

**EXECUTIVE BOARD  
- COPE Local 343-**

**President**  
Kelly Belbin

**Vice-President**  
Casey Oraa

**Secretary-Treasurer**  
Tina MacPherson

**Recording Secretary**  
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**Members at large**  
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Kevin Mayers  
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Vanitha Ethiraju

**Equity Members**  
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Guled Warsame

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## Convention 2017

April 1<sup>st</sup> and 2<sup>nd</sup>, 2017 was our COPE Local 343 Convention, held at the King Edward Hotel in Toronto. We broke a record with over 100 delegates attending!

Friday night, members gathered to chat, get to know members from other bargaining units and have a drink/snacks.

Saturday, our morning commenced with delegates discussing Union solidarity and fighting the rise of fascism. Saturday afternoon, Patty Clancy facilitated a workshop prepared by the Canadian Labour Congress and its affiliates which introduced delegates to the issue of domestic violence and how it impacts the workplace. Saturday evening, the night was dedicated to honouring Liz Fong, wishing her a happy and healthy retirement! Delegates enjoyed a delicious dinner which was followed by some entertainment. We were entertained by the hilarious, Martha Chavez and then the lights were dimmed, the DJ turned up the music and we danced the night away. When needing a break from the dance floor, delegates grabbed some props and hit the photo booth! (Check out all photos at: [www.luxphotoboosts.ca/gallery](http://www.luxphotoboosts.ca/gallery). The password to access photos is 0401. The gallery expires May 1st.)

Sunday, we heard from guest speaker, Michael Etherington from the Native Canadian Centre of Toronto. He spoke on Indigenous issues including the Truth and Reconciliation Commission, residential schools, Sixties scoop and how non-Indigenous Canadians can be effective allies with Indigenous communities. He challenged the delegation to think about what Canada's 150th anniversary means for Indigenous communities as well as how we as non-Indigenous Canadians benefit from the oppression of Indigenous communities.



The remainder of Sunday was filled with elections, the swearing in of new members and the new Executive Board, and, hearing from each Bargaining Unit in terms of what has been happening within their Unit.

Your newly elected Executive Board is:

**President:** Kelly Belbin

**Vice-President:** Casey Oraa

**Secretary-Treasurer:** Tina MacPherson

**Recording Secretary:** Pauline Fitzgerald

**Members at Large:**

Tanya La Rush

Kevin Mayers

Dave Rosborough

**Youth Member at Large:**

Vanitha Ethiraju

**Equity Members:**

Lorraine Boucher

Guled Warsame

The new Executive Board is looking forward to a fantastic term! We have a diverse group prepared to bring fresh, new ideas to the table and serve YOU...the members!

**We want to hear from you!**

Questions, comments, suggestions, concerns...please get in touch with us! If you have an issue that you wish to bring to the Board's attention or wish to contact us in general, we can always be reached at [cope343@on.aibn.com](mailto:cope343@on.aibn.com) or by using the mail form found at <http://www.cope343.com/contact-us/>. If you prefer telephone or fax, the information can also be found on the Contact Page of Local's 343 website.



**Kids at Convention**

While delegates were busy participating at Convention, their children were kept equally as busy by a group of wonderful CUPE day care workers! Saturday morning, the kids all ventured out to enjoy a few hours at Ripley's Aquarium. They returned at noon to have lunch with their parents and then headed back out to the Regent Park Aquatics Centre for an afternoon of swimming. The kids joined their parents for dinner and were then whisked away by the daycare workers for a movie and popcorn night. Sunday, the kids enjoyed an outing to the park, played games and did crafts. New friendships were made and all of the kids had a super, awesome time!



**Resolutions passed**

It is at Convention that members discuss and vote on any proposed amendments to COPE Local 343's Constitution and By-laws. It is also through resolutions that members develop policy for the Local and provide direction to the Executive Board.

At the April 2017 Convention, the delegates discussed and adopted six (6) resolutions. The following resolutions are of note. The Local has sent the constitutional amendment to COPE National for approval. It has also implemented the resolutions through revisions to its Policy and Procedures Guidelines and the Local's Expense Form. Once finalized, you will be able to find all of these documents on Local 343's web site.

**Constitution and By-laws**

Article 12 – Delegate Entitlement - increasing Youth participation

Each Bargaining Unit and the General Unit will be entitled to have a Youth Member attend the AGM, Convention and Special Convention as a delegate. If necessary, the Youth Member will be elected.

In addition, the Local will have five (5) Youth Member delegates attend its AGM, Convention and Special Convention. The Elections Committee will determine a process for selecting these five (5) delegates from the Local’s membership.

**Policies and Procedures**

Child and Dependent Care Policy - removing barriers to participation

When licensed on-site childcare is not available at a Local 343 function, Local 343 will reimburse a member’s daycare or childcare costs up to \$75 per child per day.

Local 343 will also reimburse the member’s dependent care costs up to \$75 per family member per day when attending a Local 343 function.

When an Executive Board member incurs child or dependent care costs in excess of their regular costs to attend a Local 343 Executive Board or committee meeting, or an event in an official capacity, Local 343 will reimburse these expenses in the amount of \$75 per occasion.

**Direction**

Fall School - empowerment through education

The Local will pursue the creation of a ‘Fall School’ to provide members with additional educational opportunities.

**COPE Local 343 Scholarship**



COPE Local 343 has an annual scholarship fund in the amount of \$3000. This fund is to help off-set the costs for members and their children who have been accepted at or are enrolled in post-secondary education, including but not limited to trade schools, colleges, universities and professional designations. A scholarship recipient may re-apply. Should there be more successful applicants than awards available, priority will be given to applicants who have not received a scholarship previously.

As part of the application process, applicants are required to submit an essay (500-750 words) or submit a work of art (illustration, painting, song, etc.) and description of the piece that is in-line with the topic/theme that will be provided by the Local. Essays and works of art should not be marked with an applicant's name. This is to ensure that every applicant has a fair, unbiased evaluation conducted of their application.

Please see attached scholarship application!

The deadline for submissions is June 15<sup>th</sup>, 2017.



Thank you to John Arnold and Dave McLeod for your many years of service and membership. Wishing you both a healthy and happy retirement!



## Prevention Link

Submitted by: *Ethiraju*

It's been a busy few months for the Prevention Link team. With ongoing curriculum redesigns, networking opportunities at various health and safety events, a successful Disability Prevention Strategies workshop provincial tour and the implementation of an upcoming Occupational Mental Health & Illness 101 workshop, the program is in full swing.

### CURRICULUM REDESIGN

As laws, policies and procedures change, so too must Prevention Link materials. That is why the team has been making curriculum updates to Prevention Link core and topical courses. Updated materials for Occupational Disability Response Training Levels 1 and 2, along with selected materials for topical can be purchased at [www.preventionlink.ca](http://www.preventionlink.ca).

### OCCUPATIONAL MENTAL HEALTH 101

It is time to have the conversation about mental health and illness in Ontario workplaces. Mental illness is considered the number one cause of workplace disability in Canada, yet stigma against those suffering from mental illness is still a reality. That stigma is a key reason why many Ontarians don't talk about mental illness in their



workplaces. Starting May 6 in Toronto, Prevention Link will launch a series of mental health workshops aimed at opening the conversation around mental health challenges in workplaces across Ontario. The half-day workshop, which will be offered in Sudbury, London and Ottawa, will enable participants to learn about and talk more openly about mental health in the workplace. The conversation will be guided by Dr. Wendy Stanyon, a mental health nurse and academic. To register, visit [www.preventionlink.ca](http://www.preventionlink.ca)

## Youth Workshop

Submitted by: *Zachary Palamarchuk*

It is not every day you get to interact with people with such passion and a sense of pride. That was the vibe I felt while attending the recent COPE 343 convention. Being a young worker, and new to the union I felt a sense of belonging, and felt very welcomed by my new found friends. It is great to see an organization that wants nothing but success from their peers.

It was a great feeling attending the Young Worker workshop and get more education about COPE 343 and some of the great causes we are a part of, and to see what I as a young worker can do to participate. The workshop was a great forum to discuss the issues we face as young workers such as generational differences, bargaining rights, precarious work, and the future of the union movement. I cannot wait for future opportunities to interact with my brothers and sisters. Let us continue to build and grow within the labour movement!



## Youth Workshop

Submitted by: *Kevin Mayers*

I was pleased to have attended the Young Workers conference that took place on March 31st. The group of young workers was diverse, well informed, and very outspoken; this set the stage for insightful discussions around the Make it Fair and the \$15 and Fairness campaign. I got the sense that the group was enthused to learn about opportunities to be more involved. I'm excited to see how Young Worker events will evolve from here.

Thank you Vanitha for spearheading this, and thank you to everyone that came out.

**Social Media Alert**

COPE Local 343 is pleased to advise that we are now on social media!!! The Local can now be found on Twitter, Facebook and Instagram. We are hoping these avenues will provide us with other ways to communicate with you, our members, to get you the information you need to know.



**Want to be part of our Political Action Committee??**

At Convention, a new Chair and Vice Chair of the Political Action Committee were elected. Your Political Action Committee Chair is Ryan Donnelly and Vice-Chair is Kathy Clee.

If you are interested in being a part of COPE Local 343's Political Action Committee, let us know! The new Committee is in the process of figuring out its next steps and is looking for motivated, active members to participate. Want to be involved? Send us an e-mail at: [cope343@on.aibn.com](mailto:cope343@on.aibn.com)



**COPE Local 343 is now tweeting! Spread the word.** Our twitter handle is @COPE\_343.

**Stewards Corner**

If you are trying to increase your participation at Bargaining Unit meetings, here are a few suggestions to consider:

- ✓ Provide snacks and refreshments for your members!
- ✓ Encourage members to bring forward agenda items so that they feel their opinions and issues are important
- ✓ Go to each of your members personally and ask them to attend, sometimes the personal touch can make all the difference!
- ✓ Provide a schedule for Unit meetings that has them scheduled for the same time and in the same place each month scheduled several months in advance so that it becomes a regular and expected event.



**We are on Facebook!** Please check out our Facebook page: COPE Local 343



**Instagram** Check out our Instagram page cope343.