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#### Your Union

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## April News

This month will be a month of renewed things. We will see new flowers peaking out of the ground. Ants building tall cone shaped entrances and earthworms crawling up the grass as not to drown with the anticipated showers that April is known for.

The beginning of May we will be exchanging proposals with the employer, and will be spending time through May at the bargaining table. We are hopeful that we will be able to address some of the issues brought to the forefront with your surveys. We anticipate scheduling more dates through the summer and will make every effort to keep you updated through our mobilization committee. We hope we will experience more sunshine than rain showers during our negotiations.

## Updates for the Month:

**Allison Prusky**– Our **President** took a vacation in March and came back revived! She has been “burning the candle from both ends” so to speak. She is back in the CPW role and mentoring 5 new staff.

Allison carries her own caseload at the same time. She continues to attend meeting with the Employer and Staff for various reasons including back to work plans. Allison ran the luncheon for the newest members of our 5269 union family. Glad to get to know some of the newest faces a bit better. Allison and Tina are attending the Social Services Conference the first week in April.

**Jill Paquin**- Our **Vice President** has been busy this past month as well. She covered while Allison was away. She continues to attend grievance meetings. Because we are short on Stewards, Jill has doubled up her role until we get those positions fully filled and education for the new members. Jill was at the luncheon as well.

**Lora Johnson**– The **Recording Secretary** was the lucky recipient of a new Windows 11 Update. (courtesy of her son who got a great price for us). She has been having difficulty with the laptop so this hopefully will fix it.

**Tina Gauthier** –The **Secretary Treasurer** spends a lot of time on the highway for her regular job. She still manages to get the financials done for each monthly meeting. I wonder if she will drive or make Allison drive when they go to the conference ? hummm

**Chief Steward– Ami Madsen**– Congratulations Ami on joining the executive. This role requires knowledge of the Collective Agreement and commitment to every member of our local. We are glad you stepped up to take this role on.

**Kim Montgomery**– **Membership Officer** had some fun creating those little fuscia and lime green stones. They were at the welcoming new members luncheon for the taking and any extras were sent to the East. Debbie placed them at each workers desk. 2 were sent to Wawa as well for Tia and Krista. The stones are a symbol to remind us we are not alone. Our union is with us.

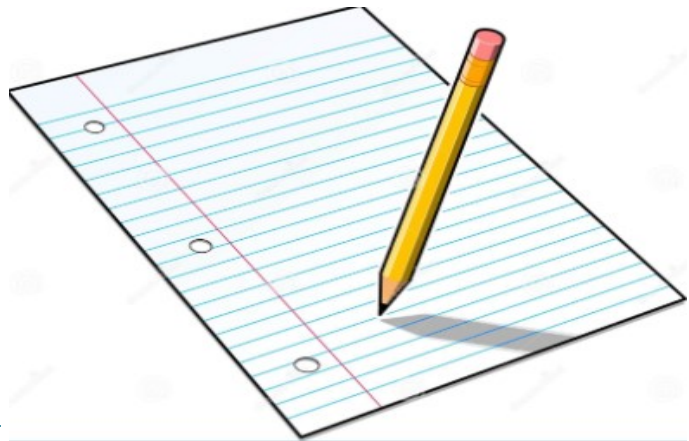
**Ami Gilmour**– **Shop Steward**-is BACK from her LOA and resumed her role. To add more Stewards to the local, Kim Montgomery, Hannah Campbell, Ariane Callegari, Madison Pollicchio and Ami Madsen are taking education and will help anyone with concerns regarding their rights within the union.

**Welcome new members this month:** Holly Alac-CPW/Patrick Dufour-CFSW/Megan Howard-CPW/Cecile Keyes-CPW/Kerrie Graham-CPW/ Teri Bonnell CFSW/Laura Thornton CFSW

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## Resources to Help Members Prepare for Strike

The union has sought out resources available to members should we need to consider strike action. We are hoping not to need these resources but want members to know there will be assistance for them should we have to go down that road.



### EAP Program The [Financial Consumer Agency of Canada](#) states that ‘money worries are the

biggest source of stress for Canadians.’ This stress can impact job productivity, increase absenteeism levels, and affect workplace culture. It can also cost \$1,000 per employee every year - ‘a conservative estimate as it does not include other potential costs, such as the cost of absenteeism, turnover, or employees not retiring when expected.’ Financial Health is an important part of MindWell’s wholistic approach to well-being for employees. Each month, MindWell curates a group of live classes focused on one of our [pillars of health](#). This April, we’re talking all about Financial Health. Of course, this is in addition to our regular training to improve mental health and well-being. [Book a consultation with MindWell](#) to learn more

**CUPE’s National Strike Fund** ensures that every CUPE member and local – whether on strike or locked out, or facing a strike or lock out – has the union’s full backing. The Fund provides strike pay as well as funding for campaigns to pressure employers to avert or end a strike or lock out. The National Strike Fund is funded by allocating six cents from every dollar raised through the CUPE National per capita tax. In recent years, faced with more strikes, longer strikes and larger strikes, two additional levies have been put in place, the special levy and the solidarity levy. These levies are helping to build up the National Strike Fund, **ensuring that every CUPE member can count on strike pay when they are forced to walk the line to get the wages, working conditions and respect they deserve.**

**Letter to Banking /Loan Institutions** can be obtained from CUPE National to ensure any payment you make for mortgages or other credit reasons will be given to you upon request. Usually bank institutions will allow you to make payment of the interest on the balance and will allow the payment of the principle to be on hold until the strike is over.

**Mobilization Committee** –The union has a wonderful Mobilization Committee that the Negotiation Committee will be leaning on to communicate with all members. There will be one or two key members who will get the daily (or hourly if things are going real bad) information on how the talks are progressing (or regressing) and they will pass that information onto the other members of the committee. It is then here where the communication tree takes effect. It is requested of the Mobilization Committee to ensure they have your personal cell number in order to get you all communications.

Members are: Laurie Cavaliere-Georgina Hachey-Kelly Middaugh–Lisa Hutton-Madison Policcichio-Tina Gauthier, and Luanna Koprash (Jill Paquin if not required at the Negotiation Table)

~If you wish to join the committee– please reach out to an executive ~

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**National Day of Mourning**– Every Year on April 28th– we remember and pay our respects to those who have lost their lives in the line of duty. I think one thing we have to keep telling ourselves (those who put yourselves into situations of potential harm) that we must remain on the alert at all times. Never let your guard down. Never assume you will remain safe from harm before entering a situation. Your union is always striving for continued improvements to your health and safety. The Joint Health & Safety committee meets many times a year to review Incidents of violence as well as the **near miss reports**. New staff may feel uncomfortable with a situation but don't want to “rock the boat” and ask their supervisor about their concern.



IF YOU EVER GET THAT FEELING– GET AN ANSWER. If in doubt– Refuse. See a Steward immediately for second opinion. We do not want your name on the list of staff lost in the line of duty next April 28th because you didn't feel comfortable getting an answer to your safety concern.

### T-Shirt Sales are back:

Due to popular demand, we are pleased to announce we have t-shirts with our union number and lettering on the back available to order again! We hope members will wear them on Fridays to send the silent message of support for the Negotiation Committee. Front Says **5269 United**– Back Says **“You can't put children first, if you put child welfare workers last.”**

Send text or email Sr. Montgomery at 705-257-9156 or membershipofficercupe5269@gmail.com stating your size required and your selected option. Sr. Montgomery will get back to you on confirmed pricing and then you can e-transfer her or cash is ok too. (She will give you the e-transfer information once you have confirmed your order with her)

- ◆ Black Crew Neck T Shirt with Front Logo \$14.00
  - ◆ With Front AND Back \$17.00
  - ◆ Black V Neck with Front AND Back \$20.00
  - ◆ Your Own Shirt with Front and Back \$10.00
- The lettering and numbering is our lime green colour

**Spot the Support....** And the winner is (drum role) Lora Johnson. Lora posted the Union Bling she spotted around the office on our social media site. Thank you Lora.

*Next Month– **May** we Count on Your Support—PUN INTENDED*

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