



# THE NO BULLETIN

OPSEU Local 217  
The Niagara Parks

Volume 19 Issue 1

July 2002

## Executive elections held!

*Marie Stokes*

Executive elections were held June 30 at the Niagara Falls Firefighters Club. Of the possible \*\*\* members of Local 217 only 58 showed up to determine the direction that the union will take.

We had actual runoffs for the Presidential and Vice-Presidential positions and the candidates were all quite capable. My congratulations to all who ran for a position that can be both rewarding and thankless. These people had the courage to make a stand and offer a bit of themselves to the membership. It is unfortunate that more of the membership did not feel it necessary to come in support of our candidates.

I know you've heard me rant on this issue before, but I just can't fathom how you members can feel comfortable in letting someone else decide the direction that your Union will take for the next two years.

Attendance at General Membership meetings has declined over time. Why is that? We realize that many people work shifts and cannot make the meeting because they are at work. That is why we are trying to give as much advance notice as we can for important upcoming meetings. Executive election notices were in the last newsletter, six weeks prior to the meeting. A reminder poster also went up on boards two weeks prior to the meeting. We avoid weekends for meeting nights so people don't miss their party nights or time away. The majority of members work the day shift, so meetings are always scheduled in the early evening. People have even brought their children to the meetings if they couldn't get a sitter. I'm not sure if we can think of a way to be more accommodating, but if you can, we would like to hear from you!

Are people satisfied with our performance? If so, a voting block of 40 people could have changed the balance of power and your vote was not there to counter the shift. Lucky for you others who shared your opinion were there to cast their ballots

Are you fed up or dis-satisfied with our performance but figure that it is pointless to try and change things? If that is the case, then your vote wasn't there to ensure that there was a change in direction. Too bad, a matter of 15 extra votes could have done just that.

Could it be that you just don't care? That may be the saddest case of all.

As an executive, we will be meeting shortly to discuss how we can breathe some life and interest back into the local. We welcome your suggestions.

### IN THIS ISSUE

More vacation sooner? Possibly! **2**

Steward listings for the 2002-2004 term. **3**

Protect your shoulder! **4**

The budget. **5**

Mark these dates on the calender! **6**





## In Solidarity

Bernie Villamil

With democracy at its best, elections for Local 217 resulted in the membership voting the incumbent executive into another term to continue its mandate. The opportunity to have thrown my hat into the ring was a prospect for greater participation in this bargaining unit and I was appreciative of the electoral process. My sincere congratulations are extended to all, especially our standing President, Rob Atkin and Vice-President Bill Burns. But of as great recognition is the thanks

that I extend to all those who encouraged and supported my bid for progressive fellowship within the Union. To all supportive colleagues and co-workers who committed to attending and showing up on that warm summer night, I thank you for your integrity via your presence.

Participation as such is something I challenge all members to take an active stance for a united front in support of our Local. Know your contract. Know your rights. Take courses offered by the Union. Join a Committee.

Contribute to the Occupational Health and Safety initiatives. Become a Steward. Get involved!

In every OPSEU course certificate that I have received, *Nam et ipsa scientia potestas est* captions the paper. Translating the Latin, it means *Knowledge itself is power*. So in whatever capacity that you can increase your participation in this Union, remember to do it with knowledge...it's the most powerful thing that each and every Union member has and can contribute in solidarity.

## More vacation earlier? It could happen...

We just received information that may be useful to those employees who worked without a break in service for a period of time before they became full-time employees. This could affect employees whose jobs were posted as a result of the original compliment review held a couple years back.

*If you did not have a break in service prior to becoming full-time, the continuous time you spent as a seasonal employee should count towards your years service for vacation benefits. As an example, if you were in a seasonal gardener position and had no break in service ( were not laid off ) for two years, and then became a full-time employee, you would qualify for the increased vacation benefits two years sooner than if your years service started with your full time start date. I stress that **only the time spent in continuous service leading up to a full-time placement is counted for determining vacation benefits.** You may have had 10 years in with the parks, but if only the last two years were without a layoff, then only two years will be counted.*

One employee has already recieved this time credit and the Park concedes that there are other employees who would qualify.

If you believe that you are affected by this issue, please contact one of the executive for more information! Hey! it's worth it to get more vacation faster!

As always you have the option of buying back all of your seasonal time for pension purposes if you were not already in the parks pension plan.



# OPSEU Local 217, The Niagara Parks Commission Executive & Steward listing July 2002 - June 2004

<b>President:</b>	Rob Atkin	871-8078
<b>Vice President:</b>	Bill Burns	358-3580
<b>Chief Steward:</b>	Dino McDonnell	357-9886
<b>Secretary:</b>	Shelley Reed	227-5599
<b>Treasurer:</b>	Marie Stokes	357-4219
<b>WSIB/ Safety:</b>	Colleen McComb-Page	358-8725

## Steward body: (alphabetically)

Randy Aird	354-8081	(Niagara Glen)
Penny Berketa	353-8834	(QVP Hort)
Karen Brooker	295-6099	(Sales & Marketing)
Grant Carson	354-7884	(QVP, VPR)
Desire Constantinides	358-5359	(Mosaiculture)
Pam Clayton		(Legends)
Glen Davis	341-4662	(Whirlpool Golf)
Paul Ecker	356-9917	(Queenston Hort)
Debbie Grossi	934-4044	(Queenston Hts Rest)
Janet Hepworth	356-9959	(Peplemover)
Dennis Harris	295-1459	(Kingsbridge)
Darlene Johnston	894-0708	(Rapidsview)
Ed Ketcheson	374-0796	(Clock)
John Mariano	374-0778	(Queenston Hort)
Karen Mariano	374-0778	(Legends)
Alan Newslater	354-1435	(Queenston Hts Rest)
Anita Simonetti	356-9418	(Table Rock)
Martin Sutch	734-9773	(McFarland)
Bernie Villamil	374-1097	(Oak Hall)
Barbara Wilson	357-0094	(Rapidsview)
Robin Watson	374-6125	(Oakes Garden)



**OPSEU Head Office 1-800-268-7376**

**OPSEU Region 2 Office 1-800-268-7306 (Staff Rep: Russ Ellerton)**







## Easter has been taken care of, but what about Christmas and New Years?

All of the payroll adjustments have been made over the calculation of seasonal holiday pay for the Easter weekend. (Remember the fiasco with the Parks changing the way holiday pay was being calculated due to a change in the legislation. The ERC committee was successful in pointing out that we were

exempt from the legislation in question and that the existing language in our contract was better for our workers and had to be followed)

Apparently the park had used this new formula on the New Year, Boxing Day, Christmas and possibly Thanksgiving holidays. It is our understanding that

payroll adjustments are being made on an individual basis as people inquire. If you worked any of those days and believe that your pay for these holidays was incorrect, please contact the payroll department so any required adjustments can be made.

# Protect your shoulders!

## CAW/CALM

All workers are at risk from shoulder injuries, whatever their job

A shoulder is a delicate structure that allows flexibility or range of motion. A shoulder is an engineering nightmare. Because it has no structural support, its integrity is entirely a function of the health of the ligaments that bind it together and the strength of the muscles that provide its movement.

Your shoulder hurt because of the poor ergonomic design of your workplace. This includes poor physical design of the workstation, layout, tools, equipment, parts, materials, environment and poor work organization. Many job designs have not considered different design requirements that exist for size, gender, dexterity, culture or limited abilities. In fact, most jobs are designed for healthy young males 18-24 years old.

Signs of shoulder trouble

- \*Pain, numbness or tingling
- \*Reduced range of motion
- \*Swelling or inflammation



Your work can damage the shoulder's ligaments, muscles or the protective bursae (fluid filled sacs that cushion the joint). The result can be pain, weakness or loss of motion. You can hurt these structures by:

- \*Carrying or lifting heavy loads
- \*Working in awkward positions (i.e. working overhead)
- \*Working with elbows above shoulder level
- \*Working with elbows at a distance from the body
- \*Engaging in repetitive movements
- \*Exposure to vibrations
- \*Pulling heavy, awkward loads.

*Editor's note: If you are experiencing any of the warning symptoms or feel that your aspects of your job fall into one of the above categories, please let your Health and Safety rep know. There may be a way to alter your job or working conditions to reduce the risk of injury. Remember: You know your job best and the safety reps cannot act on things that they are unaware of.*



This budget will be presented and voted on at the next General Membership Meeting. There are two proposals put forth and we welcome discussion on all issues. Amendments can also be made to either budget in the form of a motion that will be voted on by the membership. The Budget this year has a couple big changes so if you are interested in how we will spend your local monies, I suggest you attend the upcoming meeting

## Proposed Budget for 2002-2003

<b>Budget breakdown</b>	<u>01-02</u> <u>Actual</u>	<u>02-03</u> <u>Proposal A</u>	<u>02-03</u> <u>Proposal B</u>
<b>Income: Rebates</b>	\$19,731.68	<u>\$18,400.00</u> ①	<u>\$18,400.00</u> ①
<b>Expenses</b>			
Meetings: GMM, Exec & Stewards	<u>\$1,726.66</u> ②	\$1,800.00	\$1,800.00
Educationals	0	\$300.00	\$300.00
Alternate costs (Convention)	<u>\$692.44</u> ③	\$1,700.00	\$1,700.00
Bank Charges	\$72.00	\$75.00	\$75.00
Postage	<u>\$565.09</u> ④	<u>\$1,700.00</u> ⑤	<u>\$1,700.00</u> ⑤
Office supplies and printing	<u>\$2,637.52</u> ⑥	\$1,600.00	\$1,600.00
E-mail/ internet	<u>\$640.40</u> ⑦	0 ⑧	<u>\$1,000.00</u> ⑨
Other meetings	<u>\$594.65</u> ⑩	\$400.00	\$400.00
Telephone	0	0	0
Executive expenses	<u>\$7,875.00</u> ⑪	<u>\$9,000.00</u> ⑫	<u>\$9,000.00</u> ⑫
Sponsorships: Wreath, Curling, Untd Way, MS	\$260.00	\$260.00	\$260.00
Social: Golf Tournee	\$1,500.00	<u>\$1,000.00</u> ⑬	0 ⑭
Children's Christmas Party	\$1,000.00	\$1,000.00	0 ⑭
Misc (CALM & Labour Council membership)	\$110.00	<u>\$210.00</u> ⑮	\$210.00
<b>Total Expenses</b>	\$17,673.76	\$19,045.00	\$18,045.00
<b>Balance Remaining (defecit)</b>	<b>\$2057.92</b>	<b>(\$645.00)</b>	<b>\$355.00</b>

## Key to budget notations

1. Projected lower because our first rebate cheque was \$1,456 lower than the last year
2. 5 General Membership, 5 Executive and 4 Stewards meetings were held.
3. 1st alternate moved up to delegate status, We only had to pay for 2nd alternate
4. Lower because we are still waiting to be billed from the parks for two mailouts.
5. Higher to reflect the cost of two mailouts (approx \$1000) that must be paid See point 4.
6. Higher due to purchase of Cda Law Books \$492.71, 3 newsletters and new exec pos
7. Lower due to a partial years subscription (not whole year).
8. Budget shortfall dictated a need to cut spending. Exec already gets expenses paid.
9. Higher due to Internet coverage for executive, including sixth position
10. 3 Health and Safety meetings and 1 Constitution Committee meeting.
11. Lower due to Partial terms of new executive members.
12. Increased number of members on the executive board (WSIB\Health and safety)
13. Lower rebates & higher costs dictate a need to cut spending, matches funding of kids Xmas
14. Union should make business a priority, not social. If cuts are needed, the frills should go first
15. We feel that it may be useful to keep up our membership in the Labour Council



## 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:

*Marie Stokes (Editor)*  
at 6548 Dunn St NFO L2G-2R1.  
(357-4219)

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

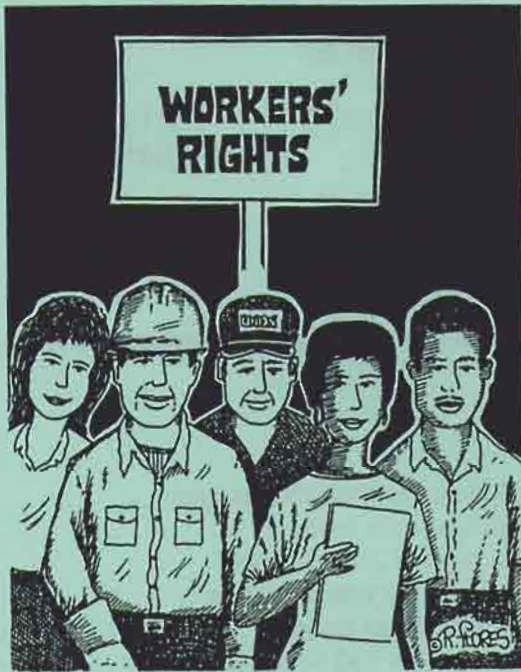
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## Too Much Overtime

CCPA Monitor/CALM

More than a million Canadian wage earners put in an average of 8.5 hours of paid overtime every week. The nine million hours of overtime worked is the equivalent of 225,000 full-time jobs, enough to employ one in every five people now unemployed.



## Mark these dates!

**General Membership Meeting**  
Wednesday, September 4

Niagara Falls Firefighters Club  
Corner of Dixon & Orchard  
7P.M.

\* Presentation and voting on the budget

**Come and participate!**

