

Letter from the President

*"You say goodbye and I say hello"
Hello, Goodbye – The Beatles*



Dear Sisters and Brothers,

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I am writing you all this letter with only a few days left before I start my maternity leave. While I feel sad to be leaving my role as Union President, I am really looking forward to starting this next chapter in my life.

Over the last year of my Presidency, I truly believe that we have accomplished great things and are more organized than ever before and ready to face the challenges ahead. I also believe that we have built a stronger foundation to support the transition for future Presidents such as: having an office space, 7 hours a week dedicated solely to Union work and the development of a solid communications strategy.

It is now my pleasure to introduce Qaiser Khan as the Acting President, who will be completing my tenure from September 29th to December 5th. I can assure you all that you will be in very capable hands. Qaiser- I wish you well and know that you will do a great job and learn many new things!

The Local will be meeting as scheduled on October 2, 2014 for our General Membership Meeting, following the Total Staff Meeting, to discuss Union business and provide a more detailed update. In addition, as many of you

already know the Local will be electing a new Union President for a 2 year term at our next Annual General Meeting on December 5, 2014. I really encourage you all to attend these upcoming Union meetings and exercise your right to vote (or run) for a leadership role within the Union.

Finally, I just want to end by saying what an amazing experience it has been getting to know so many of you and having the pleasure to work with different members, that I may not have otherwise had the opportunity to meet. I have also been very fortunate to work with some incredible women on the Executive Team and other Committees, all of you have played a role to further instill a passion for solidarity within me. I am truly passionate about the work of our Local, and I hope to continue this work in a different capacity when I return.

Thank you all for your well wishes and support. Take care and goodbye for now!

In Solidarity,

Nicole Sutherland

A day in the life of Sandra.....

written by Ashley Nelson

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.

Sandra, for those who don't know her, is the friendly face that greets you at the doors of 1st Stop Woodlawn.

She is one of the YW's longest employed workers. Sandra started at the YWCA in 1960 after applying to a local newspaper advertisement. She continued with the YW until 1966. As was common practice at the time, Sandra was required to quit her job in '66 when she was pregnant with her first child. Maternity benefits at this time were non-existent.

After about 8 years at home with her kids, Sandra came back to the YWCA in 1974 and is still a full time employee today. She has committed the last 40 years of her career to the YWCA. And her reasons for staying? Sandra says: "I love coming to work. I love working with people and seeing people every day. The YWCA has been good to me."

Over her years with the YWCA, Sandra has worked in Life Skills, for the Director of Community Programs, for the Fundraising Department, as Secretary to the Director of Central Branch, Front desk reception at Pape and in her final landing spot as Front Desk receptionist at 1st Stop Woodlawn.

Sandra clearly takes pride in her job. She arrives early and is rarely sick. Her consistent presence at the front of 1st Stop helps anchor many of the women staying in both the shelter and in the Woodlawn Residence. Without blinking an eye, Sandra answers the high volume of calls and directs them to staff without needing to reference extensions. She is so efficient at her job, that I continue my conversation with her almost seamlessly and with no disruption to service.

Sandra tells me her regular routine includes shift change with the night staff, setting up the laundry and computer

supplies for the day. She explains that she books all the appointments for the Doctor, the psychiatrist and the conference rooms. She manages the computer room, meal plan, mail delivery, fields calls and interacts with tenants and residents throughout her shift. Sandra confidently reports she knows 100% of 3rd and 4th floor tenants and most of the 2nd floor residents.

What's not included in Sandra's job description but is an important part of the work she does, is helping to prepare women for the outside world before they leave 1st Stop. Sandra offers weather reports, news updates and kind words that help women hold their head high when they walk out the front door.

Some of the challenges that Sandra faces are in assisting to de-escalate crisis and mitigate conflict that can erupt in hot spots such as the cafeteria and computer room. This Sandra lists this as the most stressful part of her job.

The stresses never seem to outweigh the benefits for Sandra and for forty plus years, she continues to evolve in her position (transitioning from manual to electric typewriters and then to computers; transitioning from the Gestetner machine to the photocopier). Sandra has seen staff come and go over the years and has made lifelong friends in some of her colleagues. She saw the Union be voted in, and programs and buildings come and go. She continues strong in her duties at 1st Stop but does have plans to retire in the next few years.

And retirement will be well deserved.

If you know a colleague who you would like us to feature in our "**Work in the life of**" column, please let us know by emailing Dominique Boivin domboivin85@hotmail.com

Ask your Collective....

Dear Colley,
I'm so excited! I just found the best apartment and need to move next Friday. However I just realized I don't have any vacation time saved. What can I do?

Sincerely,
Moving Buddy

Dear moving buddy,
No need to worry, our Collective states that Employees shall be allowed leave with pay for one day off per year for moving Employee's household. (Article 26.05(1)(e))

Sincerely,
Colley

Dear Colley,
The next union meeting is coming up on October 2nd and I'm scheduled to work 12 to 8. Can I go?

Sincerely,
Eager meeting attendee

Dear Eager meeting attendee,
It is your bargaining right to come to meetings. The collective states that "For employees that are scheduled to work the day of the Local meeting, travelling time from the work place and the meeting and back to work (when required to complete a regularly schedule shift) shall be considered work time in addition to the time provided for in Article 8.02(a). There shall be no reimbursement for travel expenses under this Article." Article 8.02(b)

See you at the meeting,
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 Member Representatives

Acting President: <u>Qaiser Khan</u>	Joint Job Classification Committee	Bergamot ECDC: Blanca Alvarado and Natasha Walsh (Co-Stewards)
Vice-President: <u>Qaiser Khan</u>	<ul style="list-style-type: none"> ▪ Qaiser Khan ▪ Stacey Reilly ▪ Alternate: Michi Chun 	Bongard House: Tara Jewer
Secretary Treasurer: <u>Marie Lorenzo</u>	Labour Management Committee	Elm Centre (Admin): Marie Lorenzo
Recording Secretary: <u>Cari Pine</u>	<ul style="list-style-type: none"> ▪ Nicole Sutherland ▪ Paola Gomez-Restrepo ▪ Alternate: Jenny Lin/Marie Lorenzo 	Elm Centre (Housing): Ruby Kaur
Grievance Chair: <u>Miriam Matimu</u>	Social/Events Committee	Employment Focus, 3090, SDC & MOTS: Karen Whynot
2013 Negotiations Committee	<ul style="list-style-type: none"> ▪ Chair: Chris Spiess 	English Language and Skills Development (Etobicoke): Vacant Position
<ul style="list-style-type: none"> ▪ Paola Gomez-Restrepo ▪ Marie Lorenzo ▪ Nicole Sutherland ▪ Alternate: Miriam Matimu 	United Way- 2014 Campaign	Girls' and Family Centre: Vacant
Access and Equity Committee	<ul style="list-style-type: none"> • Bargaining Unit Co-Chair: Natasha Walsh 	JUMP Etobicoke: Qaiser Khan
<ul style="list-style-type: none"> ▪ Co-Chair: Michi Chun 	Trustees	JUMP Scarborough: Vacant
By-Law Committee	<ul style="list-style-type: none"> ▪ 3 year term: Jamaica Rubina ▪ 2 year term: Julia Haylock ▪ 1 year term: Maria Villanueva 	Pape Housing: Michi Chun
<ul style="list-style-type: none"> ▪ Health Chair: Anna Bychkova 	Stewards	Property Services: Vacant Position
Communications Committee	1st Stop Woodlawn: Raegan Anton	Women's Shelter: Christa Spiess and Erica Fisico (Co-Stewards)
<ul style="list-style-type: none"> ▪ Chair: Dominique Boivin 	Beatrice House: Miriam Matim	YWCA Arise Shelter: Jenny Lin
Education Committee	Beatrice House Childcare: Vacant	YWCA Employment Centre (3090): Maureen Morris
<ul style="list-style-type: none"> ▪ Chair: Paola Gomez-Restrepo 		YWCA Employment Centre (3730): Farah Ramhormozian
Grievance Committee		
<ul style="list-style-type: none"> ▪ Chair: Miriam Matimu. 		
Health and Safety Committee		
<ul style="list-style-type: none"> ▪ Co-Chair: Stacey Reilly 		

Name the newsletter contest

In our previous newsletter we asked that you send your entry for our Name the Newsletter Contest. Here are the top chosen names for the newsletter.

- **The CUPE Loop**
- **Keeping us all in the loop on Local 2189**
- **Paying the Dues, so stay in the loop!**

Please submit your top choice to Dominique Boivin domboivin85@hotmail.com by October 30th. We will announce the winner in our next issue!

“There are no problems we cannot solve together, and very few that we can solve alone.”—

Lyndon Baines Johnson

Get Involved!!!

It's important that each site have a union steward. The role of the steward is as follows:

“As a steward, your role is to watch and listen to what's happening in your workplace, on behalf of your local. As part of this role, you will want 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.” – CUPE Steward's Handbook

We urge all the sites that have no representation to elect someone. If you need more information on the role of the steward contact members of the executive to find out more.

There are many other ways that you can get involved with the union.

- Social Committee - Chair Chris Spiess
- Communications Committee - Chair Dominique Boivin
- Elections at the December meeting - many positions available, more details regarding these positions will be highlighted in our next issue

We want to hear from you!

Send us your questions for our Ask the 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 November 14, 2014!!!!

We hope to offer the following in our next issues:

- Upcoming union election information
- Winner of the Contest!

“We must remember that a right lost to one is lost to all.

—William Reece Smith, Jr.

October 2014

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2 Membership Meeting	3	4
5	6 Thanksgiving (Statutory holiday)	7	8 Access and Equity Meeting Executive/ Council Meeting	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27 Joint Job Classification Committee Meeting	28	29	30 Labour Management Meeting	31	

November 2014

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4	5	6	7	8
9	10	11	12	13 Executive/ Council Meeting	14 Issue 3 - Union newsletter	15
16	17	18	19 Health and Safety Meeting	20	21	22
23	24 Joint Job Classification Committee Meeting	25	26	27 Labour Management Meeting	28	29
30						

December 2014

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4	5 Annual General Meeting	6
7	8	9	10	11	12	13