

Chronicles of CUPE



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November 2008

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New CUPE local 87 President to be Elected!

This issue is being rushed out in time to cover the **race for CUPE Local 87 President**. Inside you will find a tough "Larry King" style question & answer session with the two candidates. Well maybe not that tough, but you'll probably find it informative and hopefully aid you in casting your ballot **Dec 1st**. Marie Dean and Terry Milani are the fine members who are up to the job of President. We've

even included a review of the Presidential duties. So now it's up to you to decide who will lead us for the next year.

Also in this issue is a profile of the Sick & Welfare committee and a quick snapshot of the new "Employee Engagement Survey". We'll have further updates and analysis in upcoming issues.



Patient: Doctor, I kissed the Stanley Cup when it was on tour through my town this summer — should I worry about listeria infection?

Doctor: No chance — no Maple Leaf product has touched it in over 40 years

- Hockey players wear numbers because you can't always identify the bodies with dental records.
- 4 Out Of 5 dentists surveyed recommend playing hockey.

St. Peter and Satan were having an argument one day about hockey. Satan proposed a game to be played on neutral ice between a select team from the heavenly host and his own hand-picked boys. "Very well," said the gatekeeper of Heaven. "But you realize, I hope, that we've got all the good players and the best coaches." "I know, and that's all right," Satan answered unperturbed, "We've got all the referees."

CUPE 87: Celebrating 70 years of solidarity

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Dates to remember:

- Dec 1th— VOTE for CUPE local 87 President
- Dec 17th— Regular membership meeting

News Bits

- ◆ **City Hall renovations** are moving along. There was yet another Health & Safety incident. Members who are still required to work in City Hall were subjected to a dust storm! Contractors were working in an adjacent area without sealing up the area before starting work! The Inside H&S Committee was again on the case of Facilities to keep the contractors under tight supervision .
- ◆ Good news shift working people! **Grace Remus Child Care Centre** will be piloting an evening shift for one year. This will allow for **late-night workers** to access quality child care. The Centre offers care for special needs kids as well as Fair Start, literacy and speech therapy programs. There's even bussing from a number of schools! 2 ½ new CUPE positions were created!
- ◆ The **deployment of new Computers** across the corporation is marching ahead with CI&T (Corporate Information & Technology) expecting to complete the job in early December. Very few hiccups have been experienced. Emails, like the one from the HR department, keep coming in thanking CI&T for the great job and minimal interruptions. The coordination, teamwork and expertise in the Client Services, Network Solutions and Business Applications areas are once again proving that CUPE members are the best at what they do!
- ◆ **Tommy Horricks and the Milestones** rocked the Slovak Legion during the CUPE Fall Social. A chance to party and catch up with old friends was just what the doctor ordered. The Social was attended by over 180 CUPE members and retirees.
- ◆ **Separation of the DSSAB** from the City is almost complete. Voting in the outlying areas of the district is complete. A Negotiations committee will need to be setup now to deal with the talks around signing a first collective agreement.

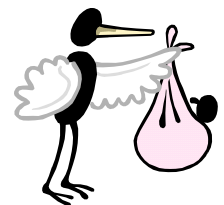
Sick and Welfare Committee Profile

This year the committee has distributed over 90 gifts. These range from gift baskets to "in Memoriam" flowers or donation. Members who are off on long-term illness or disability receive a fruit basket at Easter, Thanksgiving and Christmas to remind them that we are all thinking of them.



Sister Jackie Andrews is the chair of this committee with sisters Verna Connolly and Suzanne Gustafson helping out with the

details. We should all feel a part of this fine committee and keep them informed when a fellow member is in need.




Some of the other services this committee can offer are listed in the By-Laws.


In special cases members who come on hard times can receive donations and/or a loan to help them through tough financial times.


Lets not forget the babies! If you hear of a new " future CUPE" member coming into the world let us know!


What Does The President Do?


On the next page there is a question & answer section to the nominees of CUPE President. Are they up for the job? What exactly is the job? Our CUPE 87 by-laws describe it in detail, I'll abbreviate it on to this page :)

 Assist the Executive Officers in maintaining effective Union administration guided by the CUPE 87 by-laws and CUPE National Constitution & Policies. Keep all Exec members informed of all matters. Report to the membership on a monthly basis to inform them of what's going on with the Employer and other related bodies.


 Assist Local Officers in interpretation of current Labour Legislation and Policies and react appropriately to proposed legislated changes. Advise, assist and guide the Grievance Committees in interpreting contract language and processing grievances. Advise, assist and guide the Negotiation Committees in the preparation of contract proposals and in conducting Negotiations.


 Liaise with CUPE National Reps and the National Departments to ensure professional and technical assistance to the membership and it's Officers.


 Liaise with other Unions, Labour-related orgs, media community groups and the political and administrative leaders of the City in order to promote a good 'image' of Local 87 in all matters relating to the Local and to Unions in general.


 Be a member, ex-officio (by virtue of being President), of all Committees. Have access to all books and papers of the


Local. Authorize and approve all correspondence and ensure copies are kept on file with the Recording Secretary.


 Preside at all meetings except Executive Board Meetings to preserve order and enforce the constitution and By-laws; to see that all Officers perform their respective duties, perform the initiation ceremony and will encourage members to participate in the activities of the Local.

 Decide all questions of order subject to an appeal by a member of the Union, but the President shall not vote on such appeal.

 Have a vote on all matters, including election of Officers, and in the case of a tie vote he/she also has the right to cast the deciding ballot. The President shall announce the results of all votes and have the power to fill vacancies on Committees where elections are not provided for.

 Sign all orders on the Treasury for such money as shall be ordered paid by the Constitution and By-laws, or by vote of the Union. Possess a credit card, obtained for the Local's financial institution, to secure hotel reservations for delegates sent out of town. Sign all cheques and drafts on the bank and perform such other related duties.

 The President shall be allowed monthly necessary funds to reimburse himself/herself or any Officers, for expenses incurred on behalf of the Local.

 Perform other related duties pertinent to the Office of Local 87 President as determined in consultation with the Executive.

And the Nominees Are...

To help inform the membership of who the nominees for President of the Local are, we've put together these 10 questions. Each candidate had 2 days to mull over their responses and get back to the editor before going to press.

1. What's your name, how long have you worked for the City and in what jobs & departments?
2. What's your favourite movie?



3. How long have you been active in the Union and in what ways (i.e. Executive positions, steward, committees, etc.)?
4. The President's job description refers to our By-laws, the Collective Agreement, and Labour laws. In what ways are you familiar with these documents?
5. What have been some of your greatest contributions to CUPE 87?
6. what strengths will you bring to the job?
7. Why do you want to be President?

Marie Dean

1. My name is Marie Dean and I've worked for the City of Thunder Bay since 1984. I've worked in various positions within the City most recently as a Residents Financial Accounts Clerk, Licensing and Enforcement Clerk, Licensing and Enforcement Officer, P2000 Department Representative, Property Standards Clerk, Stores Clerk to name a few over the last 24 years.

2. My favorite movie is the Notebook because it shows the love, devotion and loyalty between people.

3. I have been active in CUPE 87 for over 20 years through attendance at membership meetings, holding various Executive positions ie. Control Clerk, Health and Safety, Schedule A Negotiations, Entertainment to name a

(Continued on page 5)

Terry Milani

1. My Name is Terry Milani and I have been with the city since 1979. I first started in Telephone and then was with Transit for 5 years. Some of the jobs I've had in CUPE 87 are Roads: labourer, skilled labourer, equip operator III & IV. I also spent 1 year in Parks along the way.

2. Bridge over the River Kwai

3. I've been a Union Activist since 1973 starting in woodlands, mining and construction. I've been active in CUPE since the 90's as a Shop Steward. Since then I've been a WSIB Chair, in Negotiations 2 times, Inside and Outside Grievance Chairs, the past 3 years I've been Vice-President which includes filling in for the President on occasion. I've also been an OMECC Rep. and President of the District Council.

(Continued on page 5)

Marie Dean ...*(Continued from page 4)*

few. I've also been involved as a Committee Member on the majority of the Committees within CUPE 87 including Pay Equity, Negotiations, Research, By-laws and Entertainment. I'm also an active Shop Steward.

4. I have been actively involved with our Collective Agreement as a shop steward as well as with the Health and Safety Act through active involvement with Health and Safety over the last 20 years. I have had to research Human Rights Legislation to help members and other Acts of Legislation to assist members as their shop steward.

5. One of my greatest contributions to CUPE 87 was my involvement with the inception and negotiation of our Health and Safety Terms of References that were established to assist our workers and that are still used today.

6. I believe that my strengths in communication and conviction in our Union are my greatest strengths. When I believe in something I don't back down.

7. For many years I have helped my brothers and sisters of CUPE 87 in many ways through negotiations of our contracts, assisting them with grievances, fighting for our Health and Safety rights. It has always given me deep satisfaction to know that I have been instrumental in fighting for our members rights.

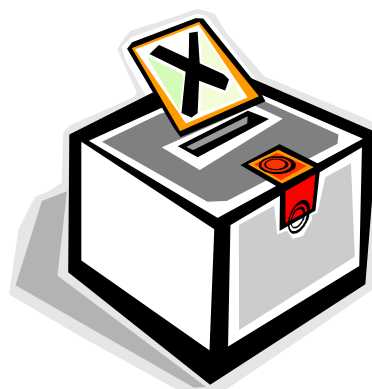
Terry Milani ...*(Continued from page 4)*

4. a) As Vice-President I got very familiar with the by-laws, referring to them regularly.
b) The collective agreement is what I used all the time as a Steward, Grievance Chair and also the two times on Negotiations.
c) Labour Law—I have used the books in the office often for research.

5. a) My dedication & contribution to the strike in 1998.
b) My willingness to take on extra duties when the Exec was short staffed.
c) I'm always trying to encourage involvement in the Union.
d) An openness to learn.

6. a) my understanding of addictions.
b) being a team player.
c) Willingness to ask for help when required.

7. I feel that with my years in the workforce and my experience as a union activist that I would be able to help people and try to get the local to move forward. I enjoy the back and forth with management. With the training & experience I have I believe that I can be compassionate to peoples needs.



General meetings are the 3rd Wednesday of each month

Employee Engagement Survey

Perhaps you've seen the City Voice article about how 76% of City employees are satisfied with their job? Lets take a closer look with a few direct quotes from the Ipsos report:

"30% of Social Services – Child Care and 34% of CAOs Office employees say they are sufficiently recognized for their effort, lower than most other groups."

"64% of Social Services employees say they are provided with regular feedback on their performance. This compares to 36% of Transportation & Works."

"69% of Corporate Services and 59% of CAO's Office employees say they have confidence in Sr. Mgmt in guiding the City. This compares to 30% in Community Services."

"About one third of Fire, Social Services (general) and Transportation & Works agree that they are involved in decisions affecting them, significantly

fewer than almost any other division."

"Fire Department employees are significantly more positive on most immediate supervisor attributes than the norm, while Transportation & Works is often significantly below."

"CAO's Office, Finance, and Corp. Services employees offer significantly higher ratings on Management Acting on Suggestions of employees than other divisions."

"Aspects of wellness in the City is rated higher by employees than other areas of their job and is on par or higher than the 'Norm'. Compared to the 'Norm' Thunder Bay employees are significantly more likely to say their working conditions are safe and their work and personal balance is right for them."

"Less than half of employees feel they receive enough information about the City and six in ten state their primary source of information is not internal communications."

More in upcoming issues of Chronicles of CUPE 87....

Your Executive and Committee Members

President:
Judy Mongrain
cupe87@tbaytel.net

Vice-President:
Glen LeBlanc

Treasurer:
Barbra Lix

Recording Secretary:
To be elected

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

Negotiating Committee Schedule 'B'
Luc Connell
Al Caddo

By-Law
Pina Pasciullo (Chair)
Ami Osadec

Control Clerk
To be elected
Research Committee
Gordon Jones (Chair)

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"
Carol Dicastmirro
Ami Osadec
Marie Dean
Paula Zubrecki
Darrell Presenger

Grievance Schedule "B"
Pina Pasciullo
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 Dowhoszzya
Brian Lix
Gary Garner
Patty Wilson
Health & Safety Co-ordinating Committee
Martin Nuttall, (Chair)
Glen LeBlanc