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1 The Newsletter

October 2012 | Volume I | Issue 1

The Newsletter

Article No.2 Headline Goes Here A Little Longer

By: Anonymous

Article No.1 Headline

By: Anonymous

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Article No.1 Headline

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Article No.2 Headline a Little Longer

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CUPE Events

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Article No.3 Headline

By: Anonymous

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Article No.3 Headline Can Be Two Lines Or More

By: Anonymous

We’re using a different text style for body copy on a red background. The headline style is still set to Template 2 Headline. The by-line is set to: Template 2 Article Body Copy on Red, as well as the body copy. We’ve increased the point size by one point for this section because it makes the white text on a red background easier to read. Paragraphs have a space after of 12pt. This section will hold an article with approximately 235 words, including headline and by-line.

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Disabilities vary widely.

Many disabilities are not readily apparent. For instance, people with occupational asthma may be completely free of symptoms as long as they work in an area with no irritants. Regardless of the disability, all employers have a responsibility to provide a safe workplace to all workers. For workers with a disability, employers may be required to take extra steps to ensure their health and safety. Therefore, planning and implementing a health and safety program that includes workers with disabilities will result in a greater level of safety for all workers. If your disability could affect the health and safety of you or others at work, some jurisdictions require by law that you disclose this to your employer.

There is Help

It may be hard to talk about a disability with your employer. Many people fear losing their job or suffering harassment, but your union’s local health and safety representative should be able to provide some assistance. Once you have informed your supervisor, your health and safety committee should work with you and your employer to perform a hazard assessment. The assessment will determine where and how the workplace ought to be altered to make it safer for you.

Hazard Assessment Steps

A hazard assessment team is made up of management and workers (usually in conjunction with the health and safety committee). There are five things a hazard assessment team should do in a hazard assessment:

1. Find out what could hurt people by identifying the hazards.

2. Determine how workers could be hurt by the hazards that have been identified.

3. Determine what steps must be taken to make the work healthy and safe.

4. Make changes to make work safer.

5. Follow-up on the changes.

Communication: the Key to Success

The best way to ensure the successful inclusion and integration of a worker with a disability is communication. Management should be clearly informed as to the needs of the worker, but they should not press to know more information than they require. Other workers whose jobs will be affected should also be brought into the discussion. However the privacy rights of workers with a disability must be protected at all times. Good communication between the worker, union representatives and management will help ensure that required changes are implemented smoothly and effectively. Making a workplace safer for a worker with a disability makes it safer for all workers. 

For more information check out the full fact sheet at   
**cupe.ca/healthandsafety/disabilities**

National News

Asking the Right Questions on P3s

*Greg Taylor, CUPE communications*

A new guide encouraging municipal leaders and officials to show caution when considering the use of public-private partnerships to finance public infrastructure projects is now available.

The guide - *Asking the Right Questions: A Guide for Municipalities Considering P3s* - probes the many issues surrounding P3s, providing insight and tools for local governments and infra-structure advocates. It outlines the problems that accompany infrastructure and service privatization, and highlights the value of keeping vital assets and services public.

“After they read this guide, I’m sure mayors and city councillors will think twice about rushing headlong into pro-privatization initiatives and agree with us that P3s do not offer all the benefits touted by their promoters,” said Paul Moist, national president of CUPE, while unveiling the new guide at a press conference in Regina, SK. He was joined by Charles Fleury, national secretary-treasurer of CUPE, and the guide’s author, Dr. John Loxely.

“In terms of costs, risk sharing, service quality, infrastructure maintenance, and the impact on workers, communities and the local economy, the detailed responses in this guide will equip municipalities to review the facts carefully before entering into a P3,” explained Dr. Loxley, professor of economics at the University of Manitoba.

An electronic version of *Asking the Right Questions: A Guide for Municipalities Considering P3s* is available for download at cupe.ca/p3guide. Print copies of can also be ordered through this link.

Local News

Community Recreation Centre Ratifies New Agreement

A new agreement has been reached between our local and the community recreation center. The four-year agreement was ratified by members on December 3. It calls for a wage increase of 2 per cent in 2013 and 2014, and 2.5 per cent in 2015. Members will also receive a $0.20 to $0.60 hourly increase plus 1 per cent, effective July 1, 2013.

Other highlights include improvements to vacation, uniforms and vehicle allowance, and the merging of maintenance staff with the arena attendants to form one collective agreement.

Find more details on our website at localwebsite.ca

Visit **cupe.ca/news** to read all our full-length news articles, local and nation-wide.

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Health & safety tips for workers with disabilities

President’s Message

Reflections on a Year of Public Engagement

Welcome to the first issue of our new newsletter, which will be produced three times a year.

First of all, I’d like to wish all our members a happy and healthy New Year. Last year was very special for us, as we celebrated our 70th Anniversary. It was also a challenging year, opening with tense negotiations with an administration that simply refused to negotiate. The bargaining committee would like to thank all our members for your strong support and encouragement during that difficult process. However, 2012 was also a very special year. Our publicity campaign reached new heights through a award-winning advertising and community engagement that helped build awareness of, and support for, our local’s members.

Last year saw the highest-ever level of engagement by our local’s members. Hundreds of our members got involved in advocacy and political campaigns, and our first-ever e-mail campaign resulted in increased provincial funding for childcare. Engaging with the public and working with community partners makes a difference.

Enjoy reading the new newsletter! Participate in our competition to win prizes, and please give us feedback. By working together in solidarity I know we will continue to grow and face whatever challenges lie ahead.

In solidarity, your president   
CUPE 9999   
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EVENTS

Membership Meeting

Tuesday, Jan. 22 | 6:30-9:00 p.m., Legion hall, 937 Legion St.

Rally for Rights and Democracy

Saturday, Jan. 26, 1:00 p.m., Legislative building

Annual General Meeting

Tuesday, April 2 | 9:00 a.m., Downtown City hotel, 123 Hotel St.

Day of Mourning for Workers Killed and Injured on the Job

Sunday, April 28, details TBD

Annual Local BBQ

Saturday, June 1, details TBD

Check out **localwebsite.ca** for more details

Article 1.01 Purpose and Coverage and Article 7.12 Grievance Procedure, Warnings and Discipline

The Union recognizes that it is the function of the Board to exercise the regular and customary functions of Management and to direct the working force of the Library System subject however to the terms of the Agreement. Article 7.12 Warnings and Discipline (a) No employee shall be disciplined or discharged except with cause.

What does this mean?

Article 1 clearly recognizes that management has the right to manage or make decisions to operate the organization in a fashion that they determine so long as it does not violate the terms of the collective agreement. Article 7 means that management can terminate employees if they have just cause. In recent court decision, the Labour Relations Board held that an employer had just cause to dismiss two employees who had, while off-duty, posted derogatory comments about their employer and co-workers on their respective Facebook pages. Re Lougheed Importer Ltd., BCLRB No. B190/2010 sets precedence for all future cases of this nature. In light of this, we would like to bring the key points of the decision to the attention of its members.

An employer can use this decision to argue the accepted principle that discipline, including termination, can be a consequence where an employee engages in off-duty conduct that detrimentally affects the employer's reputation or inhibits the ability of the employer to effectively manage the workplace. As such, even where an employee is posting comments to his own private Facebook account, using his own computer on his own time, the nature of the comments could well turn into a workplace issue. In this decision it states that employees do not have an expectation of privacy in making derogatory comments because the comments are visible and accessible to the employer, and current and/or former employees. A Facebook comment is identical to it being made directly at work. The Board ruled that the terminations were justified as they damaged the reputation of the employer and created a poisoned work environment.

Since management has the right to manage and can terminate employees with just cause, we advise our members NOT to post anything on Facebook that could be considered or misconstrued as derogatory about their employer, their workplace or their co-workers. 

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CONTRACT CORNER

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