

# CUPE 503

# REPORT TO MEMBERS

## PRESIDENT'S REPORT

**A**fter a very hectic 2016 I wanted to do a quick overview of a year that was filled with many challenges and successes.

Before I start recapping the year that was, I want to first say what an outstanding team I worked with at the Union. From our Labour Reps, Grievance Officer, Worker's Compensation Representative to our Administrative staff, all of what we do for the membership would not be possible if not for their hard work. The Executive of the Union also met the challenges of the year and helped to turn them into a year that we can all be proud of. If it were not for their dedication and hard work we would not have had the many successes and improvements we ended this past year on. From the hard work and long hours at the many bargaining tables to the countless day to day workplace representations they participated in, your executive members showed the high level of training and Union education they have.



**BRIAN MADDEN**  
PRESIDENT

## A YEAR OF BARGAINING CHALLENGES

**I**f I were to talk about one thing that was present at all the tables of Collective Bargaining we sat on this past year that posed the most challenge, it would be economics. The pressure at the tables around this issue posed some of the greatest challenges for the Union bargaining committees. Economic issues bleed into so many sections of our contracts. From vacation leave to sick leave, organizational change to contracting out pressures, all made the collective

bargaining processes very challenging across the board. Your Union Bargaining teams have to be very knowledgeable in the collective agreements. The smallest word change or deletion can not only impact the intent or application of the section the change is made within, it can have a ripple effect in other articles as well. This ripple effect may be the end game of the employer and this is where having a well-trained and resourced Union Bargaining team is



essential. To sum it up clearly, it may not be the wild animal in front of you that is the most dangerous, you need to know what is behind the tree as well.

At the end of this past year we had negotiated 8 collective agreements to a successful conclusion with fair wage

improvements as well as successfully protecting and improving the working lives of our members. There were two remaining tables of Negotiations, Part Time Recreation & Culture and Aquatics, both of these agreements should be going to Arbitration sometime in the spring of this year.



## A MISGUIDED PUSH TOWARDS CONTRACTING-OUT BY THE CITY OF OTTAWA

**B**ack in July of last year a report to the City Transportation Committee was brought forward; at a time of year when most Citizens are not thinking about snow. Contained in the report were some significant changes to how winter operations would be conducted across the City of Ottawa. Lengthen the Beats, increase the amount of accumulation of snow before plowing and contracting out of a significant amount of special equipment. All of these changes were as a result of a consultant hired to answer the economic pressures brought by City Council to reduce the transportation budget. The impact of the contracting out of the special equipment could

have resulted in the loss of 60 plus operator positions, and result in what the Union believes would have been lesser service levels and higher contracted out costs to the City. It appears that I was not the only one to hit the ceiling over this report. The public also came out in numbers to drive home the lack of consultation and failings of what they saw as reduced service to the taxpayers. The timing of the report was not lost on the public either. What was purported by the City to be good advanced planning was seen by many in the public as a way to bring in reduced service levels when people were enjoying the summer and not thinking about winter. This is Ottawa and

thoughts of winter are not far from taxpayers minds at any time. With only day's notice I signed up to speak at the Transportation Committee meeting in July and put together a rebuttal of the findings. Many on City Council also felt the winds of change and were openly concerned with the lack of prior communication with the Union. At the end of the day there was a direction to have the Management team within the transportation Department meet with the Union to look at alternatives to some of the proposed changes. These meetings have been taking place and have produced sufficient savings through internal efficiencies to avoid the need for contracting out of further services. The meetings have also identified the ability to bring previously contracted out services back in house. Your CUPE 503 Vice-President James Watson has been heading up much of the accumulation of background data to make the arguments for contracting back in work and has been very successful to date. His hard work around this priority is at the heart of saving special equipment jobs and bring work back into the City at a savings to the taxpayers. A win-win for everyone.



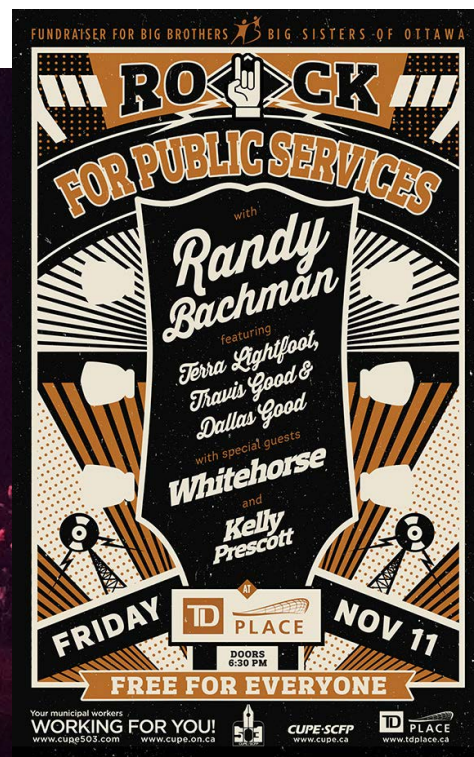


# RAISING THE PROFILE OF CUPE 503 MEMBERS

**Y**our Local has been working on this for many years now. Our employers have been backing away from publicly recognizing our membership for their hard work and dedication to all of the vital jobs they do in the service of the taxpayers. Your Union has moved to Social Media and Television with our ads and commercials, bringing to light the invaluable front line services you the workers bring to the communities we all service. It is your work that makes Ottawa and the Communities surrounding it one of the best places in Canada to live and raise a family. Raising awareness in the communities we serve, about the importance of public service workers is the right thing to do and we all have a great story to tell.

The **Rock for Public Services** Concert has just completed another concert this past November and it has now raised over \$150,000 for local charities in the years it has been running. This is just another way we bring the message of public service to Ottawa and surrounding communities. It gives us a chance to bring our message to thousands of taxpayers who show up each year. We have an opportunity to put a worker's point of view out there and let the public know that we live in the same communities we serve. Our kids go to the same schools and community centers. It is more than a job, it is our communities too and we care. There are information tables in the hall ways and videos playing on the stage between the acts talking about the services CUPE 503 members

deliver each and every day in their communities. So many people talk about how great it is that the Union puts these concerts on and the underlying thing that keeps coming up is how important public services are to them in their daily lives. We could not do all of this without the continuing support from our National Union and CUPE Ontario. Their additional financial support makes these concerts happen and helps to raise the profile of CUPE members everywhere. We also have to recognize Brother Wil Kelly. Without him we would not be able to bring all the coordination, the venue, and talented acts together to make these concerts the success they have become. To the community, to the many volunteers, and to CUPE, a great big thank you.





## DEFENDING OUR MEMBERSHIP IN 2016

Looking back at the many fight back campaigns over the past year in addition to all the Collective Bargaining Tables leaves little doubt that it was a very busy year.

Our Social Service membership and our Child Care workers have seen a challenging year with Organizational changes as well as the continued effects of a provincially provided computer program that continued to challenge the workers ability to provide for people in need within the City of Ottawa. The Union continued to press for the reopening of the Beausoleil Child Care Center and for basic required improvements to many other Child Care Centers operated by the City of Ottawa. Working diligently behind the scenes supporting the members was Sister Carrie Lynn Poole-Cotnam. Carrie Lynn, in addition to her position as the Treasurer for the Local, is the Chair of the Ontario Division Social Services Committee and brings a larger provincial perspective as well as a significant knowledge base from her Provincial position. Carrie Lynn has been able to bring all of these assets to the table with the City to press for required improvements for Child Care Centers, and support for an overtasked workforce in Social Services.

Our City Libraries have experienced some ongoing challenges over the last year. The continued impacts of RFID on the workplace and the importance to ensure that workers affected were treated with dignity and respect. The ongoing discussion about the new central Library, whether it would be a Public-Private Partnership (P3) or a City owned and operated facility and where it would be located. A significant Pay Equity win for the workers,

putting to rest the disparity between the Benchmarked City Jobs and Library positions once and for all. This has all fallen for the most part on the shoulders of Sister Joan Keith. Joan has been the champion for Library workers in the City of Ottawa and has done an outstanding job, in addition to helping land a landmark Pay Equity award for the workers. Her quiet fortitude and professionalism is very much appreciated by all.

There were many other fight backs and challenges that your Union worked on over the past year and countless Shop Stewards and activists to thank that one could never mention

all. That being said a Union is built on the dedication and hard work of activists. These are the champions of the workplace and they have my admiration and respect for what they do and most importantly, they do it for you the members. We are all workers and by standing together and supporting each other we have built one of the most progressive Unions in Canada. There is no prouder moment at a Union Convention or during a media interview when I can stand up and say that I am from CUPE 503.

*Thank you,*

Brian Madden





# SECRETARY-TREASURER'S REPORT

Since February 2013, when I was elected the Secretary-Treasurer of CUPE 503 so many things have changed. We have expanded from 9 Collective Agreements to 13 and have grown our membership by welcoming 1500 new members into the Local. With this growth comes more responsibility and opportunity in my office to meet the needs of our membership in working with my Co-Officers, the Executive Council and Trustees.

CUPE 503's fiscal year runs June through May, and for the last 4 years we have been operating within balanced budgets to meet the needs of our membership. This is through identifying and receiving new revenue through Cost-Shares with CUPE National, earning dividends on our investments, and an ongoing review of all vendor contracts and expenses we incur. We have fully implemented our short-term strategic plan to ensure your membership dues are being directed to the priorities of service and

representation. Our short-term plan included: growing our staff complement in the office, embarking on over-arching campaigns to protect the public services we provide in our communities, ensuring we have the resources to bargain good collective agreements for our members, and defend members who require representation throughout our grievance process. We are now at a stage where longer-term financial planning is underway. All of this would not be possible without the collaborative environment I am working with each and every day.

It is a privilege to serve as your Secretary-Treasurer and it is inspiring day to day to witness the dedication and commitment of our staff, the Executive, and our shop stewards who put the best interests of our members front and center. The commitment we all share is building this great union of ours.

*In Solidarity, Carrie Lynn*



**CARRIE LYNN  
POOLE-COTNAM**  
SECRETARY-  
TREASURER

## The Municipal Retirees Organization Ontario (MROO)

Protecting the pensions and enhancing the quality of life for all OMERS pensioners

If you are soon to be an OMERS retiree and would like to get the most out of retirement then consider joining Municipal Retirees Organization Ontario (MROO).

MROO was created as a not-for-profit corporation in 1977. We speak on behalf of all OMERS retirees and currently provide services to 18,000 members. MROO is the largest OMERS retiree organization and the only one with membership open to retirees from all walks of local government life – former union, non-union

and management employees of municipalities, police and fire services, libraries, hydro commissions, school boards, health units, and other employers in the OMERS pension plan.

Our board consists of elected directors from nine zones across the province. We are an independent, non-partisan organization formed to voice the interests of all OMERS retirees to OMERS and to governments of all levels, represent our membership in legislative matters that affect retirement and provide services that benefits our members.

MROO has identified a range of insurance products to support you and your spouse in retirement. The plans are designed to offer valuable “benefits for life” at competitive rates:

- » Health and Dental Care/Annual Travel Insurance
- » Convalescent Care
- » Guaranteed Issue Life Insurance
- » Individual Travel Insurance for single or multiple trips

Find out More at [www.mroo.org](http://www.mroo.org)





# VICE PRESIDENT'S REPORT

## CONTRACTING OUT FIGHT BACK

**C**ontracting out of City of Ottawa services has been an ongoing issue for our Local for a number of years and 2016 was no different, if anything it seemed to intensify. One of the main attack on public services came through a KPMG report, which claimed the City of Ottawa could save money by contracting out some of the services currently being done by Local 503 members. I am pleased to report that your Local moved immediately to counter this opinion, and in doing so we were able to bring the resources of CUPE National to assist us with this fight back. With CUPE 503 and CUPE National resources we were able to assemble a team of experts quickly, and in doing so we were able to point out many discrepancies in the KPMG report. In fact, we used KPMG's information to show that CUPE 503 members are actually more cost effective than some of the work currently being done by contractors for the City. With this information and with concerns brought forward by many of the citizens of Ottawa, your President, Brian Madden was able to get the city to back away from many of the recommendations made in the KPMG report.

We know that this will not be the last time 503 members work will be under the threat of contracting out, so the Local has been working on an ongoing campaign to ensure that City of Ottawa councillors and residents know and understand all the great work and value that they receive by City staff every day.

## OMERS

**I** think that most people are aware of the attacks and pressures that have been put on Public Sector Pensions across Canada in the last 10 years, and OMERS is no different. Even though OMERS is currently over 92% funded and expected to be fully funded before 2025, there are still many individuals trying to say that we need to change the way OMERS works.

CUPE members from across Ontario make up about half of the total members enrolled in the OMERS Pension plan, and because of this CUPE Ontario has put together an OMERS Reference Committee. I am pleased to say that for the last two years I have been an active member of this Committee, and I will continue to work to protect OMERS from these challenges, a pension that many CUPE 503 members have worked hard towards.

## 2017

**A**s we move through 2017 we will face many challenges as a Union. Everything from city budgets, to bargaining, to health and safety and many other different challenges across all of our Collective Agreements and Sector. Through all the challenges we will face this year, your Union will be here representing your best interests in everything we do.

Most of all, we must always remember that we are at our strongest when we stand together.

*In Solidarity,*

James



**JAMES WATSON**  
VICE PRESIDENT



# HEALTH AND SAFETY REPORT

A big thank you to all our amazing members from the past and present who have stepped up to the plate to become part of our Joint Health and Safety Committees. Because of you, our workplaces are safer and Workplace accidents are on a decline.

Some of our JHSC's have been going through restructuring. This couldn't have been done without our members' contributions and working with everyone to make things easier for the transition.

I am excited to say that because of the hard work of our CUPE 503 leadership and an Employer's willingness to work with us, we have been successful in rolling out Anti-Harassment Training. I want you to know that our Local deals with hundreds of our members

bringing up "workplace harassment". This is something that not only hurts our members but takes up a lot of time between the Union, Worker and Employer. Some of these cases are definitely harassment and some are not. We believe the best way to combat this is with education. Working together with the Employer we were able to take our "Saying No To Harassment" training and make it streamlined for our members. Hopefully, this is just a start and we will be able to continue facilitating other courses such as "Violence In The Workplace", "Mental Health", etcetera. These are small meaningful steps and I believe it will make our workplaces a much healthier workplace for everyone.

*In Solidarity,*

Wil



**WIL KELLY**  
**CUPE 503 HEALTH  
& SAFETY  
COORDINATOR**



## MANDERLEY ON THE GREEN Thursday August 17th, 2017

Registration begins:

MONDAY JULY 17TH, 9:00 AM

1505 Carling Avenue

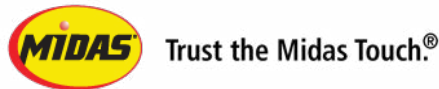
613-230-2456

\$65 per golfer or \$260 per team



# MEMBER REWARDS COMPANIES

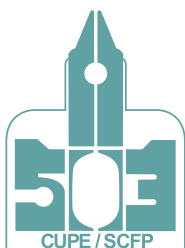
Check our website for details: [cupe503.com](http://cupe503.com)



## REMINDER

Membership Meetings are held on the 3rd Tuesday of each month, except for July, August & December, beginning at 7:00pm, at 1505 Carling.

## contact



### THE OTTAWA-CARLETON PUBLIC EMPLOYEES' UNION, LOCAL 503

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Monday to Friday, 9:00 a.m. to 4:30 p.m.

### WORKING HARD FOR OUR MEMBERS

THE OTTAWA-CARLETON PUBLIC EMPLOYEES' UNION

[www.cupe503.com](http://www.cupe503.com)