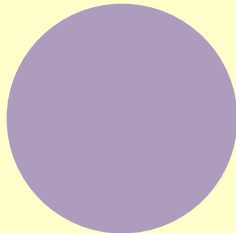
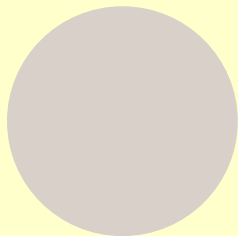


Letter from the President



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Greetings sisters and brothers of Local 2189. As acting interim president, I've had pretty big shoes to fill for the past few weeks. I want to thank all union members, the executive and council for helping me do so. I truly appreciate the support and encouragement that I have received. I believe that we have very caring and strong women and men who work at the YWCA. Although sometimes we feel stretched in our roles, every effort by every member has played an integral part to make the union stronger.

Sometimes members may not feel like there is much happening with the union, but believe me there is always something on the go. There are many hidden players hard at work and always giving their time in one way or another. We need to continue our efforts to improve our working conditions and to support each member of Local 2189.

The Annual General Membership meeting is to be held on the morning of



December 5th, from 9 to 12 noon, which means that we will be holding elections. I do encourage all of you to consider playing a role in the New Year. There are several positions that will be opening, which include President, Secretary Treasurer, Grievance chair, Education Chair, Social Committee chair, 2 Trustee positions and 3 Negotiating Committee members. More details of these positions will be coming out in an email to the membership in the next several days.

I look forward to seeing you all at the next membership meeting and wishing you a prosperous and Happy New Year!

Union Social Event 2014!!!

We have secured a wonderful location for our Local Union members to come out and get to know one another. It will be held on Friday, December 12th 5 – 8pm

Please join us for snacks and cheer. We are looking forward to getting to know you and sharing in camaraderie, enjoy a sparkling glass of pink champagne (non-alcoholic available as well), plus a drink of your choice at the venue.

You can RSVP to Cari Pine at 416.923.8454 ext. 414 or cpine@ywcatoronto.org

**Peace,
unity and
harmony!!!**

**Cathy
Freeman**

A day in the life of...

Due to our coverage of the elections our featured article "A day in the life of..." will be not be published in this issue. We are committed to featuring two staff members in the next edition.

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....

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!

Dear Colley,
Childcare costs are crippling me. I have 3 kiddos 2, 4 and 9 years old. Is there any financial help out there us?

Sincerely,
Infinitely exhausted.

Dear Infinitely exhausted ,

My, you have a busy household. Luckily, there are some Provisions for Families: Article 20.01. You are entitled to \$85 per child, per month under the age of 12, upon the receipt of your children's proof of age. I'd submit those birth certificates soon, if you go on pregnancy / parental leave again, you are not eligible for the financial support during that time.

Sincerely,
Colley

Dear Colley,
I heard rumours at the water cooler that my schedule in the shelter is changing. I am freaking out about what changes to my life this might bring. What are my options?

Sincerely,
Stressed out

Dear Stressed out,
Take a deep breath. You are not alone in this. If it's true that your schedule is being changed, the changes have to be discussed with you so that you know how it is going to impact your life **six weeks** before it is rolled out.

Before it becomes set in stone, you have an opportunity to talk with your manager and failing that, your director to let them know your concerns. See Article 18.03 for more information on this one.

Sincerely,
Colley

Name the newsletter contest

The Winner for the name the newsletter contest is

The Cupe Loop!!!

Congratulations to Deana DeCiccio!!

Thank you to everyone who participated in the contest.

ELECTION 2014

Elections will be held at the Union meeting on Friday, December 5th, 2014 from 9:00 a.m. to 12:00 p.m. at Elm. Be sure to come and make your vote count.

All duly elected officers shall be installed at the meeting at which elections are held, and shall continue in office for two (2) years or until a successor has been elected and installed, provided, however, that no term of office shall be longer than three years. The following is a list of the positions which are available.

The President - 2-year term

- enforce the CUPE Constitution and the Local's By-Laws;
- preside at all membership, Executive, and Council meetings
- assist with the Education Committee
- sign all cheques and ensure that the Local's funds are used only as authorized or directed by the Constitution, By-Laws, or vote of the membership;

Secretary/Treasurer - 2-year term

- Sign all cheques and ensure that the Local union's funds are used only as authorized or directed by the National Constitution, Local union bylaws, or vote of the membership.
- Be responsible for maintaining, organizing, safeguarding and keeping on file all supporting documents, authorizations, invoices and/or expense claims for every disbursement made, receipts for all money sent to CUPE National, as well as records and supporting documents for all income received by the Local union.
- Make a written financial report to each regular membership meeting
- prepare proposals for any change in banking arrangements, or for the investment of any surplus funds, for the Executive to present to the membership for approval;
- record all financial transactions in a manner acceptable to the Council and in accordance with good accounting practices;
- make all books available for inspection by the auditors and/or Trustees on reasonable notice. Ensure the books are audited at least once each calendar year and within a reasonable time
- lead the Executive Board in the preparation of an annual budget to be presented to the membership at the general meeting (GMM) preceding the Annual General Meeting (AGM);

Grievance Officer - 2 year term

- be familiar with the Collective Agreement and grievance procedures;
- chair and coordinate the functions of the Grievance Committee;
- act as a resource for the membership in matters pertaining to the Collective Agreement;
- closely communicate with the President and when required act as a channel of communication with management regarding grievances and disciplinary matters;
- report to the Executive Board and Council on the status of grievances and investigations

Election 2014 continued....

2 Trustees - 2-year term + 3-year term

- act as an auditing committee on behalf of the members and audit the books and accounts of the Secretary-Treasurer and Recording Secretary semi-annually;
- report their findings to the first membership meeting following the completion of each audit, and to the Annual General Meeting (AGM) for the year-end review;
- review all financial records for accuracy and completeness prior to the Secretary-Treasurer leaving office;
- be responsible to ensure that monies are not paid out without proper constitutional or membership authorization;
- ensure that proper financial reports are made to the membership;

Education Chair - 2-year term

- promote education and training for all Local members, and in particular, to elected stewards and officers;
- arrange for representation of the Local at any appropriate and available educational seminar or conference and submit recommendations accordingly to the Council;
- assist delegates in the preparation of reports to the membership on seminars and conferences and maintain a reference file of these reports;
- co-operate with the National Union Development Department of CUPE, and with the regional education representative, in implementing both the Local's and CUPE's policies in these fields;

Social/Events chair - 2-year term

- Arrange and conduct all social, cultural and recreational activities of the Local, either on the Committee's own initiative or as a result of decisions taken at membership meetings;

Negotiating Committee - 2 members + 1 alternate (plus President) total of 4

- This shall be a special ad hoc committee established at least six (6) months prior to the expiry of the Local's Collective Agreement and automatically disbanded when a new Collective Agreement has been signed. The function of the Committee is to prepare collective bargaining proposals and to negotiate a Collective Agreement. The Committee shall consist of three (3) members plus one (1) alternate, all elected at a membership meeting. The president shall be one (1) of the four (4) members selected. The CUPE Representative assigned to the Local shall be a non-voting member of the Committee and shall participate at all stages from formulating proposals, through negotiations, to contract ratification by the membership;

List of Union Member Representatives

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

United Way- 2014 Campaign

- Bargaining Unit Co-Chair: Natasha Walsh

Trustees

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

Stewards

1st Stop Woodlawn: Raegan Anton

Beatrice House: Miriam Matim

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, 3090, SDC &

MOTS: Karen Whynot

English Language and Skills

Development (Etobicoke):

Vacant Position

Girls' and Family Centre: Vacant

JUMP Etobicoke: Qaiser Khan

JUMP Scarborough: Vacant

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

Acting President: Qaiser Khan

Vice-President: Qaiser Khan

Secretary Treasurer: Marie Lorenzo

Recording Secretary: Cari Pine

Grievance Chair: Miriam Matimu

2013 Negotiations Committee

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

Access and Equity Committee

- Co-Chair: Michi Chun

By-Law Committee

- **Health 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

December 6 - National Day of Remembrance and action to end Violence against Women

As December 6 approaches, CUPE urges the federal government to:

1. Carry out a national public inquiry into missing and murdered Aboriginal women and girls

CUPE urges members to sign the petition calling for a national public inquiry on this issue at canadianlabour.ca

2. Implement a national action plan to end violence against women

For more details regarding the CUPE campaign visit equality@cupe.ca

We want to hear from you!

The next issue of The Cupe Loop will feature the following articles:

- 2 featured articles - *A day in the work of...*
- *Thank you to past council members*
- Introduction of the new council members

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