



THE NO BULLETIN

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Contract 'grey areas' can be resolved by the ERC.

Hey it's time to relax, tourist season is drawing to an end. I hope you all survived relatively unscathed.

This has certainly been a quieter season on the local front.

Having a contract settled and getting our raise right on January first has confused some of our members. You don't know how many times people have asked me when they would be getting their retro cheque. (There is no retro Cheque, we already got a raise this year... Really!)

The number of grievances filed this year is half of that of last year. There are many factors contributing to this. Good work everyone!

The is one matter that has disturbed me that I would like to discuss. I have been approached several times this year by people who ask me questions and then say 'I was told the Union said...' or 'The Union interprets it this way...' or 'So and so says...' I felt I should make something clear.

Our contract is set up in such a way that any question of interpretation are to be handled by the Employee Relations Committee. The committee is made up of four Union representatives and issues are discussed and agreed by consensus. Matters that affect us all are decided here and not by any individual. This allows us to present a unified front to management. There are three management representatives on the

committee that we discuss issues with. This ensures we will also have managements stance on the issue too. By working as a group we can ensure that all similar cases are handled consistently.

I believe in this system. If you have a question of interpretation in the contract, asked to have it raised at an ERC meeting. Co-signed minutes are posted after each meeting for your information.

Have a good fall!

In Solidarity
Rob Atkin

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Lets be all that we can be!

At this time, Local 217 has 67 Grievances at arbitration, representing a total of 42 members. Although we have a few grievances in the preliminary stages, it is interesting to note that the number of grievances at arbitration has not changed since my last report.

You may wonder what these numbers mean. Do we have a problem free workplace? Are all our members being treated fairly and receiving the respect they deserve?

I am not so naive to believe everything is perfect. However I do believe that this indicates that some issues are being resolved at the local level. With co-operation this can continue. In areas where we still have problems we must work together to find solutions.

Management ignoring our concerns, or our members not sharing their concerns with management solves nothing. We must engage in open and honest discussions to solve some of our long standing issues.

The Niagara Parks Commission isn't a bad place to work. With a little more co-operation imagine how great it could be.

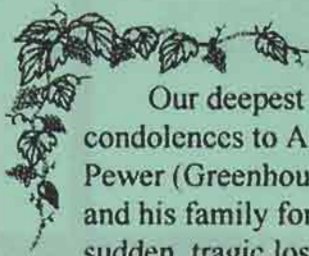
Any member who has a grievance at If any member needs assistance, or requires information, you may contact me at 684-0346.

Yours in Solidarity,

Paul Martin



"The pay is not so great, but we offer excellent binge benefits!"



Our deepest condolences to Alex Pewer (Greenhouse) and his family for the sudden, tragic loss of a beloved son and brother.



The World's easiest Trivia Quiz!

CALM

1. How long did the Hundred Years War last?
2. Which Country makes Panama hats?
3. From which animal do we get catgut?
4. In which month do Russians celebrate the October Revolution?
5. What is a camels hair brush made of?
6. The Canary Islands in the Pacific are named after what animal?
7. What was King George IV's first name?
8. What colour is a purple finch?
9. Where do Chinese gooseberries come from?
10. How long did the Thirty Years War last?

(Answers on pg 4 But be careful. The questions aren't always as simple as they seem!)

Making it through the long hard winter.

As the weather turns cooler and the days grow shorter, the thoughts of our seasonals quickly turn to layoff.

Lets face it, living on only six or eight months work is not easy. Quite frankly, I don't know how some of our seasonals with families manage. It must certainly be a challenge. Some of our workers seem to fair better than others over the winter months. Over the course of the summer I asked a few what their secret was. All their answers boiled down to one thing: you have to plan ahead.

You have to have a game plan. Rule number one: find out the time frame. Barring any construction or weird weather, long time seasonals can often predict their layoff almost to the day. Workers know approximately when their operations shut down each year and also when they start gearing up in the spring. Now you know how long you'll have to make it on U.I.

First and foremost, there is language in our collective agreement that may help to extend the season for higher seniority employees. Using article 29, you can exercise your seniority and work longer in another area within your department. In order to use this clause you must be able to do the work in a similar or lower paid position and you must notify the Park in writing *within 48 hours of receiving your layoff notice.*

There is also language for extra work within your department prior to your normal recall date. (i.e. unexpected jobs like clearing wood from the tunnel under the parking lot) *The same conditions apply here too and you must notify Human Resources in writing before February first.* That about covers your options with the Parks.

You are also allowed to work while collecting U.I. Up to a certain amount of money, it just supplements your cheque and anything over that amount is subtracted dollar for dollar from your cheque. Some people may not feel this is worthwhile but it may open a door for better or full-time employment with another employer. If, for one reason or another extra work is out of the question, you will have to think of other ideas to get you through the winter.

Money can always be tight, but you must admit that you have more money in the summer. Here's where planning ahead can help.

*Set aside money from each cheque as an emergency fund.

*Stock up on toiletries and non-perishables during summer sales.

*Pay down loans and credit cards as much as possible before layoff. (concentrating on the ones with the highest interest rates first)

*Shop ahead for Christmas and make use of layaways.

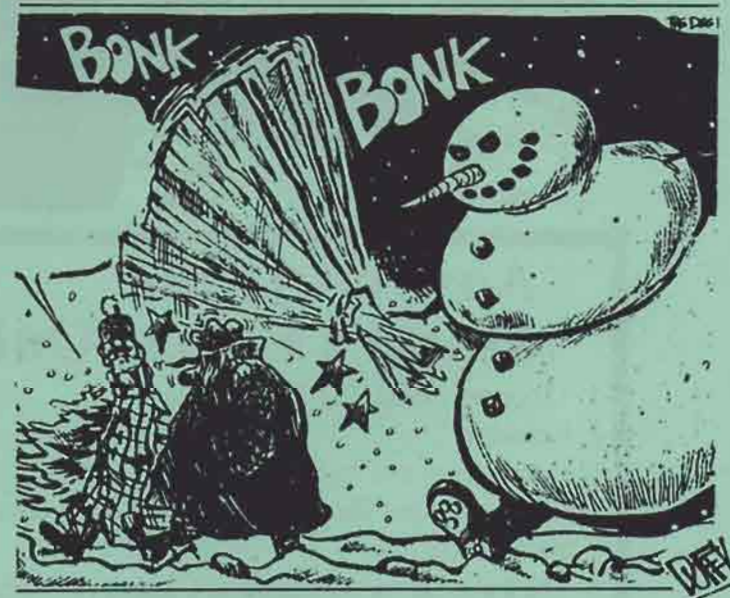
*Shop ahead for other special occasions too: Birthdays, anniversaries etc

*Pay an extra month on your phone or cable bill, so you can miss a payment if you have to and not fall behind.

*Service your car in the summer, you may prevent problems later on.

*Stock up on regular prescriptions. Some, like birth control, can be filled three months at a time and it also reduces the dispensing fee a little.

There are lots of ways to make surviving the layoff a little easier. Making your own game plan and sticking to it can make the a real difference, especially when something unexpected comes up. Just give it a try and all the best for a healthy and happy winter season!



Hats off to our latest Brass Nose-Ring Winners!

Sales of sun screen rose dramatically on Sunday July 27 as Police, RCMP, Fire, Hospital and Ambulance officers from all over the region shaved their heads for charity. The event was 'Cops for Kids' and it was held in the Parking lot of Niagara Square. All of the money raised went to Cancer research.

JOHN CLARK & KIM BURKE



The Victims, I mean Volunteers, shaved their heads after collecting as many pledges as they could. The turn out was incredible! I have never seen so many bald heads in my life. It was a gorgeous sunny day, and the glare from the hundreds of neon white scalps was almost blinding.

Our own Niagara Parks Police were proudly represented there. The team was headed up (pardon the pun) by Sgt. Paul Forcier. Sergeant John Clark and Const Kim Burke also parted with their locks as did the following Provincial Offences Officers: Scott Birell, Ben Caram, Donald Fellows, Renato Greco, Ray Johnson, Enzo Muraca, George Paperides, Gavin Ronble and Todd Turner. These officers managed to raise almost \$3000.00 for cancer research. A special recognition for Const. Kim Burke who single 'headedly' raised \$700. It seems that a lot of people were willing to pay to see Kim bald.

I don't care what anybody says; shaving your head takes a lot of guts, even if it is for a good cause. All of these officers should be commended for their team spirit and community activism. Way to go Guys (and Gal)!

Oh, by the way, if The Niagara Parks Police plans on participating next year, I think that pledge sheets should be circulated all over the Parks. Even if people only donate a dollar each to this great cause it would quickly add up. Perhaps we could even persuade the Niagara Parks Commission to match the amount raised, like it does with the United Way campaign.

* Peter Bishop
Mark Clavien
Cory Henry
Angelo Mangiavacile

Jim Millington
Carl Renshaw
Jason Seward
John Trone

Answers to the World's Easiest Quiz

1. 116 years, from 1337 to 1453.
2. Ecuador.
3. From sheep and horses.
4. November, the Russian calendar was 13 days behind ours.
5. Squirrel fur.
6. The Latin name was Isularia Canaria, meaning, Island of Dogs.
7. Albert - when he came to the throne in 1936 he respected the wish of Queen Victoria that no future king should ever be called Albert.
8. Distinctively crimson
9. New Zealand
10. Thirty years, from 1618 to 1648.

The Budget passed during July meeting!

Our last General Membership Meeting was held July 2nd at the Stamford Lions Club. A new Budget was passed by the 36 members in attendance. The budget remains essentially the same as last year but there were a few changes.

Due to the high costs of upkeep and the relatively low use, the 1-800 number to our President Rob has been discontinued. We were getting charged for wrong numbers, and the rate was very high.

An increase in the executive expenses was discussed. It was the first increase in eight years. The increase of \$25 per month per executive member was debated and passed almost unanimously. An alternate motion to create a Niagara Parks Strike fund was defeated, citing the existence of an OPSEU strike fund and the length of time required for our fund to grow into anything substantial.

Funding for the Golf Tourney and the Children's Christmas party remained unchanged.

Who are stressed most: bosses or workers?

CALM

The stereotype tends to have it that the white-collar boss - papers bursting from the briefcase and cell phone plugged to the ear - is under a lot of stress. Well, it's time to adjust that picture.

According to researchers at a recent conference in Amsterdam, the workers most likely to suffer from job-related heart disease are truck and bus drivers and unskilled shift workers. Fishermen and bar staff are also high on the list.

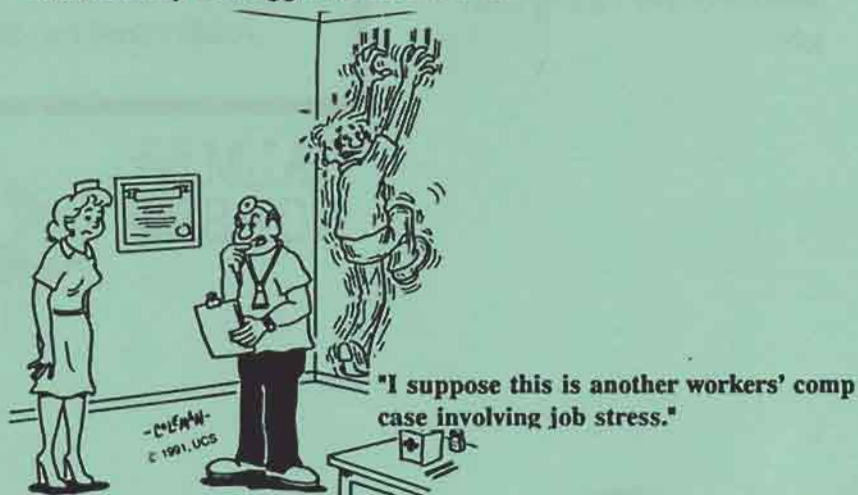
Those high pressure executives tend to have more control over their working lives, and therefore can avoid stress. Someone in a demanding job with little control and no rewards stands a two-to-four-times higher chance of a heart attack than someone with more control, higher rewards and better security, one German scientist said. Why? Stress hormones can damage the inner lining of the coronary arteries, and may increase cholesterol and blood pressure.

The workers with the lowest risk of job-related heart disease? It may be news to them, but professors and forestry workers top the list.

Report workplace injuries now and save a hassle later

Although the end of the season is fast approaching for many of you, I still feel that a reminder can be useful. I can't emphasize enough the importance of *immediately* reporting *any* workplace injury to your supervisor. Your case for worker's compensation can be delayed or even seriously jeopardized if you fail to report your injury in a timely manner.

If you have to see your doctor, make sure you tell them that the injury is work related. This will also help with the processing of any potential claim. Another very important thing to remember when you see your doctor is detail. If you return to the Park with a note that merely says "light duty" your supervisor may require you to produce a second note detailing the exact nature of the restrictions before assigning modified work. After all, they don't want to give you a job that aggravates your injury. Explain your regular job duties to your doctor and have he/she spell out exactly what you can and can't do. (i.e. lift more than 3lbs, or raise arm above shoulder, or sit for long periods of time...) This may seem like a real inconvenience at the time, but it can save you time, money and aggravation later on



Working Facts:

CALM

*In 1970 it took 45 hours of work per week to sustain a Canadian household. By 1991 that figure had climbed to 65-80 hours per week.

*Approximately 360,000 Canadians hold down two or more jobs.

*Only 58 % of Canada's workers now hold permanent, full-time jobs. The other 42% work part-time or on a seasonal or temporary basis.

*Of the 58% with full-time jobs, fewer than one in three earn more than \$30,000 a year.

*Working women fare even worse. Only half of them hold full-time jobs, and only one in five make more than \$30,000 a year.

*More than one worker in four is now forced to draw U.I. benefits at some time in the year. One in three exhausts these benefits before finding other jobs.

Mark this date! Staff Golf Tournament

Friday October 3rd

Whirlpool Golf Course

\$20 buys you *18 Holes golf and cart

*Lunch at the turn

*Awesome buffet dinner

Call the Whirlpool Golf Course
to reserve your tee-off time.

356-1140

Come and participate!

Our Motto (Besides No Bull!)

The *No Bulletin* is published quarterly and mailed to all signed in members. The *No Bulletin* is **your** newsletter. If you have any related articles, jokes or cartoons, please give them to:

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We welcome your comments and suggestions and we reserve the right to edit for length and content.

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