

# CUPE 87 newsletter



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October 2007

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## First Issue!

Hello! Sharp looking newsletter eh? We've created a CUPE 87 newsletter to help keep the membership up to date on the Union's activities and to keep you informed of important topics.

But before we get too far, we need a title! "CUPE 87 Newsletter" isn't very catchy. Do you have a better title? Email [newsletter@cupe87.ca](mailto:newsletter@cupe87.ca). The selected title will win a prize pack including a \$25 Renco Foods

certificate.

Some of the regular features to look for will be "In Plain Language", "Committee Profile", "CUPE Fast Facts" and "Did You Know?". These articles will help clarify sections of our contract, describe how the Union's committees help our workplace, pass on some CUPE National and Provincial news and highlight important issues that affect you or the city we live in.



In this issue your Health & Safety committees are highlighted. Did you know that they spend over 1500 hours inspecting your workplace to help keep you safe? The CUPE Fast Facts section deals with the privatization of medical services and "In Plain Language" will talk about your personnel file at HR. "Did You Know" will explain the Consumer Price Index and what it means to you.

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## ENGINEERING IN HELL

An engineer dies and reports to the pearly gates. St. Peter checks his dossier and says,

"Sorry, you're not on the list -- you're in the wrong place." So the engineer reports to the gates of

hell and is let in. Pretty soon the engineer gets dissatisfied with the level

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### Dates to remember:

- ♦ Sept 19th—General membership meeting. Lots of job guides to approve!
- ♦ **CHANGE OF DATE!** October's membership meeting is on the 10th and will have the first round of Executive nominations. New: all positions are now 2 year terms!
- ♦ October 10th is the Provincial Election. Even if you don't plan on voting for a specific party, **DO VOTE ON THE REFERENDUM QUESTION!** CUPE is recommending YES to the Mixed Member Proportional voting system.

October's  
General  
Membership  
meeting is  
on the 10th!

Executive  
Elections are  
Nov. 21st,  
voting for the  
President's  
position will be  
all day long!

## First Issue! ...

*(Continued from page 1)*

We know that CUPE members are also a fun loving bunch so we'll also be spreading some laughs and chuckles throughout to help brighten your day.

October's General Membership meeting is being moved to October 10th due to scheduling conflicts.

A Heads-up that Nominations for President, Grievance Chairs, Recording Secretary and Secretary Treasurer will be held at that October membership meeting.

Note that our by-laws have changed and all Executive positions are now two year terms in line with the President's term.

FYI, nominations and elections for all other Union positions will be held at the December membership meeting.

So this is the new CUPE 87 Newsletter! If you like (or don't like) what you see send us an email.

Want to contribute an article (or even just an idea for one), a picture, or a joke we'd like to hear from you!

[newsletter@cupe87.ca](mailto:newsletter@cupe87.ca)



We are currently working on getting help for our Brothers and Sisters that have been exposed to Toluene.

FYI: As toluene has very low water solubility, it cannot exit your body via the normal routes (urine, feces, or sweat). It must be chemically altered by your body in order to be excreted. Your body can only convert and dispose of about 95% of the chemical, the remainder stays in you and may severely damage vital cells.



## Committee Profile: Health and Safety

The Health & Safety committees of the City were established by order of the Occupational Health & Safety Act of Ontario. Our Terms of Reference state that: "We are committed to the principle that safety must never take a secondary role. We further believe that safety is the responsibility of no single person but rather the responsibility of each and every member of the

organization."

Wow, sounds serious. It is! The safety of fellow workers is the driving force for all of us worker members on the committees. We use the committees to allow us all to work in a safe place. There are a few different ways in which we discover safety concerns.

One of the ways we learn of problems are injury reports. Suffering an ear injury from your cubicle neighbour's

incessant bubble wrap popping will lead to an injury report being filed by your supervisor. That report will be reviewed by the committee. Sometimes through discussion and/or investigation or even consultation with industry experts (like the president of the bubble wrap consortium), the committee will make recommendations to the employer to try and avoid future similar injuries.

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## In Plain Language

### Article 12.04: Personnel File

An employee shall have access to his personnel file and shall have the right to respond in writing to any document contained therein. Such reply shall form part of

the permanent record.

### In Plain Language

You can look at the contents of your personnel file in Human Resources. You must make an appointment to do so and if you do,

take a notepad with you because you can't physically remove any of the contents. If you find something that you would like to rebut, send a letter to the Corporation stating your side of the story and that

you would like it to be included in your file as well. You may request something be removed from your file but no guarantees.

Send your jokes and stories to [newsletter@cupe87.ca](mailto:newsletter@cupe87.ca)

## ENGINEERING IN HELL...

(Continued from page 1)

of comfort in hell and starts designing and building improvements. After awhile they've got air conditioning, flush toilets, escalators and the engineer is a pretty

popular guy. One day God calls Satan up on the telephone and says with a sneer "So, how's things in hell?"

Satan replies, "Hey, things are going great. We've got air conditioning and flush toilets and

escalators, and there's no telling what this engineer is going to come up with next."

God replies "What??? You've got an engineer? That's a mistake -- he should never have gotten down there; send him up here."

Satan says "No way.

I like having an engineer on the staff and I'm keeping him."

God says "Send him back up here or I'll sue."

Satan laughs uproariously and answers "Yeah right, And just where are YOU going to get a lawyer?"

## Did You Know: Inflation or Deflation?

The headline reads "Inflation for the month of June was 1.7%". We hear it all the time but what's behind it? The explanation is usually that gasoline or home heating costs have gone up, etc, etc... the reasons are endless!

Well inflation is when the Consumer Price Index (CPI) rises. So what is The Consumer Price Index? Statistics Canada says "the CPI is widely used as an indicator of the change in the general level of consumer prices or

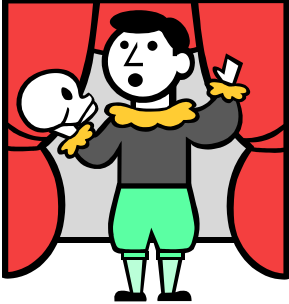
the rate of inflation. Since the purchasing power of money is affected by changes in

prices, the CPI is useful to virtually all Canadians. Consumers can compare movements in the CPI to changes in their personal income to monitor and evaluate changes in their financial situation." It also says that the CPI is used widely to adjust

"This means that the \$100 basket of goods in 1986 now costs \$170 but CUPE

## Did You Know: Inflation or Deflation? ...

*(Continued from page 3)*



The CUPE 87 Negotiations Preparations DVD is circulating. Look for a copy in your department. Haven't see it? Call the office and ask for a copy to be sent over, when you're done with it pass it on!

such things as rents, leases and child or spousal support allowances and wages like our CUPE contract. That's stuff that affects your bank account directly! It's not just some number the government is spewing. So let's look at it in more detail.

To calculate the CPI, Statistics Canada sends people into stores across the country to gather the prices of things we buy every day. They measure everything from milk, rent, beer and how much it cost to drive a car. Since some items have more importance than others... BEER!... they

are ranked higher than others. Well maybe rents and mortgages are a little nearer the top. Statistics Canada includes everything. Here are the main categories and how they are weighted. Food (15.8%), shelter (28%), household stuff (11%), clothing (5.5%), transportation (20.3%), health & personal care (4.3%), recreation (12.5%) and alcoholic beverages and tobacco (2.5%). Once all the costs are collected they add the weighted costs together to say how much a "basket of goods" for the month costs. When the basket costs more,

then the CPI has gone up. So if the price of milk goes up that means you've got less money to spend on beer... or you have dry cereal for breakfast ☺

Have you seen the CUPE 87 negotiations DVD? In it Brother Rayner compares the CUPE wage increases to the rate of Inflation over the past 20 years. In 13 of the years our increases have been lower than inflation resulting in a 15.3% loss in wages. This means that the \$100 basket of goods in 1986 now costs \$170 but CUPE members only have \$139 to buy that same basket of stuff.

What's the difference between a hunter and a fisherman?  
A hunter lies in wait. A fisherman waits and lies.

## Entertainment Update

The CUPE picnic at Chippewa was a success again this year. A big thank you to all the volunteers!

Fall Social planning is underway. It will be held November 24th

at the Slovak Legion. The Sensational Hot Rods are booked again this year. Tickets will be available mid-October. The committee is in need of volunteers so contact the Union office

or come to the October 10th General Membership meeting if you can help out.

Do you have an idea for a CUPE event? Willing to help put it together? Email us!

Tickets will be available soon for the Fall Social, the Hot Rods will be performing again!

Did you know that when volunteer at City sponsored fundraising events you may not be covered under WSIB if you get injured?

See our website for an editorial about the strike in Vancouver and how the media is mis-informing the public...again

## Fun Facts

A house fly lives only 14 days.

The heart of a blue whale is the size of a small car.

A crocodile's tongue is attached to the roof of its mouth and cannot move it. Sharks are immune to all known diseases.

Millions of trees are accidentally planted by squirrels who bury nuts and then forget where they hid them.

The length from your wrist to your elbow is the same as the length of your foot.

On average, you speak almost 5,000 words a day - although almost 80% of speaking is self-talk (talking to yourself).

Men lose about 40 hairs a day. Women lose about 70 hairs a day.

Our eyes are the same size from birth. A million dollars'

worth of \$100 bills weighs only 10 kg (22 lb).

One million dollars' worth of one-cent coins (100 million coins) weigh 246 tons.

About 500 small meteorites fall to earth every year but most fall in the sea and in unpopulated areas.

There is no record of a person being killed by a meteorite but animals are occasionally hit.

## CUPE Fast Facts

### Stephen: Where are we on medicare?

Stephen Harper says doctors taking public and private money is a conflict of interest. Now that the CMA has come out in favour of it, wouldn't it be good to hear from him again?

On July 30, 2007, the Canadian Medical Association (CMA) released a statement calling

on governments to expand private insurance and private clinics and to allow doctors to charge the public system and top-up with private-paying clients.

### The CMA wants:

\* doctors to be allowed to work in both the public system and the private system; \* Public funding routed to for-profit providers; and \*

private insurance for medically necessary services.

CUPE National President Paul Moist urges CUPE members to write Stephen Harper and get him to side with Canadians and against the CMA's proposals to enrich doctors at the expense of patients and the health care system.

[cupe.ca/action/medicarej07](http://cupe.ca/action/medicarej07)

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

### Committee Profile: Health and Safety ...

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Another source of the safety concerns dealt with by the committees are workplace inspections. These inspections are conducted by a team made up of a union member and an employer rep. Our purpose is to help you keep your workplace safe! Yes YOUR workplace. You're the one that's working there everyday, you know it best. If you see something or someone working in an unsafe way, you should be attempting to safely correct the problem. If that's not possible then notify your supervisor. If they don't deal with it appropriately after you've report the problem then you should contact us, your safety rep. (not the Union office) and we'll take it from

there. The urgency of the issue should dictate the urgency of the reporting of the problem. For example, if someone is going to have an piano fall on their head you don't make a mental note to bring it up at the next tailgate meeting, you yell "Watch out!". FYI, don't push them out of the way 'cause then you'll be the one wearing the piano.

Some of the other responsibilities of the committees are to monitor injury reports (done monthly), promote education and training (H&S day, day of mourning, special training, E-News tips), participate in accident investigation (see why the piano fell), monitor safety programs (monthly inspections), and participate in workplace work refusals & work stoppages.

Stats show that in Canada an average of 855 people die at work each year! That's more than 2 every day!  
There's an average of 900,000 workers injured each year.

### Your Executive and Committee Members

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

**Vice-President:**  
Terry Milani

**Treasurer:**  
Suzanne Gustafson

**Recording Secretary:**  
Lisa Anderson

**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 Dicasmirro

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