

We Are CUPE Local 1882

What's Been Going on in 2019!

Letter from your Executive

As 2019 draws to a close, like many of you, the Executive asks "Where did the time go?" In January 2019, as a relatively new elected executive we had set some ambitious goals. Listening to the membership, we moved the general membership meetings to noon hour to engage more staff. This has been a great success! Also we have tried to be more prominent with news to the membership with the expansion of our social media presence (fb, Twitter, Instagram) to let members know of events and points of interest, as well as an active carding campaign to card our members in good standing so they are eligible to vote in membership decisions. We have spent 300+ hours in meetings with the employer, 100+ hours in grievance meetings, attending CUPE schooling and conferences, attending budget and audit meetings, council meetings as well as countless hours planning and organizing social events for our members and their families, as well as time spent prepping for bargaining as our current Collective Agreement is set to expire at the end of 2019.



Our members have done a great many things throughout the past year:

- Two members of the Local have joined CUPE Ontario as; Health and Safety Representative and District 9 Representative
- One member on leave pursuing temporary teaching position
- Presentation and TV appearances by members who spoke to the provincial advisors against amalgamation in the spring
- members who have volunteered their time on joint committees representing the membership
- members have; become engaged, got married, had babies, and posted out to other positions, never mind the lucky ones who have decided to retire in 2019

We want to take moment to express our thanks and congratulations to you all! Thank you to Heather Grassick, our Regional CUPE Representative for her support and patience with us over the past year and going forward.

Taking care of 165 members does not come easily by itself, the 1882 Executive is comprised of 8 executive positions as well as 3 trustees, all devoting hours of personal time to keep things a moving along.

Your CUPE Local 1882 executive would like to express their heart felt appreciation and many thanks to membership for their support. We would like to wish you and your families a safe and prosperous holiday season. Merry Christmas and Happy New Year to you all!

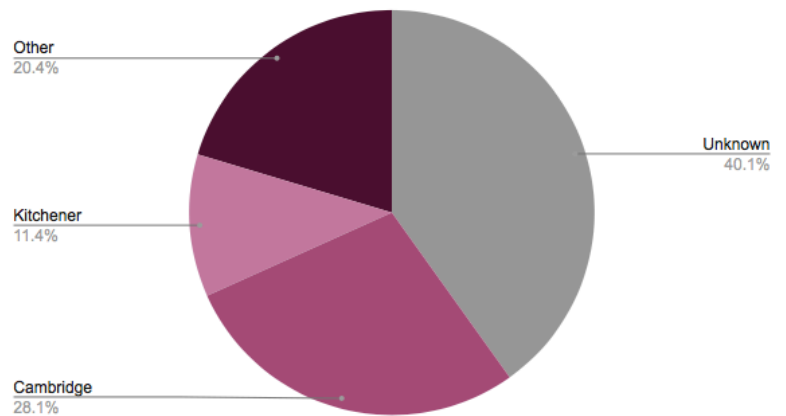
Lunch Hour Meetings

In an effort to engage more of our membership we piloted moving the General Membership Meetings to lunch hour

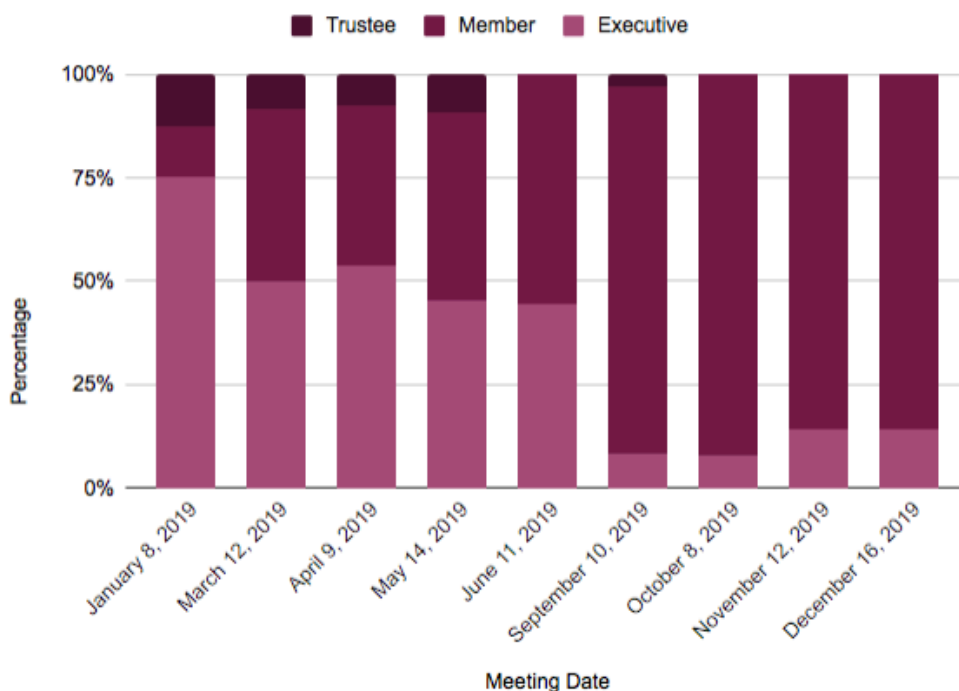
Our attendance at the lunch hour meetings has grown exponentially since September 2019. We averaged about 4 members per evening meeting and 39 members during the lunch hour. Moving the meetings to the lunch hour has given many more members the opportunity to participate and be informed about what is going on in Local 1882. Knowing more about you, our members, is helping us better reach out and engage. We want you to get involved and come out to meetings, we can collectively make our workplace better. We conducted a post meeting survey (after the first lunch hour meeting) to collect your opinions and an in person ask about how you like the lunch hour meetings and the consensus is the membership supports them and will attend more regularly if they are held during the lunch hour. See the chart below showing the increase in members attending our general membership meetings!



Where we live



Percentage of Attendance by Role



We will continue to learn from you and work towards communicating more often in ways that are more accessible to our members.

1882 Scholarships

Congratulations to Justin Leach and Joshua Hankins on being the recipients of the 2019 CUPE 1882 Scholarships!

Both Justin and Joshua presented great submissions and were awarded \$500 each to further their post-secondary education.

CUPE 1882 believes in the advancement of education through scholarship for its members. Available for eligible members in good standing of CUPE Local 1882 and their families, scholarships are presented annually.



Joshua Hankins



Justin Leach

More Details available [online](#) or approach a member of the executive.

Health and Safety Committee

Health and Safety Committee Update

Looking back over 2019 worker stress has become an issue based on inquiries to the H&S Committee. In response to this increase in inquiries a one-day mandatory Mental Health Training Session was held December 3, 2019 for all Health & Safety Committee members.

The Corporation also seems to be more proactive in regard to physical health as the H&S Committee has also been invited to Musculoskeletal Disorder Training on December 16, 2019 taught by a representative from the Ministry of Labour.



One of our goals for 2020 is to update the incident/injury reporting form (yellow form) so that it is available online and revised to make it easier to report "Near miss" incidents, as well as incidents of "mental trauma" which would include stress caused by exposure to mentally traumatic events such as physical injury to self or seeing someone else hurt, exposure to intense mental stress caused by emotional outbursts/harassment from staff or the public.

The Committee's biggest challenge this past year was finding more volunteers to help with the monthly workplace inspections. We have embraced two members offer to volunteer and it looks like we will have volunteer coverage for the 2020 monthly inspections.

Connections

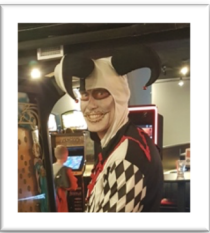
Women's Day Luncheon

We supported the Lang's Community Centre in their annual fundraiser by attending and reserving a table. The important work that Lang's does includes our CUPE staff at the WEPC makes our community better.



Shades Mills

A day of outdoor fun was sponsored by us to for our members! Thank you to all that joined in the fun for an afternoon at Shade's Mills!



Pin Up Arcade October 27, 2019

An afternoon of nostalgia with vintage pin ball and arcade games. It was Halloween themed party with members and their families joining in the fun.

Candyland 2019

We brought joy to hundreds of children in our community again this year with our continued sponsorship of the ice slide at Candy Land in Central Park Preston. The event was held Saturday December 7th! A big thank you to Jason Hankins for organizing the event and all of the volunteers that helped out the day of.



1882 Kids Christmas Party

Held at the Hespeler Bee Hive Sunday December 15, 2019. Thank you to Ruth Reitzel and her team of elves for making this wonderful event happen again this year. Special thanks to Nancy Movrin and Warren Shaw for being Santa and Mrs. Claus and Greg Elgie for doing the Santa photos! Over 50 children and their families came out for an afternoon of great company, [Eric Traplin](#), crafts, pizza, Santa and gifts!



Chief Steward Corner

What does the Chief Steward do?

- Investigate, write, and file grievances on behalf of members.
- Help to solve problems outside the grievance procedure.
- Ensure good communication between the members and the executive.
- Educate members about the collective agreement, about the union's role in the workplace - and about important social issues.
- Stand up as a strong ally with members from equity-seeking groups.
- Mobilize members to support the union's role in bargaining, to attend public rallies, etc.
- Act as a mediator when members are in conflict with each other.
- Help a member get accommodation or return to work after an injury or illness.



The role of a steward is to watch and listen to what's happening in your workplace, on behalf of the local. To inform the executive of issues that the local needs to deal with in bargaining; watch for early warning signs of privatization or contracting out; and stay alert for other problems.

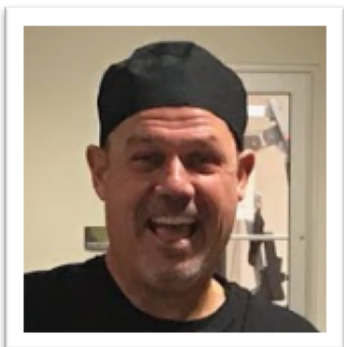
What is a grievance?

A grievance is a complaint about something the employer did or did not do:

- A violation of the collective agreement.
- A violation of federal or provincial employment-related laws.
- When the employer changes the way they apply our Collective Agreement

Our Collective Agreement describes how the union and the employer have agreed to handle grievances.

2019 has seen eight (8) policy grievances and four (4) personal grievances. The Chief Steward takes the lead on these.



- Paul Barbosa is our Chief Steward
- Paul is the Senior Day Program Cook at the William E. Pautler Centre
- You can find his contact information is at the end of the newsletter if you have questions, need help or want to help!

Looking Ahead to 2020

As we move in 2020, the Executive have set positive goals setting us up for another great year. Our focus is towards bargaining a new collective agreement without concession.

Negotiations

We served the Employer notice to start bargaining on October 31, 2019. We anticipate a collaborative and positive bargaining experience.

Introducing Lunch and Learns

We will be organizing lunch time events to learn more about your Collective Agreement and/or policies that are in effect at the City. Look for communication to come out in the new year, our first meeting will be a general meet and greet of the Executive, members will be able to ask general questions or specific to the Collective Agreement. Stay tuned for a calendar of seminar topics.



Get Involved!

We are always in need of you and your talents! Please share them by volunteering, coming to meetings and get informed.

As a reminder it is important for you to know that we are here for you when you need us. That in mind we do need to conduct union business on our own time, that means it is limited to breaks, lunches and after work hours for both members and union executive members.

Your 2019 - 2020 Local 1882 Executive		
Johanne Simpson	President	1882pres@gmail.com
Jennifer Wrzala	Vice President	1882vp@gmail.com
Paul Musselman	Recording Secretary	1882rs@gmail.com
Susanne Marcotte	Treasurer	1882sec@gmail.com
Paul Barbosa	Chief Steward	1882cs@gmail.com
Nancy Movrin	Member at Large	cupe1882media@gmail.com
Jason Hankins	Member at Large	1882atlarge3@gmail.com
Nicole Walker	Member at Large	1882atlarge1@gmail.com

Be in the know! Share your personal email with us, we have regular emails that are shared only through personal email.

Visit us at <https://1882.cupe.ca>

All contact info and resources available on our website and follow us on Social Media to get information, tips and reminders!



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