



CUPE CORNER

MARCH 2018

Local 386 is in your corner!
There is strength in numbers and besides that, there is also fun.

GENERAL MEMBERSHIP MEETING

Tuesday, April 17, 2018 at 5:15 pm
Dogwood Pavilion—Dogwood Room

1655 Winslow Ave, Coquitlam, BC V3J 0E7

Food and Refreshment Provided

How Unions strengthen the Canadian Economy

Many historians attribute unions to the rise of Canada's middle class and the general prosperity of the country. By helping more workers make decent wages with more job security, unions are largely responsible for stabilizing the economy and stimulating its growth. Because of unions, more working people can afford houses, better food, clothing, cars and other consumer goods. Increasing demand for these things creates more jobs and even more economic growth.

Workers who are paid well and enjoy job security can afford to pay taxes to support the growth of public services like schools, roads, clean water, police services, electricity and health care. In this regard, even people who have never belonged to a union benefit from the existence of good union jobs in their communities.

Canada is among the top five most prosperous countries in the world and has a relatively high rate of unionization. Union workers make more money, spend more money and create more jobs with that spending. The health care benefits enjoyed by union members (dental, prescription drugs, optical, physiotherapy, etc.) means healthier families and less of a burden on the health care system. And union pensions mean workers and their families can retire comfortably and continue to contribute to the economy in their golden years.

To learn more about what your Union can do for you and how you can be an active part of it - talk to a Shop Steward. Your local website: <https://cupe.ca/local/cupe-386-city-coquitlam>

Quote of the Month:

Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has. ~

Margaret Mead

Day of Mourning April 28, 2018

Across Canada, April 28 has been designated the Day of Mourning. As workers, families, employers and communities come together at ceremonies held around the province to remember those who have lost their lives to work-related incidents or occupational disease, lets renew our commitment to creating healthy and safe workplaces .

<https://www.dayofmourning.bc.ca/>



Please send us your comments and / or ideas for future CUPE Corner topics at cupe386@shaw.ca

3 Essential Health and Safety Rights of Workers

1. THE RIGHT TO PARTICIPATE

All workers have a right to participate in keeping the workplace healthy and safe by taking part in activities like the selection of health and safety representatives or joint health and safety committee members, or by being a committee member themselves. With this right comes a worker's responsibility to report all hazards to their employer.

2. THE RIGHT TO KNOW

Workers have a right to know about all hazards present in their workplace, and how those hazards may hurt them. Employers are required to provide the information, training, and supervision a worker needs to avoid being hurt by hazards in the workplace.

3. THE RIGHT TO REFUSE

Health and safety laws give workers the right to refuse work they believe is unsafe to themselves or their coworkers. Ultimately, the right to refuse is provided so that a worker never needs to choose between their health and safety and having a job.

For more info:

<https://cupe.ca/your-three-essential-health-and-safety-rights>

Why YOU matter to Your Union

You will have noticed that while there is no **I** in *team* there is a big **U** in *union*. Without you we have lost a portion of our strength for is it the United actions of all the union's members which make it strong. That is why it is important that you know what your union is doing for you but also it is a very important part of union work that your representatives know what is important to you.

We need to know what the issues are in your workplace and how the Union can help. And if you don't have any "issues" we like to know that too. The successful working relationships of one worksite can be shared with others and your knowledge of how to work successfully can help solve problems in other areas where sometimes things aren't quite so smooth.

We also want you to know who your union representatives are and how you can reach them. Your local workplace representatives are called Stewards and printed below you will find a list of them.

SHOP STEWARDS

Cathie Young (Chief Shop Steward)
Dan Person
James Beaman
Michael Fox
Mike Richard
Brittini Russell
Matt Augustine
Natasa Muhic
John Thompson
Vim Sharma
Justine Cooke
Laine Wiederick
Julia Nygra

LOCATION

City Hall
Works Yard West
Works Yard West
Pinetree Community Centre
Works Yard West
Works Yard East
Works Yard East
City Hall
Works Yard West
Works Yard West
Works Yard West
Works Yard West
Public Safety Building

You may contact them via email at cupe386@shaw.ca or 604-936-1810. If you want to get a chance to meet your representatives in person, please come to a union meeting - we meet monthly. These meetings are open to all members. You're welcome to come for a whole meeting or just to stay as long as you can. At these meetings we let you know how the local is working for you. We talk about workplace issues and solutions. We let you know what our busy President has been up to, we report on union expenditures, training and grievances, we share with you what's happening in other workplaces in the City. And we sometimes just enjoy each other's company. And there's pizza.

2. Once that is clear to the employee and they have taken such action or conduct. The employee should be warned that their behavior is considered disciplinary.
3. In most cases this warning should be progressive in that the employee is warned verbally and if the behavior is repeated, the warning is written.
4. If the behaviour or conduct continues, discipline may be applied, and if applied, the discipline should be the minimum necessary to achieve the goals of discipline which should be to correct the employee's behavior.

<https://cupe.ca/cupe-mini-dictionary-union-language>

The Union is a state of mind. It's the state of mind that you and your co-workers together can do something to make things better. It's the state of mind that action is better than complaining. It's the state of mind that problems are just waiting for a solution, and that strength in numbers is part of that solution. It's the refusal to be discouraged. It's the willingness to listen to others with respect taking good ideas from everyone.

Discipline and your Employee File

There should be no surprises in your employee file. You should be aware of anything that has been recorded in it. It is a good idea to review your file from time to time. But it is the employer's responsibility to make you aware of anything recorded in your file especially of a negative nature.

Any discipline that may have been recorded in your file should have been reviewed with you and expressly identified as disciplinary in nature.

If a disciplinary issue has been raised with you that you do not agree with or you believe did not happen as describe in the file. You should contact your Shop Steward and discuss the issue as past misconduct which has not been grieved may be used by the employer later as evidence of misconduct in any future disciplinary action.

However, any discipline applied by the employer should be Progressive (it should follow like steps on a ladder- one rung at a time).

1. It should have been pointed out to the employee that such action or conduct is considered by the employer to be disciplinary (i.e. In a policy that has been reviewed with the employee or in discussions of expectations of employee behaviour in the workplace).