

# CUPE 1883

Summer 2022 | Stronger Together | Newsletter

## CUPE Ontario Campaigns

911 We Can't Wait

<https://911wecantwait.ca/>

Workers in Emergency Medical Services perform life-saving work. The role of dispatchers and paramedics is critical in responding to 911 calls and ensuring people in crisis receive the medical attention they need.

The EMS sector is under-resourced and underfunded. For too long, our life-saving work has been taken for granted by employers and governments.

We can't continue with the status quo. CUPE is calling on provincial and municipal governments to take immediate action to address the longstanding crisis in the EMS sector.



## Hire our bosses!

Yes you heard me correctly. Municipal elections are coming up October 24th and it is our opportunity to vote in who will be our new bosses. Municipal elections have a direct impact on our wellbeing at work. The Region of Waterloo councillors make decisions that can impact you directly, like shutting down all municipal childcare centres and laying off almost 100 employees.

You can help - first by voting and second by becoming knowledgeable about what is important to those running for election.

If you are interested in helping us find out what motivates our candidates please contact me at

[president@cupe1883.ca](mailto:president@cupe1883.ca) - Noelle



## Save The Date!

Contact the union if you're interested in registering.

### Health and Safety and Injured Workers Conference

November 15@ 7pm-  
November 19@ 12pm  
Caesar's Windsor

### Women's Conference

November 28 @7pm-  
December 1 @12pm  
Sheraton Centre Toronto

## CONGRATS!

...to Cheryl Ertel, our new  
Vice-President, Job  
Evaluation!

## CUPE NATIONAL

Ontario Education workers  
tell Ford to get a fair deal  
done now!

# TRAINING

## Health and Safety - An Introduction - Part One (OLS)

Sep 21, 2022 | Online, Online, Ontario | English

This 2-part online workshop serves as an introduction into the world of health and safety and explores different basic concepts such as the:

- identification of hazards;
- hierarchy of controls;
- basic role of health and safety committees;
- basics on the right to refuse.

## Introduction to Allyship (OLS)

Sep 6, 2022 | Online, Online, Ontario | English

Participants will learn how to build a practice of allyship in their personal lives as well as in their locals, workplaces and communities. Learners will explore definitions, principles and applications of good allyship, and discuss related topics like white supremacy, privilege, comfort zones and strategies for collective action.

## Please don't forget to do our Membership engagement survey!

## Member Spotlight...

### Julia Flagler

How long have you worked at the Region? I've been with the region since June of 2010.

What's your current role? My current role is as a Policy and Technology Specialist for the Community Services Department.

What's the best thing about your job? I love the variety of in my work and being able to recommend changes that could make a real positive difference in peoples' lives.

What other jobs have you had? Since coming to the region, prior to this role I've also worked as a Training Specialist and Ontario Works Caseworker.

What does life look like when you're not at work? I'm generally at home with family, which involves chasing around two busy little ones most of the time.

Favourite Guilty Pleasure? I'd definitely have to say it's online shopping. I picked up the habit during Covid lockdowns and it has stuck with me in a big way.

What's your most treasured possession? It would likely be a toss up between family pictures and my grandmother's engagement ring.

What word or phrase do you most overuse? It's hard to pick just one. There's probably more than a few. Maybe, 'awesome'?

What's your next big celebration? It won't be huge, but my birthday is coming up next month.

Any advice for newer members? Don't be afraid to ask questions. Lots and lots of questions.



## YOUR CUPE 1883 EXECUTIVE

**President**-Noelle Fletcher

[president@cupe1883.ca](mailto:president@cupe1883.ca)

519-504-1877

**Vice President, Job Evaluation**-Cheryl Ertel

[jobevaluation@cupe1883.ca](mailto:jobevaluation@cupe1883.ca)

**Vice President, Health & Safety**-Rhonda Gould

[healthsafety@cupe1883.ca](mailto:healthsafety@cupe1883.ca)

**Grievance Chair**-Bonnie Cobb

[grievance@cupe1883.ca](mailto:grievance@cupe1883.ca)

519-502-6585

**Treasurer**-Crystal Davidson

[treasurer@cupe1883.ca](mailto:treasurer@cupe1883.ca)

**Secretary**-Stacey DeMars

[secretary@cupe1883.ca](mailto:secretary@cupe1883.ca)

519-504-1544

# Meet Your Stewards!

**These are your people.**

---

**Call them, email them or just show up and ask them. They might not know but they will find out!**

---

**Joan Crocker** - Community Services (CW) works out of 235 King Street. Enjoys reading, swimming, travelling and hanging with my family.

**Stacey DeMars** (she/her) - CSD, Children's Services. Loves music, her pups, true crime and lounging in the backyard with a drink and a good book!

**Paula Giles** - Community Services (SQI), works out of 99 Regina. Enjoys chasing after her dog, spending time in her garden, and traveling everywhere.

**Laurie Peters** - CSD EIS Caseworker, works out of 99 Regina St. Enjoys her human-like cat, walking and cycling, spending time at her trailer, photographing flowers and is an avid cinema-goer.

**Crystal Davidson** - Senior AP Clerk, Treasury services, working out of 150 Frederick St, I enjoy spending time with the grandchildren, feeding the fluffle of rabbits in the back yard and knitting.

**Sheryl Mascoll** - Home Childcare Consultant Equity Lead, currently at 235 King. I enjoy travelling, dancing and being Rhett's grandma.

**Janet Francis** - Community Services (Intake), works out of 99 Regina. Enjoys making people laugh as life is way too short, spending time at the cottage, putzing around in the garden, homemade guacamole (well, any Mexican cuisine) and travelling the world.

**Yvonne Kohlmetz** - Community Services (CA) - 235 King. I enjoy making good food but am not a grower so just raising my hand for the gardeners out there with abundance, turning my boxer crew into a sled dog team, and living with positivity (at least trying to).

**Kim Koch** - Childcare Subsidy Caseworker @ 99 Regina : I love camping, live music, mountains, oceans and sitting in the backyard with my family & friends around the bonfire. Favourite quote " we don't stop playing because we grow old, we grow old because we stop playing"

**Lisete Gaspar** - Case Worker E & IS. Favourite past time is chasing around my 2 grandsons and spoiling them rotten, much to my daughter's disapproval. I also enjoy travelling and hanging out with friends and family.

**Ray Hoover** - Tenant Services Coordinator located at 235 King St. E. office. Enjoys playing Dodgeball locally and across Ontario.

# CUPE CELEBRATES!

## RETIREMENTS!

**Sue Langley** - Co-ordinator, Waste Management - started October 1988

**Theresa Burchat** - Intake + Case Aide - started July 1993

**Teresa Rafferty** - Housing Programs Advisor - started May 1990

**Vikki Silva** - Graphic Designer - Started April 1992

**Kim Kitagawa** - Coordinator, Waste Management - started April 1991

**Angela Stach** - Senior Caseworker - Eligibility Review - started February 1992

**Suzanne Stein** - Family Support Worker - started March 1991

**Michael Ferrede** - Transit Technologist - started September 1992

**Julie Lass** - Court Clerk - started April 1990

Congratulations to all!

## MILESTONES!

**Frank Stolch** - Municipal Infrastructure Inspector started with the Region of Waterloo back in October of 1974. Amazing to think that Frank has been an employee for close to 50 years!

**Janice Richards** - Financial Assistant, PH + CSD) became a Region of Waterloo employee in July of 1985. An incredible 37 years!

**Laura Burke** - Production Assistant, first came on board in February of 1986. Thanks Laura, for your 36+ years so far!

## Grievance Corner

...from **Bonnie Cobb**

I hope everyone has a safe and enjoyable summer!

A couple things from the Grievance Chair: Feel like something isn't quite right? Here's what you can do:

- Check your Collective Agreement
- Check any Regional Policies
- Connect with a Union Steward
- Chat with your supervisor about the issue
- Document any and all Concerns

Always Reach out to the Union Executive, we are always available and happy to help.

Most importantly, *get involved!* Education and knowledge is easy luggage to carry and there are many opportunities available to members...Reach Out and Ask!

