

# CUPE LOCAL 1883

## NEWSLETTER SPRING 2022

### STRONGER TOGETHER

#### COLLECTIVE KNOWLEDGE



#### Save the Date:

#### Upcoming General Membership Meetings

April 13th @ 5.30pm

May 12th @ 5.30pm

June 14th @ 5.30pm

Mark your calendars. Watch your email for the invites!

#### Congratulations on the Recent Election Results

Noelle Fletcher, President, re-elected

David Popplow, Vice-President Job Evaluation, newly elected

Crystal Davidson, Treasurer, newly elected

Thanks to everyone nominated and who came out to vote.

#### CUPE ONTARIO 58th Annual Convention

April 27th, 28th and 29th will be CUPE ONTARIO's annual convention, this year to be delivered virtually.

Please contact the union if you are interested in attending as a limited number of delegates are permitted.

## TRAINING AND EVENTS

GET IN TOUCH WITH A UNION EXECUTIVE IF YOU'RE INTERESTED  
IN REGISTERING FOR ONE OF THESE UPCOMING SESSIONS

April 5 & June 7

### Challenging Racism

This online workshop covers what racism looks like in our society and in our union, and your role in challenging it.

April 13, May 11, June 15

### Intro to Stewarding

What does a CUPE steward do? If you're a new steward and want to learn how to help CUPE members solve workplace problems, this introductory online workshop is for you!

April 23

### Parliamentary Procedure & Building Inclusive Unions

This workshop is about following rules of order when chairing union meetings. Learn about the role of the chair and the different elements (motions, amendments, points of order, etc.). Get a chance to put the learning into practice.

# 1883 UPDATES

## MESSAGE FROM THE EXECUTIVE

My name is Stacey and I am the elected Recording Secretary (after Rebecca Miller). As a very new member of the Local 1883 Executive, I am in awe of all that goes on around here. Everyone is committed to helping our members every single day, and the results seem to speak for themselves. The more I learn, the more gratitude I have for what goes on in this office (and at our homes after hours!).



## CUPE CAUSES / CARES

### Fix Long Term Care

Send a Message to Prime Minister Trudeau and ask him to fix long-term care now.

<https://fixlongtermcare.ca>

### Pharmacare: A Plan for Everyone

Unions Call for Universal Pharmacare Program.

<https://cupe.ca/take-action-support-pharmacare>

### Child Care for All

Supporting Members to use their own stories to advocate for political action on child care.

<https://cupe.ca/campaigns>

### Fix Omers

There's a problem at Omers that needs to be fixed.

<https://cupe.on.ca/fixomers>

## GRIEVANCE CORNER

For this issue's Grievance Corner we spoke with CUPE 1883 Grievance Chair Bonnie Cobb. Part of the Grievance Chair's role is to track trends in grievances brought to Labour Relations. In doing this, we can identify areas of weak language in the collective agreement, areas of training deficiency for management, and finally areas where the employer fails to adhere to the language as its written, or perhaps where they take liberties with interpretation.

Current grievance trends include job competition (test scores, interview scores, fair administration of testing through accommodation), expressions of interest (ensuring they're administered fairly), and commitment clauses (the window allowing a member to apply for a job). For example, did you know that the employer has the ability to release you from a commitment clause if it involves a significant job-grade increase?

These are just some examples of the grievances the local pursues on behalf of its members.

It's helpful to remember that filing a grievance is not simply 'causing trouble'. Filing a grievance is a way for our membership to exercise its collective power, and to formally speak out about unfairness in the workplace. Remember, you cannot be disciplined for filing a grievance. It is your right. The grievance process isn't a personal attack on management, either. It's just a part of keeping the workplace fair for all its members.

If you feel you have a grievance, a good rule of thumb is to do some ground work yourself. It's not hard! Become familiar with the collective agreement and employer policy. When you approach a steward or the executive it's helpful to have relevant clauses and policies at hand for a couple of reasons. First, it may answer your question in advance and help solve the issue before even starting the grievance process. Second, it helps you get familiar with the language, terms, and processes that keep the workplace running smoothly. If, after consulting relevant clauses and policy you feel you still have questions and would like to follow a grievance, speak to a steward or a member of the executive and they can help you through the process.

Another way to familiarize yourself with the grievance process is by attending our monthly general membership meetings where the Grievance Chair reviews current grievances are discussed (while respecting the confidentiality of the grievor). The more we know about the processes that help maintain a fair and equitable workplace, the better!

CUPE 1883 Communications Committee,  
special thanks to Bonnie Cobb, Grievance Chair.

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## CUPE CELEBRATES

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**Cristy Aponte Murica** and her husband welcomed a very beautiful, very tiny baby girl on January 2, 2022.

**Isabela Pena-Murica** was born prematurely at only 1 pound 5 ounces. Here's a little comment from new mom Cristy: "We like to say that she is tiny, but mighty. She couldn't wait to meet us, so she came earlier. She is already known in the NICU for her sass and her fuzzy peach eyebrows. She had to have surgery on her fifth day of life, and has had a great recovery!"

Congrats to Cristy and her partner!



**Sarah Yendt** sent us a message celebrating the arrival of her baby.

"We are excited to announce the safe arrival of our new little lady, **Mabel Catherine Clouthier**, on February 14, 2022. Weighing 7 lbs, 8 oz, and measuring 49 cm long. Mabel was in a hurry to arrive so she was unexpectedly born in the comfort of her new home. Everyone is healthy and doing well!"



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## CUPE 1883 EXECUTIVE

President	Noelle Fletcher	<a href="mailto:president@cupe1883.ca">president@cupe1883.ca</a> 519-504-1877
Vice President, Job Evaluation	David Popplow	<a href="mailto:jobevaluation@cupe1883.ca">jobevaluation@cupe1883.ca</a>
Vice President, Health & Safety	Rhonda Gould	<a href="mailto:healthsafety@cupe1883.ca">healthsafety@cupe1883.ca</a>
Grievance Chair	Bonnie Cobb	<a href="mailto:grievance@cupe1883.ca">grievance@cupe1883.ca</a> 519-502-6585
Treasurer	Crystal Davidson	<a href="mailto:treasurer@cupe1883.ca">treasurer@cupe1883.ca</a>
Secretary	Stacey DeMars	<a href="mailto:secretary@cupe1883.ca">secretary@cupe1883.ca</a> 519-504-1544



## 1883 GAMES

O E L L E O N U F D K L C M T  
Q N S T I F E N E B I H C O S  
X Y V U C Y U I P G A V G G T  
J A T M M D F O O R O E A C R  
C U Y I Z Q X N I K T E O D E  
A J S G R O W T H H T M T E N  
I I B T H A Y B E O P S N C G  
H T A O I V D R V U K T E N T  
T B S K Z C Z I T Z A E D A H  
K S F U F N E E L Y B W I V A  
U M A Z R S R I S O N A S E D  
W N X K V T P G N J S R E I N  
S T A C E Y P V B N R D R R O  
C O M M U N I T Y X O E P G H  
J O L A T S Y R C Y O B O O R

benefits  
community  
David  
justice  
president  
Stacey  
together  
vote

bonnie  
computer  
grievance  
Noelle  
Rhonda  
steward  
trust

charity  
Crystal  
growth  
oath  
solidarity  
strength  
union

### It's time for everyone's favorite passtime... REGION OF WATERLOO PORTAL TREASURE HUNT!

Where do I find... **My CUPE 1883 Collective Agreement?**

Start on the portal landing page. Hover over the word **Department** in the top menu. Scroll down to **Human Resources and Citizen Service** then click to select. Once page as loaded, scroll down to the tiles and select **My Job** from the My Job, Pay , Benefits, Performance box. Under the list of articles in this category select the **Collective Agreement and Seniority Lists**. Navigate yourself to the **CUPE Local 1883** heading and click to reveal the drop down menu. **TADA!!!** You have effortlessly and easily found the document to which both the union and our employer must adhere. Read away and enjoy the knowledge.

Time yourself and let us know how long it takes you; the fastest and slowest scores will be in the next edition of the newsletter!

## JOB EVALUATION STATION

Job Evaluation! Those very words bring hope and trepidation to all of us. Often our work is attached to our self worth. Sometimes our self worth is attached to what we earn.

Unfortunately job evaluation has nothing to do with how good you are at your job, or if you go above and beyond and if you do all the extras. Job evaluation is simply a rubric of evaluation based on a set of laid out guidelines, points and a sliding scale. A job can go up or down several points in some areas and still not result in a change in pay. The jobs are most often compared to similar jobs within the Region of Waterloo to ensure continuity and consistency.

There are 12 factors: education, experience, responsibility for program, responsibility for people, safety of others, contacts, nature & impact of error, mental effort, physical activity, dexterity and disagreeable conditions. Each factor is divided into different degree levels. Those levels are then applied to a grid and weighted. These factors are not static, they change over time due to technical innovations, duties added or removed, or external conditions.

The purpose of JE is to assess, consistently, and without bias the value of individual jobs in relation to other jobs within the bargaining unit. It is an art not science. After the committee rate's the job, the rating is final, there is no appeal process in the plan. If the raters disagree the job is referred to the Commissioner of Human Resources and a CUPE National representative. If an agreement is not reached it is sent to an arbitrator.

Please take the time to look at the job evaluation plan on the portal or ask an Executive member for a copy. If you are interested in becoming part of the job evaluation committee please email [jobevaluation@cupe1883.ca](mailto:jobevaluation@cupe1883.ca) or [president@cupe1883.ca](mailto:president@cupe1883.ca).