

CUPE 2998



PRESIDENT'S NOTE

Hello Local 2998 Members!

Our union is in a unique position of growth and stability. Since the pandemic, we have seen jobs lost, and our Community Centre, once robust and busy, has slowed to a halt. However, we are slowly seeing operations in the Centres return to what they once were. Our local has grown with the addition of Egale Canada, and for the first time in many years, Local 2998 has a full Executive Board. This team is dedicated to protecting the rights of workers during these challenging times of inflation.

As unionists, we are obligated to protect and support our members. I share this quote to emphasize that WE matter too: "If we want people to fully show up, to bring their whole selves, including their unarmored, whole hearts — so that we can innovate, solve problems, and serve people — we have to be vigilant about creating a culture in which people feel safe, seen, heard, and respected." — Brené Brown, *Dare to Lead*

As we head into a bargaining year, we are preparing to protect our rights and make gains. The Social Services sector requires our members to support others, but we need to be supported to be at our best! I stand in solidarity with all members of Local 2998 and strive to improve working conditions for all!
#WeAreStrongerTogether

Lainey Little

MEMBER AGENCIES

Applegrove Community Complex Ralph Thornton Community Centre

Cecil Street Community Centre Scadding Court Community Centre

Central Eglinton Community Centre Swansea Town Hall

Community Centre 55 The 519

Eastview Neighbourhood Community Centre University Settlement

Egale Waterfront Neighbourhood Centre

Newsletter

Sept 2024

Issue #01

NOTHING CHANGES WITHOUT YOU!

In the first issue of our newsletter, we're highlighting the crucial negotiation of a new AOCC's Collective Agreement (CA) this year. We're dissecting the Anatomy of Bargaining, what it takes to capture a good CA. Gender-affirming care and wage increases are our top priorities. With wages falling short of basic needs, many of us are just one paycheck away from hunger or homelessness. This reality underscores the importance of all of us uniting. By coming together, we can strive for a more equitable workplace in our next CA. Let's rally to protect the dignity of our labour and a secured future for all—because nothing changes without you!



REMINDER

General Members Meeting (GMM) on Thurs, Sept 19, 7 PM, hybrid at The 519, ZOOM link will be emailed separately.

We will also be holding nominations and elections for the Bargaining Committee. Don't miss it!

Food will be served 6:30 PM

ANATOMY OF BARGAINING



General Member (GM)

Any good standing full-time, part-time, and casual member of local 2998.

Bargaining Committee (BC)

a group of (5) elected representatives tasked with negotiating with employers on behalf of our local. Local's President is automatically part of the committee

Organizing Committee (OC)

The organizing committee is a group of members committed to communicating about contract negotiations with the **GM** at every work site, as well as organizing members for visibility and action in support of those negotiations.

Bargaining, baragaining, what is Bargaining?

Bargaining a collective agreement involves navigating a crucial power dynamic as we unite to challenge and negotiate with the employer (the City) for enhanced working conditions, fair wages, and improved rights.

This process is a form of resistance and solidarity-building. Two integral components play a pivotal role in ensuring effective and successful bargaining:

the Bargaining Committee and the Organizing Committee.

Bargaining Committee (BC) Responsibilities

Preparation: Gathering information on industry standards, and the current members' demand to inform negotiations.

Negotiation: Discussions with the employer to advocate for the best possible terms and conditions that reflect the demands, needs and concerns of GM.

Communication: Keeping the GM informed about the process, progress, and any proposed compromise and agreements.

Voting: Presenting the negotiated contract to the GM for approval or rejection.

Overall, ensuring that members' interests are represented and protected in negotiations with employer.

Responsibilities of Organizing Committees (OC)

Encourage members to participate in surveys and discussions about bargaining priorities.

Communicate what is at stake in this round of negotiations and the BC's proposals.

Work with the BC to explain what management is attempting to take away or change and the impact it will have.

Make negotiations visible to the GM by distributing materials such as newsletters, stickers, posters, etc., to support organizing and actions.

Gather input and feedback from members and create a feedback loop to update members on the team's progress.

Organize members for visibility and action in support of the objectives.

Build support among key allies, including other unions, and community members.

LOCAL'S HIGHLIGHTS



Toronto Union Solidarity Get-Together

On July 16, several Toronto unions gathered, hosted by Local 79 President Nas Yadollahi, to address shared issues and political challenges affecting our workers and communities. Key leaders in attendance included Reenita Verma, Recording Secretary of CUPE Local 2998; David Halili, Lead Steward of CUPE Local 2998; Marvin Alfred, President of ATU 113; and Jennifer Adams, Treasurer of CUPE Local 1600. Solidarity and collaboration are essential as we work together to navigate these challenges!
FROM LOCAL 79 IG

Members from CUPE Local 79, Local 4948 and our local united for an inspiring two-day "Building Worker Power" organizing training session, hosted by Local 79. This program is dedicated to empowering our fellow union members by equipping them with the knowledge of their rights, effective organizing strategies, and the tools to advocate fiercely. Together, we are not just participants in this movement—we are a collective force for change! When we stand together, we amplify our power and strengthen our resolve!

-FROM LOCAL 79 IG

Building Worker Power Organizing Training Session

Have exciting highlights from your workplace? We'd love to feature them in our next issue! Just email info@cupe2998.com with the subject line "Feature Us!"



MEET LAINHEY LITTLE

President of Local 2998 and works as a Child and Youth Coordinator at the Ralph Thornton Centre, actively involved in the local since 2007. Since then, it has been her lifelong passion to fight for workers' rights.

WHAT MOTIVATED YOU TO GET INVOLVED WITH THE UNION INITIALLY?

I've seen people's rights being violated and it didn't sit well with me. As a social worker, I needed to support people around me, not only my clients but people I work side by side with.

WHAT DO YOU ENJOY MOST ABOUT YOUR ROLE/INVOLVEMENT IN THE LOCAL?

Diving into all the different facets of what we do as a union. As the lead steward I mainly dealt with bargaining, member support, or addressing grievances. Once into the president role, I learned so much more and am now involved in job evaluations, serving on different committees, and overseeing everything that the local does.

WHAT IS ONE OF THE BIGGEST CHALLENGES YOU'VE FACED IN YOUR ROLE?

Getting people out and involved. In order to make moves in the labor movement, you need solidarity among all the members. The more members that come out to our meetings, take part in committees, and join as stewards, the better and stronger we are. We have plenty of vacancies, and that has been one of the challenges—filling these roles. However, I'm proud to say that currently our executive board is full.

PROUDEST ACCOMPLISHMENTS

Last round of bargaining, the city was demanding sick notes after 3 days and currently in our CA it is 5 days. We were not willing to accept that and refused to drop this issue at the bargaining table. I'm so proud of that, we stood really strong and got the outcome we desired.

WHAT'S DO YOU LIKE MOST IN THE WORK THAT YOU DO IN YOUR AGENCY?

Sitting beside a member facing discipline or other challenges and seeing how much they value my support is truly meaningful. I've represented members during terminations, and while the outcome didn't always change, they were grateful to have someone by their side. That makes the experience much better for them and gives me a strong sense of purpose.

WHAT'S DO YOU LIKE MOST IN THE WORK THAT YOU DO IN YOUR AGENCY?

I am on the front lines of making a difference in the lives of children and youth every day, whether it's sitting around a table sharing snacks or organizing special events and leadership programs that benefit them. I am doing this work with young people in our community and raising a place an space that supports them and hopefully makes a positive impact on their lives and futures.

LASTLY, WHAT ADVICE WOULD YOU GIVE TO OTHER MEMBERS WHO ARE INTERESTED BUT SHY TO BE INVOLVED?

I would say, choose something that aligns with what you're comfortable doing. Whether it's joining a committee, taking notes, or attending a meeting to learn about what we do. Just try something small to see if you like it. You can always get more involved later.

fast talk:

1. Hot or cold? Hot!
2. Coffee or tea? Coffee.
3. Most beautiful place in Toronto? Beaches.
4. Flowers or chocolate? Chocolate.
8. Tight hug or sweet kiss? Sweet kiss <3
9. What makes you angry? Injustice!
10. Breakfast in bed or breakfast buffet? Buffet..
11. Bite of a zombie or vampire? Vampire?
12. Guilty or not guilty have been cut off in a bar? Not guilty.
13. What's your go-to karaoke song? Weak (SWV).
14. Torontonians should discover? Doubles (Pittfield & McCowan)

Want to be featured? Know someone who should be?
Email: info@cupe2998.com.



EXECUTIVE TEAM



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- Central Eglinton Community Centre
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RESOURCES

[LOCAL 2998 By-Laws](#)

[AOCCS COLLECTIVE AGREEMENT](#)

[UNIVERSITY SETTLEMENT COLLECTIVE AGREEMENT](#)

[EGALE COLLECTIVE AGREEMENT](#)

Ontario Occupational Health and Safety Act and Regulations ([The Green Book](#)).

Follow our Local on [Facebook](#), and [Instagram](#)!

For more CUPE news & updates follow:

[CUPE Ontario \(Facebook, Twitter, Instagram\)](#)

[CUPE National \(Facebook, Twitter, Instagram\)](#).