



Municipal employees ratify tentative agreement with Town of Fort Frances

On July 20, members of CUPE 65 ratified a tentative agreement reached with their employer, the Town of Fort Frances. Under the new collective agreement, the 80 members will receive **wage increases totaling 3.5 per cent over the life of the two-year agreement, along with improvements to benefit and vacation entitlement language.** It also contains improvements for part-time employees, including a sick leave benefit plan and recalculation of vacation entitlements for present and future employees who worked as seasonal or part-time employees prior to obtaining full-time employment with the town.

Source: CUPE FASTFACTS July 30, 2010

City workers ink three-year deal

The about 1,400 municipal workers who are members of CUPE Local 4705 will get pay increases of **2.5%, 2.4% and 2.3% over the next three years** under a new collective agreement ratified by city councilors.

In addition, the deal:

- negotiates significant flexibility to perform the full scope of winter control road duties on afternoon and night shift;
- streamlines the posting process for limited jobs, with the aim of decreasing turnover within the organization on limited job postings;
- introduces flexible shift arrangements for some sections to match the working schedule of employees to the hours of the day when citizens expect services to be provided or maintenance work to be performed.

"CUPE and the city have agreed that some of the work that we've presently been contracting out has been taken in house," Rodriguez said.

"We have the equipment. We have the capability of doing that work in house and so it should come in house."

Read the full article at:
www.thesudburystar.com/ArticleDisplay.aspx?e=2641336

Source: the Sudbury Star

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Are you ready for the 2010 municipal and school board elections?

With all the focus on the provincial wage freeze in recent weeks, you may be surprised that we're writing to you today about this. But, **Election Day is October 25** and that's closer than you might think.

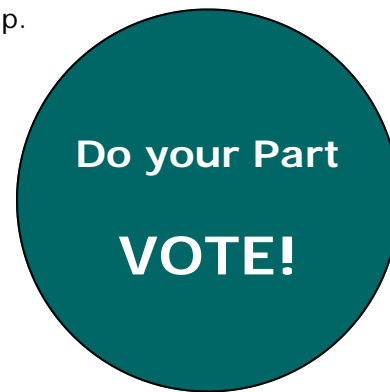
What does "take part" mean? It means "taking part" by voting and by volunteering to help elect good local candidates for mayor, council, or school board candidates who need your help to win.

- (1) Help elect a progressive mayor, councillors and school board trustees candidates who respect and support public services and public employees.
- (2) Help influence the public debate about what's at stake in the 2010 elections. The issue isn't how to save money by reducing

public services, it's how to better provide good, green, reliable service in an accountable manner at a reasonable cost and treat public employees with respect.

- (3) Make sure more CUPE members get out and vote.

We know we can achieve these goals with your help.



What has our Premier done for Ontario in the past seven years?

Remember...he had a **no tax increase** election message/campaign.

- He has increased all the licensing fees from your car to your boat including fishing and hunting.
- He introduced the health care premium (not called a tax) and some couples pay as much as \$1,500.00 a year.
- He doubled the price of most lottery tickets. (Not called a tax).
- He has put an ECO tax on many containers such as paint cans and window washer fluid most and people still don't realize it until they see the bill - he kept that one real quiet.
- He put a disposal tax on all electronics.
- He put the disposal tax back on tires.
- And now he has passed the HST tax - the largest tax on the province ever and the only other tax in Ontario that ever came close to this in the past was the health care premium. He passed this bill even though 76% of the people in Ontario were against it. This HST will provide the Province with an additional THREE BILLION dollars a year.
- Soon we will all have our S.M.A.R.T. meters that we will **have to pay rent on** and will end up doing our laundry in the middle of the night. We are also going to pay big time for air conditioning from now on because when we need it the most it will be in the prime time of usage.

What was Mr. McGuinty's answer to this? "**Well, if the people of Ontario don't like it, they can show it in the next election.**"

It's time to fix Canada's pension crisis

Are McJobs part of Canada's retirement system?

On July 21, Statistics Canada released new information on labour market activity among seniors. The report shows an increasing number are working out of financial necessity. "The climbing number of seniors entering the labour force out of financial need only drives home the urgency for meaningful pension reform in our country," said Paul Moist, National President.

Read the report at: www.statcan.gc.ca/pub/75-001-x/2010107/article/11296-eng.htm

Source: CUPE FASTFACTS July 30, 2010

Right now in Canada, 11 million workers have no workplace pension plan. In the private sector, just one in five workers belongs to an employer pension plan.

2009 "Sunshine List"

There are **17 CTB managers** of Schedule 'A' & 'B' employees on this list that shows all public service employees who earn \$100,000.00 or more. Did you know that from 1986 to 2009 CUPE rates increased about 64%, management's increased almost 110%. [What does this mean?](#) If CUPE rate increases had kept up with management's, in 2009 a Group 8 wage be **\$12,700 more**. If the opposite had happened and management's increases had stayed at our rate, a department manager would be making about **\$24,000 less** and none of them would be on the 2009 Sunshine List.

Positive first step on pensions:

At time of press both Federal Finance Minister Flaherty and Ontario's Finance Minister Duncan praised the Canada Pension Plan (CPP) as a secure, portable and well managed retirement system.

They acknowledged that government has a major role to play in ensuring retirement security for Canadians, and that an expansion of the CPP is the best way to do it.

Right now, CPP payments are only \$6,000 to \$11,000 per year. CUPE recommends benefits be expanded to a maximum of \$22,000 per year.

Source: CUPE Counterpoint, Summer 2010

For a more secure future please:

- Visit canadianlabour.ca/action-center.
- Go to cupe.ca/pensions/campaign.

To provide easier access to the City's Internal Job postings, for employees who are absent from work when internal jobs are posted, Human Resources has created a telephone Hotline (807-625-3058).

When you call this phone number you will hear all the internal job postings read out along with their closing dates. The message is updated each pay day. If you are interested in applying you will need to complete a GREEN internal application form. You can also attach your resume if you wish. Drop off or email the form (and resume) to Human Resources by the deadline indicated in the posting. If emailing, you'll have to scan the completed GREEN internal application form and attach it to your email.

Send to recruitment@thunderbay.ca.

Remember that you can't get the job if you don't apply!

Dates to Remember

- **October 6—Wednesday**
Schedule 'B' Grievance Meeting
- **October 11—Monday**
Thanksgiving Day
- **October 20—Wednesday**
General Membership Meeting
- **October 31—Sunday**
Halloween

- **November 3—Wednesday**
Schedule 'B' Grievance Meeting
- **November 11—Thursday**
Remembrance Day
- **November 17—Wednesday**
General Membership Meeting
- **November 20—Saturday**
Fall Social—Details to follow
- **November 20—Saturday**
Canada's National Child Day

CUPE Member lunch
(hot dogs, sausages and pop) at the Labour Centre on Friday, September 24 from 11 to 2

OCTOBER 2010

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

NOVEMBER 2010

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Canada's National Child Day - Saturday November 20 -

National Child Day is the day when people across the country take time each year to celebrate Canada's most precious resource – our children. National Child Day was proclaimed by the Government of Canada on March 19th, 1993 to commemorate two historic events for children: the adoption of the United Nations *Declaration on the Rights of the Child* in 1959, and the UN adoption of the *Convention on the Rights of the Child* (CRC) in 1989.



DECEMBER 2010

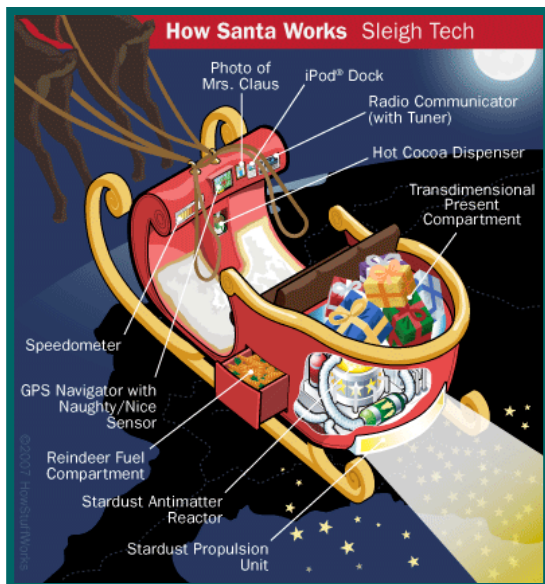
Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Dates to Remember

- **December 1—Wednesday**
Schedule 'B' Grievance Meeting
- **December 1-9**
Hanukkah
- **December 15—Wednesday**
General Membership Meeting
- **December 21—Tuesday**
Winter Solstice
- **December 24—Friday**
Christmas Eve
- **December 25—Saturday**
Christmas Day
- **December 26—Sunday**
Boxing Day
- **December 31—Friday**
New Year's Eve

Winter Solstice—Tuesday December 21

The word *solstice* literally means "sun standing still." At the moment of the *winter solstice*, the path of the sun in the sky over the past six months has reached its furthest southern position and now turns northward.



Your Executive and Committee Members

President:
Marie Dean
cupe87@tbaytel.net

Vice-President:
Lisa Steenerson

Treasurer:
Barbra Lix

Recording Secretary:
Paula Zubrecki (Acting)

Negotiating Committee Schedule 'A'
Paula Zubrecki (Chair)
Ami Osadec
Laura St. Jacques
(Alternate)

Negotiating Committee Schedule 'B'
Lisa Steenerson
Luc Connell
Dana Vacek (Alternate)

Aboriginal Chairperson
Joanne Hardy

Negotiating Committee DSSAB

Ardeen Rezka (Chair)
Terry Davis
Natalie Fortier
Jackie Livingston
Marlene Rinala Wideman

Research Committee

Karen Martin (Chair)
Jim Allcock
Brenda Lyons

Sergeant-At-Arms

Luc Connell

Sick & Welfare Committee

Jackie Andrew (Chair)
Ami Osadec
Marlene Wideman
Laura St. Jacques

Grievance DSSAB

Marlene Rintala Wideman

By-Law

Pina Pasciullo (Chair)
Ami Osadec
Barry Chezick

Trustees

Verna Connolly
Ami Osadec
Jim Allcock

WSIB/STD/LTD

Lisa Steenerson

Health & Safety

Coordinating Committee
Martin Nuttall, (Chair)
Glen LeBlanc
Ami Osadec
Tracey Spencer

Grievance Schedule "A"

Ami Osadec
Marie Dean
Paula Zubrecki
Laura St. Jacques
Tracey Spencer

Entertainment Committee

Suzanne Gustafson (Chair)
Michelle Friday
Barb Lix
Dana Sutton

Grievance Schedule "B"

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

Committee Members Duties

NEGOTIATING COMMITTEE (Subsection A&B)

1. Draft Proposals.
2. Negotiate any changes that affect the Agreement.
3. Present to the Membership the proposals and the Memorandum of Agreement.
4. Interpret the agreement to the membership.
5. Job Guides - to negotiate job descriptions and salary or wages.

GRIEVANCE COMMITTEE

Process all grievances not settled at the initial stage.

ENTERTAINMENT COMMITTEE

The Committee shall arrange and conduct all social and recreational functions of the Local Union.

WSIB/STD/LTD/REHABILITATION COMMITTEE

Represent and assist disabled members with STD/LTD claims, duty to accommodate, rehabilitation, WSIB claims and appeals.

HEALTH AND SAFETY COMMITTEE

Promote safe working matters and interpret the Safety Policy to the membership.

BY-LAWS

Interpret, study, and phrase matters as referred to it by the membership.

**Be Involved, Join a Committee!
Training is Available!**