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|  | * [Message from Mike and max](#_Toc7212993)
* mEMBER IN GOOD STANDING
* [SECTIONAL](#_Toc7212995) NEWS, oMERS, WSIB, ETC
 | ⭘ CUPE 4705 | ⭘ Fall | ⭘ 2020 |
| **BE BOLD, BE BRAVE, DEMAND BETTER!** |  |
| **Message from our President and Vice President** | What a busy few years we’ve had! As many of you may already know, in 2019, we successfully negotiated contracts for the Outside Unit, Inside Unit, Manitoulin-Sudbury District Board, Sudbury Hydro Inc., Sudbury Hydro Plus, 1627596 Ontario Inc (Agilis) and Greater Sudbury Housing! This year, we’ve negotiated a contract for Espanola Hydro and we will be in negotiations with Espanola Recreation! 2020 brought unprecedented times that frankly we weren’t prepared for. All employers took a different approach – some good approaches and some bad. We tried to work with each employer to ensure safe measures were implemented for all. Additionally, we tried to ensure members were gainfully employed but safe. For the most part, we successfully achieved this but unfortunately Espanola Recreation temporarily laid off most of its workers and the City of Greater Sudbury laid off some casual and seasonal workers. We are sorry if you were affected by this but please know that we tried to fight for all workers. For the members in affected areas that were provided a temporary layoff, members were re-deployed. Some were doing jobs they have never done before! We want to thank each and every one of our members for going up and beyond during this pandemic. You have been amazing! We are so proud of the members that we represent. Many of you have been putting yourselves (and your families) at risk for the very work that you provide our community. We are committed to making a difference in the workplace and holding the employers accountable when required. As you have probably seen over the last few years, we have gone to the media on multiple occasions to hold employers and the government accountable! We ask that you contact us if you have any health and safety, workplace Harassment, human rights or collective agreement issues. We know people are frustrated with the length of time that it takes to go to Arbitration, so we are excited to say that we nearly doubled our Arbitration budget and will continue to do this! And if need be, we are prepared to ask the members for more so we can eliminate the wait, should we run out of this budget!**Mike Bellerose and Max Lafontaine** **President Vice-President**  |
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|  | As some of you may be aware, the union hall has been advised by CUPE National that we must have members fill out forms for “Members in Good Standing”. According to CUPE National, this should have happened since the early 2000’s but unfortunately it was never enforced/done. With this said, they have informed us that moving forward, to vote on anything other than your contract, one must be a member in good standing. Therefore, we are trying to rectify this and are trying our very best to make every member a member in good standing. CUPE National usually charges a $1 fee, however they have waived this fee for part of 2020. (Note: This includes voting on the executive board- so PLEASE have this filled out ASAP! This way you can vote on who you feel would best represent our membership!)As an additive, we have gone out to various businesses and developed a discount card. Any member that completes in full the form attached will receive a discount card.So far, we have sent 3 mail outs to members in good standing and our Elections committee will be reaching out by phone in the very near future in hopes to have 100% of members in good standing. Please know this is notthe executive board who made this decision. This is strictly as per the CUPE National Constitution and we must comply.**What happens if I do not fill out the membership in good standing application? I’ve been paying dues; I want to vote.**Unfortunately, as per CUPE National’s constitution a member that is not in good standing can only vote on their contract. Note: Dues continue to be deducted and representation will still continue in the event you require it but, unfortunately, if you do not fill out the necessary documentation you will not be considered a member in good standing for the purposes of voting and the discount card. As mentioned, the elections are soon so it is our suggestion to contact Sarah Timm by e-mail at sarah.timm@cupesudbury.org. If you are not in “good standing” she and the committee will be calling you. But don’t wait for the call, send an email today!**WE ARE SEEKING STEWARDS!****What can a steward do for you?**Stewards are often the first point of contact between the member and the union, simply because they are just like you: hard-working employees that may be experiencing the same issues. The Union can help solve problems you may encounter in the workplace that may include unfair treatment, bullying, medical accommodations, unjustified discipline, and unexpected changes in your hours of work. Please go to our website or contact your steward. **A STEWARD WILL:*** *Respect your right to privacy;*
* *Avoid gossip;*
* *Not take sides on conflicts between members;*
* *Represent you fairly;*
* *Champion for the duty of fair representation and duty to accommodate.*
* *AND MORE!*

**If you are interested in becoming a steward, please contact us! We are here to help you!**Don’t have a card? YOU CAN’T VOTE! |

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|  | **OUTSIDE UNIT** Sisters and Brothers,We have restarted our newsletters to our members. We planned on launching in March but the pandemic struck and took us away from our launch. Priority became the health and safety of our members. We worked daily with our employer to minimize lay-offs, redeploy members that were declared non-essential and protect our collective agreement. Unfortunately, the province gave the employer powers that supercede parts of our CBA, such as shift work. We have been disputing the afternoon shift forced on Roads and Distribution and Collection, with alternate solutions that would keep our members safe and provide a quality of life that they are used to during the summer months. All our efforts have been shot down. We asked the Mayor to intervene and even went to the media. Again, that was futile. We have major issues in other departments but our space on this newsletter is limited. We would like to take this opportunity to ask our members to take part in our membership meetings. We are membership driven and most decisions are made and approved at those meetings. Now that COVID has hit and social distancing is in effect, we now have meetings online. No reason not to take part. We need you. Please start taking part as this is your union.In Solidarity,**Rick Leroux Chair****Marty Larocque Co-Chair**  |  |
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|  |  | **INSIDE UNIT**Since the pandemic began, the Union has been working tirelessly to protect our Collective Bargaining Agreement and our members’ rights.  It has been a hard road fraught with many meetings between the Union and the City. The state of emergency and Bill 195 have not made the process any easier as some of the emergency orders overrode sections of our CBA giving management the ability to change your work assignments, cancel scheduled vacation or change shift schedules.  Throughout this pandemic, all of our staff have stepped up in every department and in their new redeployed roles and the Union would like to thank you all for your dedication and understanding in these difficult times.  Stewards are often the first point of contact between an employee and the Union and often disagreements with the Employer can stop right there with a Stewards help.  If things cannot be worked out at the complaint stage, the Chief Steward will assist the Stewards in completing a grievance form and will represent the Griever at future grievance meetings. If anyone is interested in becoming a Steward, please contact us as we could always use the help.We also currently have 2 vacant positions on the Office, Clerical and Technical Joint Health and Safety committee and are looking for someone who works in TDS and another who works on the 1st, 6th, 7th or 11th floors of 199 Larch.   If you are interested in joining the JHSC please contact us.Our Union members are extremely important as it is your voices we need to hear at General Membership Meetings and Inside Sectional Meetings.  You are the Union and we are elected to represent you.  Due to COVID our membership meetings are now done by Zoom so you can participate from the comfort of your own home.In Solidarity,**Susan Specht, Inside Chair****Lesley Bottrell, Inside Co-Chair** | **t** |
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|  | Manitoulin Sudbury District Services BoardThis has been an interesting year for the Manitoulin – Sudbury DSB due to COVID-19.  The MS-DSB has an excellent team of employees, many of which belong to CUPE 4705 that do the groundwork which has kept the MS-DSB running smoothly during these uncertain times.  I believe we have an excellent relationship with our employer, but we need to continue to make sure that members’ rights under the Collective Agreement are upheld.  Recently, with the start of COVID-19, the Union was notified that the MS-DSB had voted to use, if needed, the provisions under the Emergency Act and Bill 195 which would allow the MS-DSB to ignore the Collective Agreement to insure an adequate response to the Pandemic.  The Union understands that these are difficult times and the MS-DSB has assured the Union that they do not plan to use this power unless absolutely needed.  Regardless, the Union has had three Labour Management meetings with the employer this year to address issues, some of which are related to these emergency measures.  One of the issues brought about by COVID-19 was the employer not approving vacation in March/2020 as they were concerned that COVID-19 would deplete our staff and they would need every available employee to deliver programs.  The Union met with the employer and the employer decided to approve all vacation as per the Collective Agreement with the understanding that vacation approval could be rescinded if needed.  The Union felt this was a good compromise and to date the MS-DSB states that all vacation to the end of 2020 have been approved as per the Collective Agreement.  Another major issue that is currently being addressed by the Union, is that the employer has failed to update their Pay Equity Plan, as per the provisions of the Pay Equity Act.  Our Pay Equity plan has not been updated by the MS-DSB since 2004.  I would like to note that a couple of our members have been instrumental in starting this process by launching a complaint with the Pay Equity Commission. The Union has now accessed the services of one of their Pay Equity/Job Evaluation experts.  Members have often commented that their workload continues to grow and change as the employer adds new programs to our daily tasks.  The knowledge and skills needed by employees at the MS-DSB are far greater than those needed of our Northern neighbors in the Social Services field.  Our members should be rightly compensated for these skills.    The Union has also continued to have conversations with the employer about workload issues.  The MS-DSB continues to add programs to assist our clients.  Working in the social services field, our members enjoy being able to offer clients one-stop services, but the workload sometimes has taken its toll on our members.  The Union continues to press the MS-DSB to increase its staffing levels and to fill vacant positions in a timelier manner. I would also like to take this opportunity to welcome Trena Galliot as our newest Steward.  Trena will soon be attending training and available to assist our members as needed.  We also need people to sit on our Labour Management team and Job Evaluation team.  These are elected positions that need to be filled at our sectional meeting.    Our next Sectional meeting will be held on October 19th, 2020 at 12:00 noon.  Stay tuned for further details.  During COVID-19 there have also been some changes at the Union Hall.  In the past we have lobbied the Union to allow us to have General Membership meeting online for members that cannot attend in-person.  This would be an advantage to our MS-DSB members who would have to travel long distances to attend a meeting.  This idea was rejected by some of the Executive but due to COVID-19 we have been forced to look at other means to reach out to our members.  General Membership Meeting are now being held via ZOOM and all members are invited to attend the monthly meeting.   In closing would like to remind members to always highlight issues you find in our Collective Agreement and bring them to my attention so that we can address them at our next round of negotiations.  I have always kept a wish list for the next round of negotiations.  **Jim Putman****Sectional Chair** |  |  |
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|  | Espanola HydroEspanola Hydro has seen some changes in the past few years. After years of review from the Hydro board, they have been officially bought by North Bay Hydro. However, they will remain their own bargaining unit and will maintain their own collective agreement. In March of this year, we successfully negotiated a 3-year agreement. Members at Espanola Hydro have been working tirelessly through this pandemic, their hard work is greatly appreciated!**President - Mike Bellerose for the Espanola Hydro Members.** | Espanola HydroUpcoming MeetingsMessages |  |
|  | Ontario Library Services - NorthOver the past few years, the OLS-North Bargaining Unit has undergone more significant changes. Similar to the transition and merger of offices which took place back in 2004, the organization is now in the middle of yet another significant period of change which started in the Spring of 2019. The 14-person bargain Unit has been reduced to 5 full-time and 2 part-time members. The Bargaining Unit continues to provide services to our 120+ Public, Francophone and First Nation libraries with considerably less staff and resources. In the Spring of 2019, the Ontario Government cut the funding for Ontario Library Service – North and our Sister Agency, the Southern Ontario Library Service by 50%. Recently, both organizations have announced the merger of Ontario Library Service- North and Southern Ontario Library Services. This new agency’s head office will be located in Sudbury and will be named Ontario Library Services. The merger is anticipated to happen on April 1, 2021. Despite the constant wave of radical changes happening for these members, they continue to dedicate themselves to their work at hand, converting more and more of their work to a digital/electronic environment as they deal with having less means and resources to travel Northern Ontario in support of public libraries as they once did in the past, yet maintaining superior levels of service to their clients all across Northern Ontario. The dedication and commitment of the past and present Ontario Library Service – North staff should be commended as they have faced considerable challenges over the last few years.      It was our intention to have a newsletter in April but due to COVID reasons we were unable to do so. Steven Kraus (A former member and Executive board member) was awarded with a prestigious award in February of 2020 while he was still a member of CUPE Local 4705. He was awarded the W.J Robertson Medallion from the Ontario Library Association. This award is known by many librarians as a high award known as the Librarian of the year. Only one award is presented each year through the province of Ontario. So, on behalf of CUPE Local 4705, we would like to congratulate Steven on this well-deserved recognition! Unfortunately, Steve is no longer a member as he has now moved onto the management team at OLS-N but we are very proud of his accomplishments!**President - Mike Bellerose for the Ontario Library Service - North Members.** |  |  |
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SUDBURY HYDRO INC, SUDBURY HYRDO PLUS INC. AND 1627596 ONT INC.

As many members are aware, in 2019 we were able to lay to resolve a long-standing grievance in the matter of what was known as the “The Hydro Trust Fund”. Although many members were pleased with the resolve and pay out, this in our eyes was not necessarily a “victory” because many people walked the line in hopes to protect the future. Ultimately this brings closure to a matter that was long debated and was very contentious.

In addition, in 2019 we successfully negotiated contracts for all three bargaining units. We successfully negotiated a 3-year deal.

Currently, we have many of our members in all three units are working. Sudbury Hydro has not seen a reduction due to the pandemic, which is rather refreshing to see. Some members are also able to work from home. When COVID first started we pressured the employer to do this but they were not interested. Within a week of conversation with the employer, they allowed people to work from home. Since then, we’ve been advised that this has been working much better than anticipated.

**President Mike Bellerose for the members of Hydro Inc, Plus and 1627596.**

GREATER SUDBURY HOUSING

 Hi everyone, I hope all is well!

Well 2020 has been a very trying year so far, the transition to the city has not been as smooth as we had hoped, however we are trying to improve things through talks with the city.  I know people have been extremely stressed with the COVID-19 outbreak and the challenges that have been placed on everyone.

To the office members, I would just like to say thank you. Through all of this and being shorthanded, the staff has managed to keep everything running smoothly. The employer is slowly starting to hire office staff so hang in there. Feel free to call me with any issues you may have. Please know that I cannot fix if I don’t know about. Additionally, thank you the maintenance department as they have been working shorthanded and are tired. We are currently trying to get more employees hired to relieve the stress levels, two of the groups that are on-call are on a one and two rotation and family life is suffering. We are going to be asking for a special labour management meeting to resolve this issue.

As some of you realize, our labour management meeting are now run through the City, I will endeavor to update members when these meeting are so that members can call me to add agenda items that you would like discussed.

The Collective Agreement has been completed and just waiting to be signed by the committee, then will be sent out for printing. We will deliver copies as soon as they’re ready.

We will be having a membership meeting on October 21,2020 at 5:30 pm through zoom. We will be having nominations. Details will follow shortly.

**David Levesque**

Sectional Chair

Espanola Recreation Center

As we begin to round out the end the of a very challenging year for all members of the Espanola Regional Recreation Complex.  We would like to take this opportunity to publicly thank and encourage all our members to keep "Fighting the fight”. Though many of us faced challenging times this year with the COVID -19 layoff, we are very hopeful to end 2020 on a positive note and complete our Contract Negotiations. We would also like to welcome all new employees that have joined our Recreation team since reopening in August.  We encourage all Espanola Rec 4705 Members to get involved and vote!!  Collectively we stand together as one voice that refuses to be silenced or ignored.

**T** - Together

**E** - Everyone

**A** - Achieves

**M** - More

**Debbie Sokoloski**

**Sectional Chair**

 **important things to know**

**What happens if I am injured at work?**

**What happens if WSIB denies my claim?**

Within CUPE, we have trained people who can assist you when you are dealing with WSIB and the employer. Should you be injured at work please contact **Gary Aubut** at 705-677-8122 **ASAP**. Although it is your responsibility to complete the necessary paperwork, the WSIB committee can **assist you**.

Additionally, CUPE National provides resources. Sudbury CUPE has a paralegal named **David Chezzi** and his area of expertise is specifically towards WSIB and Appeals. Gary will be able to assist you with everything he can until it reaches Mr. Chezzi.

When injured what do you do?

* Contact your supervisor
* Get medical attention if necessary
* **CALL GARY and if you can’t reach him speak to your sectional Chair**

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**CHANGES TO OUR PENSION**

**The Good and Bad**

## **Start with the good:**

## **Effective June 24, 2020**

**Due to the exceptional circumstances surrounding the COVID-19 pandemic, the following three changes were passed.**

1. Extending leave purchase deadlines
2. Reducing or eliminating the 36-month employment requirement for purchases of periods of reduced pay
3. Permitting temporary layoffs as purchasable service

## **Effective January 1, 2021** **Elimination of the 35-year cap for credited service**

This change removes the 35-year cap on credited service for members with less than 35 years of credited service prior to January 1, 2021. Members who are retired or deferred prior to the effective date are not impacted by the change. If a member meets the 35-year cap before January 1, 2021, the limit will continue to apply.

## **Effective January 1, 2023** **Non-full-time expansion**

Removes the current eligibility requirement for non-full-time employees to join the Plan so that all non-full-time employees may elect to join the Plan at any time. Enrolment in the Plan would take effect on the first day of the month after the employee’s election is received and would remain in place as long as the member continues working with their current employer.

**And now the Bad:**

**Effective January 1, 2023 Shared Risk Indexing**

Provides the option for the SC Board, based on its annual assessment of the Plan’s health and viability, to reduce future inflation increases on benefits earned after December 31, 2022.

This change is effective January 1, 2023 and does not affect benefits earned before that date. This means that when you retire, the benefits earned on or before December 31, 2022 will be granted full indexation. Benefits earned on or after January 1, 2023 will be subject to Shared Risk Indexing, meaning that the level of indexation will depend on the SC Board’s annual assessment of the financial health of the Plan.

##### **CUPE (on both the SC and AC boards) HAVE UNANIMOUSLY VOTED NO TO THIS. However the** [**Ontario Professional Fire Fighters Association (OPFFA)**](https://www.ontariofirefighters.org/)**,** [**Ontario Secondary School Teachers’ Federation (OSSTF)**](https://www.osstf.on.ca/)**,** [**Police Association of Ontario (PAO)**](https://www.pao.ca/public/) **and** [**The Retiree Group (consists of Association of Retired Fire Fighters of Ontario, Police Pensioners Association of Ontario (PPAO), Municipal Retirees Organization of Ontario (MROO)**](http://www.mroo.org/)**) all voted with the employers’ side to pass this.**

##### **What does this mean to you?**

In a nutshell, every year, your pension is increased by an amount equal to 100% of the increase in the Consumer Price Index (CPI). 1.6% per yr avg in last 5yrs. Now you could get 0%



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## **congratulations to our 2020 retirees**

**In 2020 we had numerous members retire. Congratulations!!!**

**1. Gail Adriaans 2. Monique Delwo**

**3. Carole Goudreau 4. Darrell Stefankow**

**5. Suzanne Charlebois 6. Julie Beare**

**7. Pat Bona 8. Celine Chartrand**

**9. An Duong 10. David Labelle**

**11. Tammy Furlani 12. Catherine Hammond**

**13. Gilbert Page 14. Jamie Lamore**

**15. Jeanne Savard 16. Laurel Carbone**

**17. Mary Jane Tousignant 18. Soutsay Boualavong**

**19. Steve Paxy 20. Daniel Mayer**

**21. Sharon Montpellier 22. Leslie Steel**

**23. Paul Cook 24. Wendy Rovinelli**

**25. Paul Bradley**

**DO YOU HAVE HEALTH AND SAFETY CONCERNS?**

**Do you have questions in relation to Health and Safety? Call the hall and we will get you in contact with the appropriate person! We have elected Joint Health and Safety Committee members and people trained at the hall in health and safety! Remember that the OHSA is clear that no employer shall reprise any employee for bringing forth a genuine health and safety matter.**

No discipline, dismissal, etc., by employer

**50**(1) No employer or person acting on behalf of an employer shall,

(a) dismiss or threaten to dismiss a worker; (b) discipline or suspend or threaten to discipline or suspend a worker;

(c) impose any penalty upon a worker; or

(d) intimidate or coerce a worker, because the worker has acted in compliance with this Act or the regulations or an order made thereunder, has sought the enforcement of this Act or the regulations or has given evidence in a proceeding in respect of the enforcement of this Act or the regulations or in an inquest under the *Coroners Act*.  R.S.O. 1990, c. O.1, s. 50 (1).

**JOB POSTINGS**

When applying for a position internally ensure that you tailor your resume to the job posting. Make sure that your resume paraphrases and explains how you meet the qualifications, otherwise, the employer may not shortlist you. Also remember to add the Job Reference number! Should you have any questions about your resume before you submit it, contact the unit chair or Human Resources. These are some of the issues we hear about regularly.

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**Member’s spotlight!**

**If you know any member that could be in the spotlight in our future newsletter, please let us know!**

## **Kyle barber- paralympic nordic skiing**

**Kyle began his adventures through a Paralympic talent search in Toronto in early 2016. After completing testing the results said Kyle would be good at cross country skiing. In 2017, Kyle moved to Sudbury for better training opportunities. Where he began his City career in the parks department.**

**Kyle raced provincially in his first year making team Ontario. He was able to compete in his first world cups in Canmore AB and Oberried Germany. In 2017, he made the national prospect squad and since then he has competed in Finland. Prince George BC and just recently Dresden/Altenburg Germany. He has also been able to train in is New Zealand and lots in Canmore. Kyle’s ultimate goal is the 2022 Beijing Paralympics. Some important accomplishments are: 2019 World Championship Prince George BC, Best finish is 10th x2 in Biathalon and 3 Silver Medals in 2019 Canada Winter Games in Red Deer AB.**

**Kyle Barber is a member from the Outside Unit and is now a member of the Roads Department. Kyle is an inspiration to many people in our Union, Community and Country. Kyle, on behalf of CUPE 4705 we wish you luck!**

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**Member’s that parted too early!**

**Unfortunately, in 2019 and 2020 we had active members pass away.**

**May they always be remembered and may they forever rest in peace!**

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**Lara Morin – Outside Unit- February 28, 2019**

**Henri Montpellier – Outside Unit- July 21, 2019**

**Tom Graham – Outside Unit – May 11, 2020**

**Guy Tye – Inside Unit – August 27, 2020**