

Letter from the President



Dear Brothers and Sisters,

My name is Nicole Sutherland and I am the Interim President of Local 2189. I was elected into this position on December 6, 2013 and since that time I have been working closely with the Executive Committee and other elected committees to improve the strength of our Local.

The newsletter and website are part of the Local's Communications strategy to keep you all informed about the business of the Local and we hope it will help to offer multiple ways to access information for all members, including those who may not have a YWCA email address.

It gives me great pleasure to introduce to you our first newsletter, created by our very talented Communications Committee. These members include: Dominique Boivin (Chair), Karen Whynot, Teshia Allen and Ashley Nelson. We hope to offer this newsletter to you all every two months, and printed copies will also be available to those with no email.

In addition to the newsletter and website we have also been working hard to plan a Social Event in August or September. Stay tuned for more information on the date, time and location. This event will be open to partners and family members; however it is very important that you RSVP your attendance in order to help us with the planning of food and refreshments.

In addition to the newsletter we are also excited to launch our new Local website: www.2189.cupe.ca

Looking forward to seeing you all at our first social for 2014 and hearing your feedback about our new communications strategy!

I would like to thank Jasmine Rosario and Karen Whynot for their support with the construction of the website. We encourage you all to check it out as there is a lot of great information and resources available. We will continue to update the website with upcoming meeting dates and other information. We will also be posting the newsletter on the website as well.

In Solidarity;

N. Sutherland

Nicole Sutherland

Interim President | CUPE Local- 2189

Email: nicole.stinson@hotmail.com

Website: www.2189.cupe.ca

Highlights

A Day in the Work of...	2
Ask your Collective	3
List of Union Reps	3
Get Involved	4
Meeting Dates	4
Staying Cool	4
We Want to Hear You!	4

@Name the Newsletter Contest! @

Enter this contest for your chance to win a gift certificate for a night out at the movies, which includes: two general admissions, two regular drinks and one regular popcorn.

Please submit your entries for our CUPE Local 2189 Newsletter Contest to Dominique Boivin at: domboivin85@hotmail.com. The top 5 submissions will be chosen by the Communications Committee. In our next edition we will announce the final 5 and have you vote for the winner!!!

The Traveling Life Coach: A Day in the Work of...



YWCA CUPE member, Karen Whynot describes what it takes to be a Life Skills Coach Trainer; with days spent travelling through First Nations, rural and urban communities; Karen empowers individuals to transform communities.

Each issue we will feature an article that will be called “A Day in the Work of ...” This article will focus on one of our members and will inform readers on the roles that they play in the YWCA Toronto. Also, it will also give us a little glimpse on some of the important services that we offer.

My name is Karen Whynot. I am a Life Skills Coach Trainer and Facilitator at YWCA Toronto. I would say that this is an ideal job where I get to work in a respectful, collaborative group environment that recognize and build on your individual strengths. My job has allowed me to travel across Canada where my journey to becoming a Life Skills Coach Trainer has been enriched with professional growth and self-discovery. This learning is ongoing and exciting. My daily routine as a Life Skills Coach Trainer looks a bit different each day depending on where in Canada I am located; the background and experiences of the group members, the number of participants; the resources that are available on site including access to technology, the support provided to the trainer by the host organization and by the team at the Skills Development Centre. Working within this multidimensional setting has given me the tools to become skilled at managing conflicts and challenging behaviours. I have further acquired skills in areas of problem solving and negotiating within group dynamics.

What programs do you lead? Life Skills Coaching is a training program for group leaders, coaches and trainers delivering adult education programs. This Train-the-Trainer certificate program provides an effective model for those who want to offer experiential learning experiences to groups in their own communities and organizations. YWCA Toronto is recognized across Canada as the leader in Life Skills Coach Training.

YWCA Toronto has trained over 3000 Life Skills Coaches.

What does one need to become a Life Coach? I graduated from Acadia University with a Bachelor of Recreation Management; with a concentration on Facilitation and Community Development. In addition, prior to working at the YWCA, I worked as a Career Practitioner for 12 years. I believe, my education and values reflect the principles of Life Skills; which recognizes the strengths and skills of every individual by providing meaningful learning experiences that will allow individuals to lead change.

What is your Role? I facilitate and support other programs offered through the Skills Development Centre including Computer Training, Professional Office Administration, Employment Focus and Moving on Towards Success. In my role, I rely heavily on my team at the YWCA and an extensive list of training partners to coordinate and deliver the program even to the most remote rural communities. Program Administrator, Lea Rideout, is the first point of contact for individuals and organizations interested in Life Skills training. Lea coordinates everything from the Skills Development Centre at 3090 Kingston Road. Lea sells the program, processes registrations and payments and coordinates all of the logistics. Lea works closely with Raji Rajendran, Business Administrator, to ensure sales targets are set and met, budgets are adhered to and training and trainers are scheduled. Jasmine Rosario, Marketing and Events Coordinator, prepares all of the program marketing materials including newsletters, program updates and releases. Without the entire team, YWCA would not be able to offer this relevant and meaningful training.

If you know a colleague who you would like us to feature in our “A Day in the Work of...” column, please email Teshia Allen at: tallen@ywcatoronto.org

Ask Your Collective...

Dear Colley,
I've been called in for Jury duty! What should I do? I would like to go but I can't afford to take time off work for that. What should I do?

~Pursuit of Justice



Dear Pursuit of Justice,
Your commitment to your civic duty is impressive! According to our Collective, you will be granted Leave with pay for the duration of your civic service. Just remember to submit your letter from the court to your manager and all the payments received from the court must be reimbursed to the employer. **(Article 26.01)**

Sincerely,

Colley

Colley,
Ackkk! I've been laid off. I've been with the YW for years and I'm not ready to go. What are my bumping rights?

~Employably Limber

Dear Employably Limber,
Bumping Rights are considered an employee's right to select 3 other positions within the organization that one can apply for if an employee has been laid off. There are lots of details to remember about this one and tight timelines accompany it as well. Your best reference is **Article 16.12** of the Collective. Remember to start this process quickly after receiving your notice because you only have 15 days to let the President of the Local and the Director of Human Resources know.
Best of luck,
Colley

Each issue will offer a space for questions from the membership to clarify issues that might be confusing about the Collective Agreement.

If you have something that you're just not sure about, let us know!

List of Union Representatives

EXECUTIVE TEAM:

President: Nicole Sutherland

Vice-President: Qaiser Khan

Secretary Treasurer: Marie Lorenzo

Recording Secretary: Cari Pine

Grievance Chair: Miriam Matimu

COMMITTEES:

2013 Negotiations Committee

- Paola Gomez-Restrepo
- Marie Lorenzo
- Nicole Sutherland
- Alternate: Miriam Matimu

Access and Equity Committee

- Co-Chair: Michi Chun

By-Law Committee

- Chair: Anna Bychkova

Communications Committee

- Chair: Dominique Boivin

Education Committee

- Chair: Paola Gomez-Restrepo

Grievance Committee

- Chair: Miriam Matimu

Health and Safety Committee

- Co-Chair: Stacey Reilly

Joint Job Classification Committee

- Qaiser Khan
- Stacey Reilly
- Alternate: Michi Chun

Labour Management Committee

- Nicole Sutherland
- Paola Gomez-Restrepo
- Alternate: Jenny Lin/Marie Lorenzo

Social/Events Committee Chair:

- Chris Spiess

Trustees

- **3 year term:** Jamaica Rubina
- **2 year term:** Julia Haylock
- **1 year term:** Maria Villanueva

STEWARDS:

1st Stop Woodlawn: Teshia Allen

Beatrice House: Miriam Matimu

Beatrice House Childcare: Vacant

Bergamot ECDC: Blanca Alvarado and Natasha Walsh (Co-Stewards)

Bongard House: Tara Jewer

Elm Centre (Admin): Marie Lorenzo

Elm Centre (Housing): Ruby Kaur

Employment Focus, SDC & MOTS: Karen Whynot

Girls' and Family Centre: Maria Palma

JUMP/ELSD Etobicoke: Qaiser Khan

JUMP Scarborough: Nicole Sutherland

Pape Housing: Michi Chun

Property Services: Vacant Position

Women's Shelter: Christa Spiess and Erica Fisico (Co-Stewards)

YWCA Arise Shelter: Jenny Lin

YWCA Employment Centre (3090): Maureen Morris

YWCA Employment Centre (3730): Farah Ramhormozian

Do You Want To Get Involved?

“Coming together is a beginning; keeping together is progress; working together is success.” – Henry Ford

Communication Committee

Do you want to get involved but you don't have the time to come to meetings? Are you creative? Are you seeking to fill the committee void in your life? The Communication Committee is exactly what you are looking for. We are a great little committee who would like more members. We don't meet often and communicate mostly by email. Please send an email to Dominique Boivin domboivin85@hotmail.com if you are interested.

Social Committee

Are you a party planner? Are you organized? Do you have great ideas for social events? Then you are looking for the Social Committee. Chris Spiess the newly elected Social Chair is looking for members that are interested in planning social events for the membership. You can email Chris at: christen.el.spieß@gmail.com

Upcoming Meetings

Council Meeting

September 11, 6 to 8pm
Bongard Boardroom

Membership Meeting

October 2, 4:15 to 6:30
Elm Centre: Nancy Auditorium



“Individual commitment to a group effort -- that is what makes a team work, a company work, a society work, a civilization work.” – Vince Lombardi

How to Stay Cool in the Upcoming Months



- Take breaks and drink plenty water
- Wear loose-fitting clothing, preferably of a light color.
- Keep plastic bottles of water in the freezer; grab one when you're ready to go outside.
- Some people swear by small, portable, battery-powered fans.
- If you're wearing a cap or hat, remove it and pour a bit of ice cold water into the hat, then quickly invert it and place on your head.
- Instead of hot foods, try lighter summer fare including frequent small meals or snacks containing cold fruit or low fat dairy products.
- Cotton clothing will keep you cooler than many synthetics.
- Fill a spray bottle with water and keep it in the refrigerator for a quick refreshing spray to your face after being outdoors.
- Try storing lotions or cosmetic toners in the refrigerator to use on hot, overtired feet.
- Take frequent baths or showers with cool or tepid water.
- Combat dehydration by drinking plenty of water along with sports drinks or other sources of electrolytes

We Want To Hear From You!

Send us your questions for our “Ask Your Collective” section.

If you have anything that you would like featured please send your submissions to Dominique Boivin at: domboivin85@hotmail.com

Our next issue will be September 12th, 2014!!!

We hope to offer the following in our next issues:

- Calendar of events, including all union related meetings
- Committee Reports
- Feature Article