Some examples of violence our members here in Thunder Bay are experiencing are; roads workers being confronted by the members of the public wielding axes, snowplow operators having objects thrown at them, verbal abuse from the public is experienced everywhere. Incidents such as these need to be reported.

Physical forms of violence are not the only forms we face. Psychological harassment, ridicule,

verbal abuse, bullying, threats, etc should also be considered workplace violence. Threats of this nature should not go unreported whether it's from the public, management or even a co-worker. Yes even co-worker violence should be reported, you are expected to be able to work in a violence free workplace. That said, we're all working together. We should not be taking out frustrations, bullying or whatever the reason for the violence, on each other. We can help you deal with the problems through conflict resolution at work or via the Employee and Family Assistance Plan (EFAP). Violence is not the answer.

We all know some of the root causes of this; cutbacks, lack of training and understaffing. Let's begin with reporting these incidents, calling for training and strengthening our policies and procedures to eliminate violence in the workplace.

For more info on how CUPE is raising awareness and trying to make a difference for you go to [www.cupe.on.ca](http://www.cupe.on.ca) or contact your Health & Safety committee member. The Union office also has a short DVD and pamphlets for distribution.



## In Plain Language

How's this for timely delivery... the contract between CUPE 87 and the City has finally been agreed upon and is heading to the printers! You should be getting your copy soon.

### In Plain Language: Schedule "A" or "B"?

Throughout our contract there are sections that pertain to Schedule "A" or Schedule "B" employees. This separation was a result of the amalgamation of the Inside and Outside workers.

Generally speaking Schedule "A" employees are the Inside working employees. They normally work from 8:30am to 4:30pm. These workers are in City Hall, Victoriaville, Ontario Works, etc.

Schedule "B" employees are the Outside workers. They work in Transportation & Works, Facilities & Fleet, Sewer & Water, Parks, etc. Their hours of work can be anytime of the day or night.

Want to know which you are? Look in the contract and find your job's rate of pay, if it is defined by 'Group \_\_\_' then you are Schedule "A". If you're in the section following the you are Schedule "B".

Knock Knock,  
Who's there?  
Donut.  
Donut who?  
Donut open 'til Christmas!

## Committee Profile: WSIB

WSIB = Workplace Safety and Insurance Board. Many of you may remember it as WCB (Workers Compensation Board). This committee's main responsibility is to help members with their WSIB concerns. They help injured workers with their WSIB claim by first answering questions about your rights & Benefits and then by helping you with the paper work involved. In the case of appeals we are also there to help you and have a CUPE National representative that can assist as well.

That's not all though. The WSIB Committee members can also attend Ergonomic assessments, meetings about members who need modified work or workstations and also attend

'return to work' meetings.

As you can tell, this committee performs very important work. Many of the members that are helped by this committee are going through life changing events. The utmost care is taken to keep information confidential and the member informed and up-to-date.

The committee is very busy so if you have a current claim that we are helping you with please be patience. If you feel you would like to make a difference and help out fellow injured workers, give the Union a call. We very much are in need of more WSIB committee members. All necessary training will be provided by the Union with no costs to you.

Buone Feste  
Natalizie!

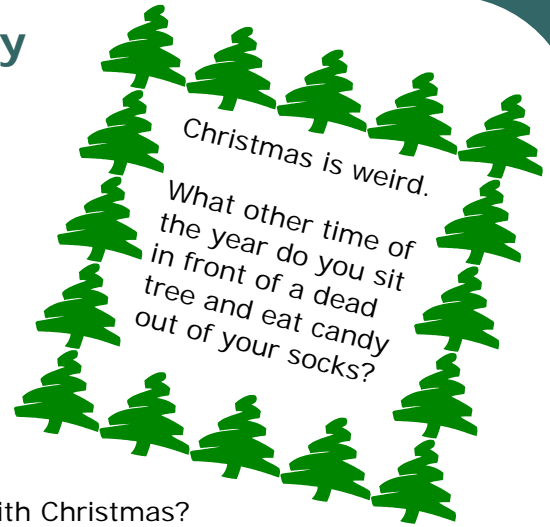
Idah Saidan  
Wa Sanah



## General meetings are the 3rd Wednesday of each month

### One liners for the whole family

- ◆ Why was Santa's little helper depressed?  
He had low elf esteem
- ◆ What do you get if Santa goes down the chimney when a fire is lit?  
Crisp Cringle
- ◆ What kind of candle burns longer, a red candle or a green candle?  
Neither! Candles always burn shorter!
- ◆ What does a cat on the beach have in common with Christmas?  
Sandy Claws!
- ◆ What kind of bird can write?  
a pen-guin
- ◆ What do you get when you cross a snowman with a vampire?  
Frostbite
- ◆ Why does Santa have 3 gardens?  
So he can Hoe Hoe Hoe



### Your Executive and Committee Members

**President:**  
Judy Mongrain  
[cupe87@tbaytel.net](mailto:cupe87@tbaytel.net)

**Vice-President:**  
Terry Milani

**Treasurer:**  
Suzanne Gustafson

**Recording Secretary:**  
Glen LeBlanc

**Negotiating Committee Schedule 'A'**  
Paula Zubrecki (Chair)  
Gordon Jones

Ami Osadec  
Marie Dean (alternate)

**Negotiating Committee Schedule 'B'**  
Martin Nuttall (Chair)  
Luc Connell  
Tony Santos  
Terry Milani (alternate)

**By-Law**  
Paula Zubrecki (Act. chair)

**Control Clerk**  
Michele Friday

**Research Committee**  
Gordon Jones (Chair)  
Christopher Doyle

Chrissie Dysievick

**Sergeant-At-Arms**  
Wade Williams

**Sick & Welfare Committee**  
Jackie Andrew (Chair)

Laura St. Jacques  
Verna Connolly  
Wade Williams

**Trustees**  
Chris Morgan  
Verna Connolly  
Ami Osadec

**Grievance Schedule "A"**  
Terry Milani (Act. Chair)  
Carol Dicastmirro

Verna Connolly  
Ami Osadec  
Marie Dean  
Paula Zubrecki  
Debbie Marsh

**Grievance Schedule "B"**  
Ernie Rollason

Rick Rayner  
Sal Piccalo  
Allan Caddo  
Chris Morgan  
Barry Chezick  
Hank Siegers  
Mike Hanchar  
Reynold Erickson  
Terry Milani  
Wade Williams  
Joe LaDouceur  
Mark Wilson

Jim Allcock  
Glen LeBlanc  
Harry Hurd  
Sandy Holbrook-Nelson  
Gary O'Leary  
Rob Munson  
Tony Santos  
Ed Luretig

**Health & Safety Co-ordinating Committee**

Marie Dean, (Chair)  
Glen LeBlanc  
Chris Morgan

**Health & Safety Committee**

Members are listed on you CUPE bulletin board

**Entertainment Committee**

Put your name here!  
345-9511