

Chronicles of CUPE



www.cupe87.ca

newsletter@cupe87.ca

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SOLID

In this issue there will be a heads-up for the call for proposals/member survey as your negotiating committee begins its work for the upcoming contract. As anyone who has made a major purchase knows, you have to keep up the pressure if you want a good deal. If you're shopping with your spouse you need to maintain a united front or you're not going to get the deal you're after, right? That's what your negotiating committee is looking for this year. We need to be **SOLID, a unified membership is a must this time around!**

In this issue we'll also be looking at some general CUPE happenings around the province and country to see how our brothers and sisters in other locals are doing.

Another City budget is about to be approved with a 2.89% increase... **are your wages keeping pace?**



The committee profile in this issue is the best committee there is in CUPE, the Research committee! Well maybe I'm biased :)

There's a little 'Name That Song' challenge and lots of jokes.

As always, have an idea or want to contribute an article, a picture, or a joke we'd like to hear from you!
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CUPE 87: Celebrating 70 years of solidarity

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Dates to remember:

- ◆ March 19th: General Membership meeting
- ◆ April 22nd: Earth Day
- ◆ April 28th 11:00am Day of Mourning.
Show your support at the labour centre

Country & Western Horror Movies

- ◆ Achy, Breaky Tell-Tale Heart
- ◆ Nightmare on Rural Route One, Up Past That There Silo
- ◆ Ah Seen What Y'all Done Last Summer
- ◆ The Creature From Clint Black's Spittoon
- ◆ Don't Tell Me You Love Me if You're Gnawing Off My Leg
- ◆ Night of the BMW-Drivin', Neiman Marcus Suit-Wearin' Zombies
- ◆ Jurassic Trailer Park
- ◆ Something Twangy This Way Comes
- ◆ Psychoklahoma
- ◆ The Hounddog of the Baskervilles
- ◆ All My Axes are in My Exes
- ◆ Throw Momma from Shania Twain
- ◆ The Expecto-rist
- ◆ She Broke My Heart and Then She Ate It

Name That Song

"Take this job and shove it" may be a little extreme but for every type of day we've all had I bet there is a song about it :) Think you can name the song & band?

Answers on the back page.

#1 "I have great expectations, I can represent this nation."

#2 "I was born with a plastic spoon in my mouth"

#3 "I've got a song that I sing, I can make the rain go every time I move my finger"

#4 "I'm coming down with a fever, I'm really out to sea, This kettle is boiling over, I think I'm a banana tree"

#5 "Here come old flat top, He come grooving' up slowly, He got joo-joo eyeball"

#6 "That I dug my key into the side of his pretty little souped up four wheel drive, Carved my name into his leather set"

#7 "I owe my soul to the company store"

#8 "Come on in boy, sit on down And tell me 'bout yourself So you like my daughter, do you now"

#9 "Call me any time, Just ring, 36 24 36 8, I lead a life of crime"

#10 "Don't think me unkind, Words are hard to find"

Contract Preparations to Begin

This year your negotiating committee will be putting a slightly different process in place when it comes to the lead-up to contract negotiations.

The new direction will promote good communication and build a solid foundation for strong negotiations.

As our monthly membership minutes show, many grievances are coming forward but you'll also see that many are being solved through good negotiations. Tough situations are being handled by our competent regional rep. Mike Walters. He has been key to many successful mediations thus avoiding binding arbitrations.

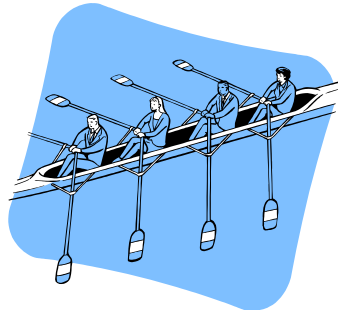
This year is CUPE 87's **70th anniversary** lets make it a celebration!

In Plain Language

Here's a pretty straight forward quote from the preamble of the CUPE 87 By-Laws:

"These By-Laws are designed to give proper balance to the Administration of the Local Union. Duties and responsibilities of elected Officers and Members of Committees should be as widely dispersed as possible, rather than for the willing few to have to serve in multiple capacities. In other words, duties should be shared by the many rather than the few."

By browsing the names listed on the back of this newsletter, you'll see that there are many people doing double and TRIPLE duty to help keep the Union running smoothly.



Answers to "Name That Song"

- #1 Kim Mitchell; I Am a Wild Party,
- #2 The Who; Substitute,
- #3 Mel Torme; I've Got the World On a String,
- #4 Queen; I'm Going Slightly Made,
- #5 Aerosmith; Come Together,
- #6 Carrie Underwood; Before He Cheats,
- #7 Merle Travis; Sixteen Tons,
- #8 Rodney Atkins; Cleaning This Gun (Come On In Boy),
- #9 AC/DC; Dirty Deads Done Dirt Cheap,
- #10 The Police; De Do Do Do De Da Da Da

Committee Profile: Research

It was a dark and stormy night... no no, that's not the type of writing we do :) But really, the Research committee is not only responsible for the creation of this newsletter but also special projects requested by the Executive committee.

The latest Executive project was the very popular "Are you prepared for 2009?" contract preparations video. What a performance by brother Rainer! If you missed it you can now see it on-line at cupe87.ca.

We want to use this newsletter to help inform you, the membership, of news, events and other points of interest. Maybe even clear up a few rumors?

Knowledge is power and we want you to be powerful. When we have a knowledgeable membership everyone can make informed decisions. Information is also key to keeping CUPE 87 strong and unified! Through the newsletter we'll try to keep you informed, but for all the dirty details come join in on a regular monthly membership meetings :) Who better to speak up for you that YOU!

And, some things just can't be repeated in public ;)

As always, we can always use more help! Email us at newsletter@cupe87.ca to help find out how you can pitch in.

"The pen is mightier than the sword"
Edward Bulwer-Lytton -
1839



"Big Box" daycare centers are threatening the future of non-profit child care in Ontario

National Base Wage Rates

-Public / Private

'95: 0.6 / 1.4
'96: 0.5 / 1.7
'97: 1.1 / 1.8
'98: 1.6 / 1.8
'99: 2.0 / 2.7
'00: 2.5 / 2.4
'01: 3.3 / 3.0
'02: 2.9 / 2.6
'03: 2.9 / 1.5 *

* 2003 figures are skewed by wage freezes and cuts by Air Canada agreements

Statistics from HRDC.

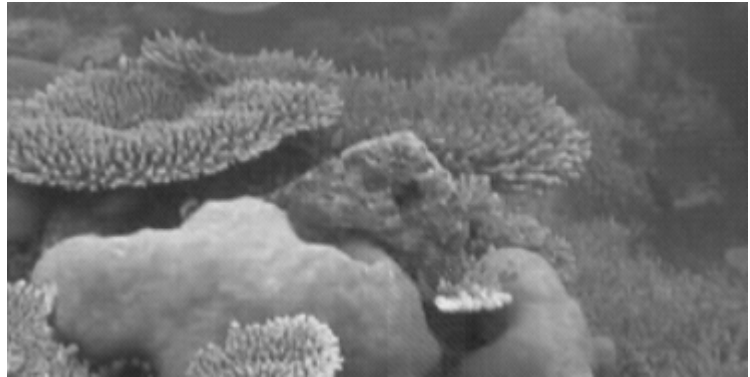
National Union Headlines

- ◆ January 9: CUPE National President Paul Moist lead a rally in Hamilton to "Stop Two-Tier Employment". The rally was to bring awareness to the fact that "casual" workers who work full-time performing the same duties as other full-time municipal staff are treated unfairly.

"How is it possible that workers. Some with over 6 years of service, are denied the same workplace rights and benefits as their full-time colleagues," said Paul Moist. "CUPE is committed to fighting discrimination in all its forms, including this attack on frontline staff who work hard to provide public services in Hamilton".
- ◆ CUPE recently released statistics comparing public wage increase to the private sector (See left panel)
- ◆ Whitby, ON members vote 98% in favour of strike action and bargain to the 11th hour for a new contract.
- ◆ Over their last couple of contracts the town of Kawartha Lakes had been accepting contract concessions. This year they said no more with a 100% strike vote to stop contracting out, hours of work issues and major concessions including denying workers over the age 65 access to health benefits and dramatically cutting sick-leave. The 400 members have been on strike sine Feb 4th and remain out as of March 6th.
- ◆ The Ontario Federation of Labour is highlighting the fact that many child care workers and social service agency workers are still fighting for rates of pay the *Pay Equity Act* required back in 1993. 2008 is the 20th anniversary of this Act
- ◆ From Did you know that 350,000 workers in Ontario have a permanent disability as a result of workplace injuries or disease? 70.5% live below the poverty line, 42% have to rely on OW or ODSP. 30% have reported visiting food banks and 20% have spent time in a shelter because they have lost their homes.
- ◆ Did you know that the CUPE Ontario division walked out of the National Convention to protest how CUPE National was blocking locals, who don't have the legal right to strike, from accessing the National's strike fund. These locals need financial help for their political strikes and to help fight legislations that threaten them.

Incredible Online Video

In this video, David Gallo shows jaw-dropping footage of amazing sea creatures, including a shape-shifting cuttlefish, a pair of fighting squid, and a mesmerizing gallery of bioluminescent fish that light up the blackest depths of the ocean. He focuses on the work of two scientists: Edith Widder at the Ocean Research & Conservation Association, and Roger Hanlon at the Marine Biological Lab.



Very cool for the kids to see and you as well! Can you spot the octopus?

You'll have to write this one down and view it at home now that "barracuda" protects the City's network.

<http://www.ted.com/index.php/talks/view/id/206>

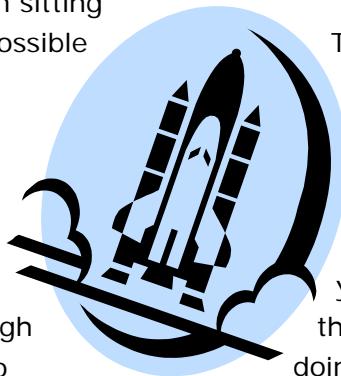
A Senior Moment

A very self-important college freshman attending a recent football game, took it upon himself to explain to a senior citizen sitting next to him why it was impossible for the older generation to understand his generation.

'You grew up in a different world, actually an almost primitive one,' the student said, loud enough for many of those nearby to hear.

'The young people of today grew up with television, jet planes, space travel, man walking on the moon, our spaceships have visited Mars. We have nuclear energy,

electric and hydrogen cars, computers with DSL, BPS, light-speed processing .. and' ... pausing to take another drink of beer....



The Senior took advantage of the break in the student's litany and said, 'You're right, son. We didn't have those things when we were young,.. so we invented them. Now what are you doing for the next generation?'

The applause was deafening.

Don't you just love senior Citizens...?

General meetings are the 3rd Wednesday of each month

Entertainment Update

It may not feel like it, but Summer is approaching! The Entertainment committee will be gearing up soon for the summer picnic. Do you have an idea for a fun picnic activity for kids or adults? Willing to run an event, be creative!



The Entertainment committee would also like to know if the “younger crowd” has a need to party, stupid question right?! How about it, would someone (or a group?) like to step up and help put together a dance, softball tournament (we have a baseball diamond in back of the labour centre!), maybe a fundraiser in the name of CUPE 87 for members in need? Contact Marie Dean or email newsletter@cupe87.ca

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Your Executive and Committee Members

President:
Judy Mongrain
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 (Chair)
Ami Osadec

Control Clerk
None

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 Dicasmirro

Ami Osadec
Marie Dean
Paula Zubrecki
Darrell Presenger
Pina Pasciullo

Grievance Schedule "B"
Terry Milani (Act. Chair)

Ernie Rollason
Rick Rayner
Sal Piccalo
Allan Caddo
Chris Morgan
Barry Chezick
Martin Nuttall
Hank Siegers
Mike Hanchar
Wade Williams
Joe LaDouceur
Mark Wilson

Jim Allcock
Glen LeBlanc
Robert MacMillan
Harry Hurd
Sandy Holbrook-Nelson

Gary O'Leary
Tony Santos
Ed Luretig

Lance Forsberg
Rob Henderson
Bob Munson
Michael Dowhoszya
Brian Lix
Gary Garner
Patty Wilson

Health & Safety Co-ordinating Committee
Marie Dean, (Chair)
Glen LeBlanc
Martin Nuttall