



**CUPE 1883**

**We Are CUPE**

**Local 1883!**

## Inside this Issue

Presidents Message

Health  
and Safety Report

WAY TO GO CUPE!

Holiday Tradition -  
Cookie Recipe

It's a Time for Giving  
...and more!

## About CUPE

The Canadian Union of Public Employees is Canada's largest union, with 700,000 members across the country. CUPE represents workers in health care, emergency services, education, early learning and child care, municipalities, social services, libraries, utilities, transportation, airlines and more.

CUPE 1883 has 850 members and is the largest bargaining unit with the Region of Waterloo!

## *Time to Care*

Make 4 hours of daily care for long-term care residents the law.

<https://cupe.on.ca/campaigns/time-to-care-long-term-care/>

CUPE advocates for workers who deliver the public services people depend on. Our Members work in hospitals, schools, municipalities, and many other public spaces.

We help our Members provide the highest level of service by ensuring they are safe and healthy at work, and that they get fair pay and benefits for the services they provide.

We also advocate for better public services, like improvements to public health care and to the Canadian Pension Plan, that they would improve our communities and the lives of **all** Canadians.

Please register on our website at: [cupe1883.ca](http://cupe1883.ca)

# Your Executive

## Noelle Fletcher

President

president@cupe1883.ca

Cell: 519-504-1877

## Dave Nicholson

1<sup>st</sup> Vice President/Job Evaluation

jobevaluation@cupe1883.ca

## Rhonda Gould

2<sup>nd</sup> Vice President/Health and Safety

healthsafety@cupe1883.ca

## Jan Richards

Treasurer

treasurer@cupe1883.ca

## Bonnie Cobb

Grievance Chair

grievance@cupe1883.ca

Cell: 519-502-6585

## Rebecca Miller

Recording Secretary

secretary@cupe1883.ca

Cell: 519-504-1544

## Contact Us!

519-571-1452

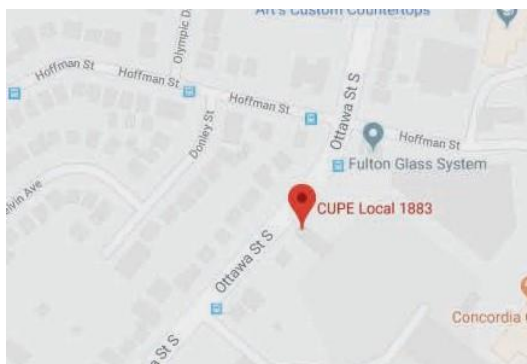
info@cupe1883.ca

Check us out on

Facebook &

Twitter -

@CUPE1883



## Our Office

451 Ottawa Street South  
Kitchener, ON  
N2M 3P6

---

---

# President's Message

We made it. 2020 was a challenging year, and to reflect on it is difficult. At times it seemed there were more downs than ups.

We missed our friends and family.

Many cherished celebrations, ceremonies, and events were cancelled.

Many of our members were forced onto declared emergency leave and people nation-wide faced job insecurity as a result of the pandemic.

Our everyday lives were impacted as a result, we started work from home, wore masks in the bank, stood in line for groceries. But even still...it didn't stop life.

Babies were born, people were married, and we spent more time with our immediate family (in our bubbles). We had to stop, slow down, and evaluate what is important. People came together as a community.

We have learned that our public services are indispensable. We know there are so many heroes among us and again we want to thank all of our frontline workers.

January we won gold against Russia at the World Junior's hockey.

National pipeline protests shut the railways down. Many Canadians protested along with Americans against racism. We rallied in solidarity with our neighbours protesting the [death of George Floyd](#), and against police issues and [racism in Canada](#)

2021 looks like it will be another difficult year and while we have hope and relief with the release of the upcoming covid-19 vaccination, there are going to be a lot of changes to our membership. Of course, none so significant as our childcare centres. It is with a heavy heart we learned the fate of our centres all will be closing in 2021. Though we are still investigating other options, our options have

become smaller and smaller. The messages and pleas from the public, parents, and professionals about the caring and outstanding service of our childcare workers was overwhelming. The information presented was exhaustive, but the Region of Waterloo Council still voted to close the centres. (We will remember this at the next elections!)

Bargaining has been difficult and slow. We started late because of the pandemic and now we find it delayed again because of the many changes and challenges at the Region of Waterloo.

It's going to be difficult, but we are prepared for the fight. If we made it to the other side of 2020 with a sense of community and togetherness, then I know we can conquer 2021 even with all the challenges that may lay ahead of us.

Remember, YOU are the union! The union is member-led and member-run. Our union leaders are rank-and-file members – elected by other members – whose sole purpose is to support the membership.

- Together, you and your coworkers make up your union;
- Members sit on your negotiating committee to negotiate fair contracts;
- You vote on whether or not you want to adopt your collective agreement;
- You also are our stewards and elect our officers such as President, Secretary-Treasurer, etc.

We all fare better when we work together. Standing up for your co-worker, your neighbour, the disenfranchised, the vulnerable, and anyone who needs support is the only way to make your workplace and your community stronger.

See you all in 2021- Happy Holidays!

Noelle Fletcher  
President  
CUPE 1883

---

---

# From the Desk of the Secretary

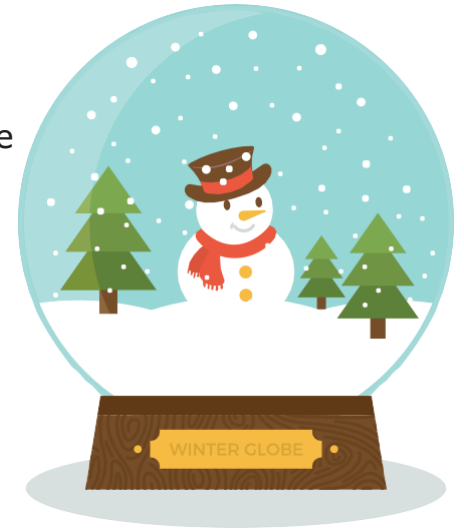
We've had many e-mails come in about working from home.

*Please note this should not be taken as financial advice and you should still review your personal situation with your accountant.*

According to a December 15, 2020 news release from the Canada Revenue Agency, employees who worked from home more than 50% of the time over a period of at least four consecutive weeks in 2020 as a result of the pandemic are eligible to claim the home office expense deduction for 2020 through a simplified process.

A new temporary simplified method will allow those eligible to claim a deduction of \$2 for each day they worked from home up to a maximum of \$400. With this new method, a T2200/T2200s are not required. You are also **not required** to calculate the usage of space as it relates to work.

Rebecca Miller  
Secretary  
CUPE Local 1883



## Health and Safety Report

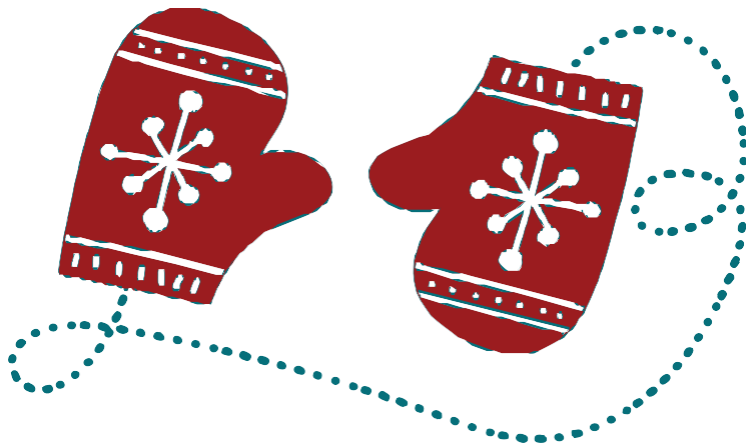
The Union is looking for members who would be interested in helping with Return to Work Meetings.

Training will be provided; method of training due to the pandemic 'to be determined'

If you are interested, would like to express your interest or have any questions, please email [healthsafety@cupe1883.ca](mailto:healthsafety@cupe1883.ca).

Thank you,

Rhonda  
Vice President,  
Health and Safety  
CUPE Local 1883



---

---

# WAY TO GO CUPE!



**TORONTO, ON** – A long-awaited plan for staffing in long-term care released today by the Ontario government squarely recognizes that front-line care staff are a vital “pillar” to improve resident well-being, says the Canadian Union of Public Employees (CUPE) Ontario.

“These are long overdue improvements. While we do not have the full details, what was made public so far, does move us significantly in the right direction to a full four hours a day of hands on care, albeit over four years. CUPE front-line long-term care members have spent years of their working lives advocating for higher care and staffing,” says CUPE Ontario secretary-treasurer Candace Rennick, herself a former long-term care worker.

CUPE in Ontario represents more than 35,000 registered practical nurses (RPNs), personal support workers (PSWs), dietary, custodial and activation and other long-term care staff in hundreds of long-term care province-wide. Well before COVID-19 highlighted the systemic staffing and care challenges in a provincially under-funded long-term care system, “workers on the front-line identified for government the care and staffing gaps that became brutally evident during the pandemic,” says Rennick.

Much of the province’s announcement of \$1.9 billion over four years going into long-term care appears earmarked for direct care, like that provided by RPNs and PSWs.

---

---

# WAY TO GO CUPE! Cont'd

"For us now, going forward it is imperative the government address in a systematic way the low wages, heavy workload and high number of part-time jobs in the sector. We know clearly from the COVID-19 first wave that all these were factors in de-stabilizing resident care and creating a staffing crisis. We need to hear a solid plan to retain the existing workforce, which could include components like making the jobs full-time and permanent compensation increases rather than sporadic pandemic pay,"

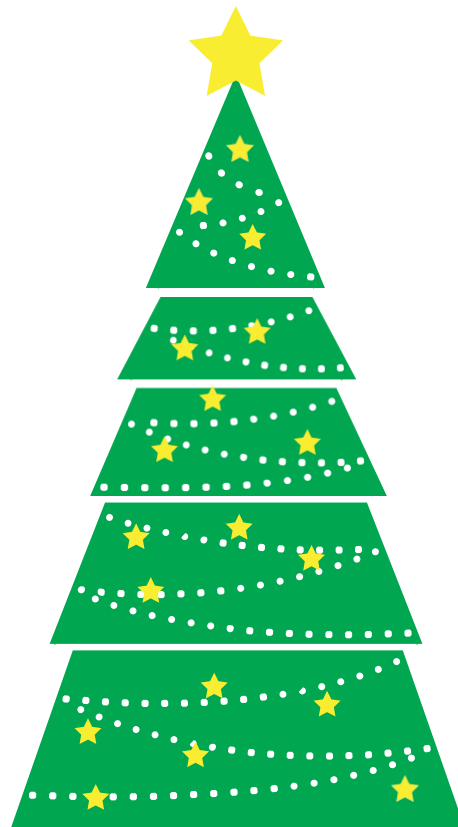
Also missing in today's announcement that calls for an additional 27,000 care professionals coming on stream, is a fulsome strategy to attract students to train to work in long-term care. "We also believe that training should happen overwhelmingly at public colleges," says Michael Hurley, president of CUPE's Ontario Council of Hospital Unions.

Because the government plan spans four years, "many of the seniors who are now residing in long-term care homes will not get the benefit of four-hours of care in their lifetime. Expediting this plan using any possible federal funding available should be a priority for Ontario," Hurley says.

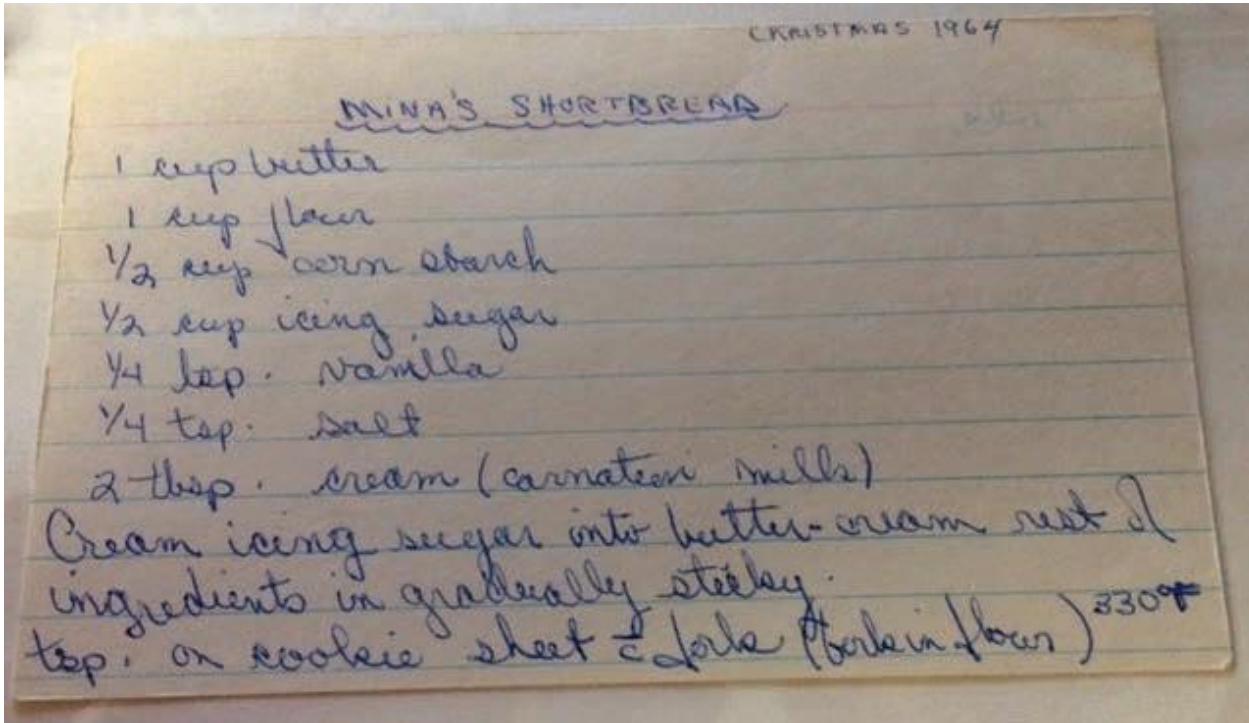
-30-

For more information please contact:

Stella Yeadon  
CUPE Communications  
416-559-9300  
[syeadon@cupe.ca](mailto:syeadon@cupe.ca)



# Holiday Tradition - Cookie Recipe



Anyone who knows me knows I am not a baker at all – But this recipe has been handed down in my family. It came from a dear friend of my grandmothers to my mom to me and to my children. I thought I would share it with you all!

*Submitted by:* Noelle

Additional instructions not on card.

Mixture will be sticky. Don't over work the mixture.

Parchment works well or lightly grease cookie sheet with butter.

Drop by teaspoons onto to cookie sheet with 1" apart,

Press top of cookie using a fork dipped in flour.

Oven 330°F degrees

10-15 minutes or until bottoms are just turning brown. Check at 10 minutes.

# It's a Time for Giving



**CUPE 1883 makes a \$500.00 donation to the emergency pet food bank at the Humane Society as well as to the Food Bank of Waterloo Region.**



**Noelle Fletcher presenting a cheque for \$2000.00 to Salvation Army Toy Mountain campaign**



**My new favourite Christmas ornament!  
Thanks Rebecca**



---

---

# From the Grievance Chair

As this year comes to a close it has made me reflect on CUPE 1883 and how well we did our job and supported our community. Here's the ABC's of what I witnessed and things that I think we all hope for:

- A- I simply want to **acknowledge** everyone's **ability** to **adapt**
- B- members went **beyond** their duties to help
- C- **compassion** shown to ourselves and the public
- D- we quickly **developed** plans and moved on them
- E- **everyone** put in an **effort** and make things happen quickly
- F- through the pandemic we all **found** ways to support one another
- G- CUPE 1883 **gave to Girl Guides**, 500 boxes of cookies purchased locally
- H- **health and safety** issues were identified and dealt with properly
- I- **ideas** were shared and **implemented** great **innovation!**
- J- we quickly learned we were on this **journey** together
- K- a big **kudos** to everyone for a job well done,
- L- we **learned** how **limiting** our physical contact with one another made a difference
- M- we **maintained** excellent public service
- N- we came up with **newfangle** ways in supporting one another
- O- we **observed** social distancing
- P- we **protected** one another
- Q- we **quickly** learned the importance of **quarantine**
- R- members demonstrated their **resilience**
- S- we have **strengthened** by members becoming involved
- T- we learned how to **transform, and transport** our jobs from work to home
- U- we are a **Union, we unite**, and we **uplift**, one another
- V- we learned that we don't work in a **vacuum** and we are in this together
- W- simply put **we worked well**
- X- we all cannot wait to be **xenial** with one another (be friendly with a host and guests)
- Y- we **yearn** for this pandemic to be over
- Z- we certainly all learned about **zoom**

However you celebrate this festive season, I sincerely wish you all the best and here is to a safe and healthy New Year!

Bonnie Cobb  
CUPE 1883 Grievance Chair