

CUPE / *Canadian Union
of Public Employees*

LOCAL 218

**GENERAL MEMBERSHIP
MEETING**

7:00 P.M.

SUNDAY, OCTOBER 26, 2014

CUPE LOCAL 218 HALL

**2080 WENTWORTH ST.
WHITBY, ONTARIO**

**PLEASE PASS ALONG TO ALL CUPE LOCAL 218 MEMBERS IN
YOUR WORKPLACE
PLEASE POST**

CUPE LOCAL 218

ELECTIONS

SATURDAY NOVEMBER 15, 2014

10:00 (A.M.)

PLEASE BE ON TIME! DOORS WILL BE TILED AT 10 A.M. SHARP FOR THE FIRST VOTE AND THEN RE-OPENED.

DONALD A WILSON

***681 Rossland Road West,
Whitby, Ontario
L1P 1Y1***

PRESIDENT

ALL BARGAINING COMMITTEES

VICE PRESIDENT

2 YR TERM (Jan 2015- Dec 31, 2016)

2 YR TERM (Jan 2015- Dec 31, 2016)

2 YR TERM (Jan 2015- Dec 31, 2016)

PRESIDENT'S MESSAGE

OCTOBER 2014

Your Provincial Bargaining team met with the government on October 8 and again on October 16, 2014 to set ground rules for bargaining and to decide what will be Provincial issues and what will be local issues.

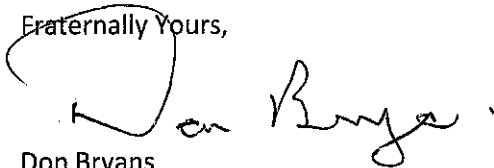
The government only appointed one employer (Trustee) team and only one government team to deal with all eleven Bargaining units that make up the different players in education in Ontario (ie. CUPE, OSSTF, ETFO, OECTA)

With little or nothing being done at local tables last time we are being very upfront with our employers that we need to see significant changes in our Collective Agreement as this will be the first time since 2008 that we are able to negotiate locally. Some examples of this are custodial staffing and coverage, clerical staffing and workload, a more comprehensive Collective Agreement for Continuing Education and violence and bereavement for Educational Assistants.

Please come out to our elections on Saturday November 15, 2014 and support your candidates in these elections. Don't assume that they will win their positions if you don't come out to support them.

Attendance support is now being implemented, and the board has made it your responsibility to go through and check that your absence record is correct. It is now your responsibility to tell them if the absences are related to chronic illness, a workplace injury or you had a surgery that may excuse you from this program. If you have, questions call your unit chair for help.

Fraternally Yours,



Don Bryans
President, CUPE Local 218

VICE PRESIDENTS MESSAGE

Dear Sister & Brothers:

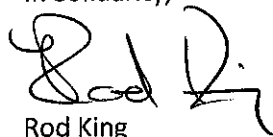
I hope everyone had a wonderful Thanksgiving and enjoyed the nice weather and beautiful fall colours. Congratulations to all of the members who were nominated or acclaimed at our September General Membership Meeting. Voting will take place at Donald A. Wilson School on Saturday November 15 at 10:00 a.m. Please take the time to come out and vote for the candidates that you feel will best lead your local for the next two years. YOUR VOTE MATTERS! Staying in election mode, Monday, October 27, 2014 is Election Day for Municipal Council and School Board Trustees. Please take some time to see who is running in your area. This is our opportunity to elect leaders who are labour friendly. It is our time to ensure that we maintain the high quality public services in Durham Region. Talk to the candidates and make an informed vote. At our leadership meeting in Toronto on October 5, 2014 CUPE Ontario passed a resolution to maximize pressure on government leaders at all levels to reject cuts to public services. To fight back against all cuts to services including lay-offs, cuts in hours, lost positions, program closures, contracting out services, etc. Our CUPE Ontario Division is ramping up its political action on our behalf, but it takes all of us to make it happen.

Also at our meeting, we were advised that our Charter Challenge re: Bill 115 will be starting in April 2015. On the Provincial Bargaining front, our elected representatives have had their two initial meetings to lay out ground rules for bargaining. We will keep you updated as we move forward.

Our next General Membership Meeting is Sunday, October 26, 2014. Please plan to attend.

As always, if you sustain a workplace accident or injury please contact the CUPE office and one of our Disability Management team members will assist you.

In Solidarity,



Rod King

Vice President

Disability Management Consultant

Educational Assistants Public Board

October 27th is Voting Day for Municipal Elections

Please visit the CUPE Ontario website for "Your Vote Matters". You will find union friendly candidates on the site for Durham region. Please take the time to exercise your democratic right and vote. It is imperative in a bargaining year that we have strong allies in all levels of government. This is the time for strong leadership.

November 15th is Voting Day for C.U.P.E 218 Elections

Where: D.A. Wilson

When: 10 am

Exercise your right to have strong leadership in the elections for President, Vice-President, and Bargaining Committees. Your vote will count.

Toileting

Toileting students is part of the EA job description. The union strongly recommends that you always have 2 people toileting. This is for your own protection. Sometimes this is not possible. Possible suggestions to keeping yourself safe:

Leave the door open.

NEVER lock the door.

If the student only needs direction.... Do so from the doorway. Use a gym mat or other barrier to shield the student for privacy.

Let the office know every time you are toileting a student so they can check on you if they wish.

DON'T PUT YOURSELF AT RISK. Contact the union office if you have questions or concerns.

Postings

Please keep checking the postings if you are interested in a change. There should be approximately 20 more positions posted from the writing of this newsletter.

Pay Stubs

The EA pay stubs will no longer be printed as of January 1st, 2015. They will be on the Employer's Self Serve system on the Portal. This will be the only way you can access them. IF YOU NEED HELP DOING THIS, let the union office know. It may be possible to have a workshop on this.

Please plan on attending the General Membership Meeting, Sunday, October 26th, 2014 at the Union office, 2080 Wentworth St., East Whitby. Ontario at 7 pm.

Bargaining Reps:

Sue Wilkinson		All northern Schools (north of Hwy 7) and all Whitby Schools North of Hwy 7 and Whitby Elementary Schools swilkinson@cupe218.ca
Lori-Ann Richards		All Ajax/Pickering Schools Oshawa/Whitby/Ajax/Pickering Secondary Schools lrichards@cupe218.ca
Kelly Gainer		All Oshawa Schools gainer.kelly@cupe218.ca
Marion Moore	Ext. 315	Chairperson: office hours 7 am - 3 pm mmoore@cupe218.ca

Stewards:

Suzanne McConkey		Oshawa Elementary Schools smcconkey@cupe218.ca
Glen Morrison		Pickering/Ajax elementary schools gmorrison@cupe218.ca



Public Board - Con Ed
October 2014

Our First Collective Agreement:

Yes, our collective agreement is available for you. It is available on the staff portal and also on the CUPE website. From the CUPE218.ca homepage you will see "COLLECTIVE AGREEMENTS" in the list on the left side of the page. The first one listed is CON ED. You are welcome to view or download your own copy.

Sick Day Payout:

I'm very happy to announce that several CUPE CON ED members have been paid for their long overdue sick days. These days are from the time period when we were first told that we were not entitled to sick days. The pay out was on October 2, 2014.

We believe that there are still six members entitled to a payout. We will bring all documentation to our labour management meeting on October 28th and hope we will have a resolution in this matter for all concerned.

Nominations for Con Ed:

Nominations were held in September at the first General Membership meeting of the year. There were three nominations for the Con Ed committee. Jane Batterink, Silvia D'Amato and Maureen O'Reilly were nominated. Silvia and Maureen were acclaimed and will be serving on your committee for the next two years. Jane's nomination is under consideration by the union president as she has not attended the required minimum of four general memberships meetings.

Next General Membership Meeting: Sunday, October 26, 2014 7:00 pm at the union hall.

Elections:

The elections for CUPE president, vice-president will take place on Saturday, November 15 at 10:00; location to be confirmed. The doors will be locked during each vote and then re-opened again between each vote. Please do not be late if you would like to vote.

As always, please feel free to email or phone us after work hours if you have any questions.

- | | | |
|--------------------|--|--------------|
| • Maureen O'Reilly | moreilly@cupe218.ca | 905-242-3740 |
| • Silvia D'Amato | sdamato@cupe218.ca | 905-767-5199 |

Maureen O'Reilly, Public Board, Con Ed Workers Bargaining Chair



CUSTODIAL MAINTENANCE

PUBLIC BOARD

Dear Sisters and Brothers

Hope everyone enjoyed the Thanksgiving weekend sometime to reflect on what is most important in our lives and to be grateful.

Labour Management was held on October 14th, items for discussions were the unions concerns with staffing, coverage and the attendance support program, management once again has concerns with absenteeism. It was agreed to meet again Thurs.Oct. 16th for further discussions being both relate to one another.

The union was also informed that there would be two postings coming out for our Maintenance department, one Architectural Glass & Metal Technician, and one Electrician. Although the union does agree with keeping up with staffing compliment, grievances have been filed through the M.O.U. under job classifications and the replacements of those jobs. Job title changes should be a negotiated item and not result in the elimination of a job classification within our collective agreement.

Also discussed was our Employee self serve system and like our newsletters your pay stub will soon be coming to you electronically eliminating paper pay stubs. For those who are not comfortable with computers or feeling a little uneasy about this rest assured, this system is very user friendly and getting this information, not only pay stubs, but personal information such as benefits, salary, seniority etc. are a touch of a button. Of course if needing assistance in accessing this information ask your supervisor, chief or fellow co-workers for their help.

It's time to vote not only for our own local but for your municipal and school board elections.

Municipal Voting day is Monday October 27th.

Local 218 elections is Sat. November 15th.

YOUR VOTE MATTERS.....

Next general membership Oct. 26th @7:00pm Cupe office.

Yours in Solidarity

Lori Cross Chairperson

Committee: Dennis Gibbs,DanFusco, Mike Nixon ,Glen Marsh

Diane Carder,Kelly Watts, Bob Montgomery,Kurt Badgley

Office/Clerical/Technical

October, 2014

National Sector Conference

The first National Sector Conference was held from October 6 – 9. We had the opportunity to network with other Education Support Workers from all across Canada. It was really interesting to hear the different ways contracts are negotiated. In some provinces, C.U.P.E. negotiates with their boards only, some with the provinces only, and some do both. Being that Ontario is relatively new to bargaining with both, it was informative to see how other provinces have more clearly defined who they bargain with for different aspects of their contracts. There were also guest speakers who had inspiring messages. We are lucky to be part of such a great organization.

Did you know C.U.P.E. Local 218 is on Twitter and Facebook?

To check out our Twitter Account - @Cupe218
Facebook – Cupe Two-Eighteen

Find out about:

Upcoming Meetings, Elections, Bargaining Updates
And more

NEW MEMBERS TO C.U.P.E.

If you have recently been hired by the Durham District School Board, we would like to talk to you. Please call your rep as listed on the sidebar. We would love to see you at our next General Membership Meeting on October 26th. Come on out to the C.U.P.E. hall at 2080 Wentworth Street in Whitby, and find out how your union is working for you. You could win a doorprize of a gift certificate for \$25!!

Your reps are:

...

If you have concerns or questions, please contact your union rep below:

Rachel Hunter –
Elementary

rhunter@cupe218.ca

Karen White – Secondary

kwhite@cupe218.ca

Bonnie Beth – Board
Office

bbeth@cupe218.ca

Cathie Rousseau –
Chairperson

crousseau@cupe218.ca

Please be sure to use your home e-mail address and **not** your board e-mail address. If you have an urgent question/concern, please call the C.U.P.E. office and your call will be forwarded to the appropriate person.

Medical Information

If you've been asked by the board to provide medical information for absences or accommodations for your job, please send a copy of the information to the attention of Jamie Spencer or Marion Moore at the C.U.P.E. office. In this way, if you're ever called in to a meeting by the board, the union will have the same information as the board and will be able to properly represent you. Please note:

*All medical
information is kept
strictly confidential.*

PAPERLESS PAY STUBS

Effective January 1, 2015, we will no longer be receiving paper pay stubs. You can find out all the information about your pay through the Employee Self Serve section on the Durham Board staff portal. Apparently, you will be able to check back on previous pay stubs for up to two years.

BARGAINING UPDATE

...still waiting – keep checking our Twitter and Facebook accounts and our C.U.P.E. website for any current updates.

ELECTIONS

Be a voter and be informed! We want YOU to come to the elections on November 15th at Donald A. Wilson. You will have an opportunity to hear the candidates nominated for President and Vice-President speak. Ask questions, read the literature/handouts. We need dependable and accountable people to lead us through the next 2 years. We need someone who will stand up for ALL C.U.P.E. members. Your informed vote is important in determining who will do that for us.

ELECTIONS!!!!

**WILL TAKE PLACE AT DONALD A. WILSON S.S.
SATURDAY NOVEMBER 15TH AT 10:00 A.M.
FOR THE FOLLOWING POSITIONS:**

PRESIDENT	2 YR TERM (Jan 2015- Dec 31,2016)
VICE PRESIDENT	2 YR TERM (Jan 2015- Dec 31,2016)
BARGAINING COMMITTEES	2 YR TERM (Jan 2015- Dec 31,2016) INCLUDING STEWARDS

Secretarial/Clerical/Technical

Catholic Board

The Employer invited CUPE to be on a Secretarial Staffing Taskforce. I attended the first meeting on October 9th and I will attend 2 more meetings over the next couple of weeks. The purpose of this committee is to review the current staffing formula is still valid. The elementary secretary to student ratios are much lower than in secondary. Please watch for further updates.

There has been some staffing adjustments due to the September 30th enrollments numbers. This has led to the 3 postings that came out last Friday, 2 part time positions and a full time. Please keep in mind that some SCT staff also lost their positions due to decreasing enrollment so these posted positions are really just going to be a wash overall.

Nominations were held at the September General Membership Meeting. I would like to thank all those that came out. Brother Morris, Sister Ulrich and myself were nominated to be on the SCT Committee and we have all accepted and are pleased to serve you over the next 2 years.

Our first Labour Management meeting will be on October 22nd. If you have any issues you would like raised, at either our Executive meeting or our Labour Management, please email me at nspiers@cupe218.ca

I will be away at the National Trades Conference November 11 – 14th. You can still reach me either by phone (905-243-1446) or email if it is urgent.

Nikki Spiers – Chairperson

Karen Ulrich – Committee Member

Mike Morris – Committee Member

Political Action Committee

VOTE ON MONDAY, OCTOBER 27, 2014

Fact Sheet

CUPE Ontar-

WHY SCHOOL BOARD TRUSTEE ELECTIONS MATTER

School board trustees are key decision makers within Ontario's publicly funded school system. They influence government policy and the bargaining climate. They also set the budget for the school board to meet the demands of their constituents.

These publicly elected trustees have obligations not only to school-aged children and their families, but to the broader community at large. Trustees have a degree of autonomy to fulfill their roles and duties, they are not simply a rubber stamp of decisions taken by senior staff. While general funding is determined by the Ministry of Education, trustees are responsible for establishing the Board budget – and for operating within it. Good Trustees also advocate for more funding from the government where necessary.

They are our Employer.

School Board elections traditionally have a very low turnout which means that results can change based on very few votes. It is important for CUPE Ontario members to vote during the election on October 27, 2014. This will allow us to help choose trustees that will put the needs of the community ahead of right wing austerity. It will also allow us to ensure those elected both understand and respect our work.

Did you know the current Premier and Minister of Education, both started their political careers as school board Trustees? School Board Trustees are often viewed as testing grounds for people entering political life; many move on to higher levels of government. Having the right school board trustee now could mean having a great MPP or MP later.

The Ontario Education Act sets out the responsibilities of school boards. In practice, these include decisions on issues like:

- Where to spend money: trustees are able to shift funds between priorities and departments.
- Local Collective Bargaining.
- Contracting in and out of work.
- School Closures.
- Stopping the sale of board assets.
- Community programming and community use of schools.
- Policy, governing, and staffing, including HR related decisions like the hiring of Directors of Education.
- Trustees also advocate on behalf of parents to ensure the school system responds to the needs of all of its students.

VOTE ON MONDAY, OCTOBER 27, 2014

Fact Sheet

CUPE Ontar-

Y:\KTM: CUPE42170: CUPE243

Why is it so important to vote in the Municipal/Trustee Elections?!?!?

Miss out and it may be a long time before you have the opportunity to choose....

WHO WILL BE *YOUR BOSS*?!?!?

Do you leave it up to chance, or to the "corporate friendlies"?!?!?

To make a difference and help keep your job - vote for candidates that are labour friendly and endorsed by unions and the Labour Council!

Political Action Committee



Here's what you can do...

Tell MP Colin Carrie to protect, strengthen and expand health care services, not cut them.

Visit saveourhealthcare.ca to find out more and write your MP.

Write us at info@saveourhealthcare.ca to join the campaign or receive a window sign or materials to distribute in your community.

Brought to you by the Campaign to Protect, Strengthen, and Expand Medicare.

The federal Conservatives are cutting \$36 billion dollars from health care funding to the provinces, instead of protecting and expanding our public health care system.

The Conservatives are walking away from public health care.

saveourhealthcare.ca

The federal Conservatives are cutting \$36 billion from health care over the next ten years. That means \$14 billion in cuts to Ontario's health services.

What is Member of Parliament Colin Carrie doing to stand up for you and your family?

KEEP HEALTH CARE PUBLIC!

Stop the cuts to health care.

It's time to protect, strengthen and expand health care services.

What will these cuts mean for our health care services?

Over the next ten years, the federal Conservatives are cutting \$36 billion from the Canada Health Transfer. Ontario's loss will be \$14 billion.

For Oshawa that means a total loss of \$129 million for health care.

\$129 million in cuts to health care over ten years is like losing:

- 32 hospital beds per year;
- 45 family doctors per year;
- 199 registered practical nurses per year;
- 206 long-term care beds per year; or,
- 861 joint replacement surgeries per year.

Ontario has the fewest hospital and long-term care beds per capita of any province in Canada. These cuts will impoverish an already threadbare system.

The federal Conservatives are abandoning our public health care system by:

- Cutting \$36 billion from health transfers to the provinces and starving the system, making it impossible to provide the services Canadians need.
- Encouraging for-profit corporations to deliver health services.

The result: one health system for the rich and a broken system for the rest of us.

What is at stake?

Home care and long-term care

Home care and long-term care need to be covered by Medicare.

Our seniors don't receive enough hours of home care support and they wait too long for a room in long-term care.

We must invest in new public long-term care beds to serve those with complex care needs.

The loss of \$129 million in federal funding will make things worse. It is like losing 206 of the 300 public beds at Hillsdale Estates.

Increased nursing and patient care hours

More beds are not enough without adequate staffing.

We need more nurses and patient care workers on staff to deliver the best possible health care to Oshawa residents. In long-term care, residents deserve a minimum of four hours of care each day (adjusted for care needs).

Lakeridge Health (Oshawa)

Oshawa's loss of \$129 million in funding is equivalent to cutting 32 hospital beds from Lakeridge Health. A cut of that size is like losing an entire wing of beds.

What is MP Colin Carrie doing to oppose these cuts and strengthen Oshawa's health care system?

What is the Health Accord?

The Health Accord is an agreement between the federal government, provinces, and territories which provides stable funding and national standards for health care services.

Canada's Health Accord expired on March 31, 2014 and the federal Conservatives have refused to sign a new one.

Why is a new Health Accord important?

It's the best way we can:

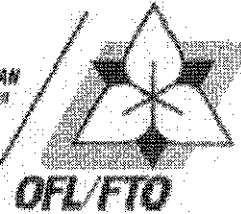
- Stop gouging through extra-billing and illegal fees;
- Expand health coverage to prescription drugs, and long-term care and home care;
- Ensure quality seniors' care and mental health services;
- Guarantee stable and fair health care funding (increase federal share to 25 per cent); and
- Enforce national standards so everyone gets high quality care.

What will happen if we don't get a new Health Accord?

Federal funding will fall to 18 per cent, from its original 50 per cent share. Patients will suffer from longer wait times, hospital closures and the privatization of hospitals and seniors' care.

Political Action Committee

PATRICK (SID) RYAN
President
NANCY HUTCHISON
Secretary-Treasurer
IBMIK MANDA
Executive Vice-President



June 27, 2014

TO: ALL AFFILIATES

Greetings:

**OFL Aboriginal Educational Gathering
November 28, 29 & 30, 2014
Ontario Federation of Labour
15, Gervais Drive, Toronto ON M3C 1Y8**

The Ontario Federation of Labour (OFL) is holding its Aboriginal Educational Gathering from November 28, 29, and 30, 2014. The OFL and its affiliates have a long history of activism and lobbying on Aboriginal, Métis and Inuit issues.

This is a Gathering that is reaching out to **all non-Aboriginal People – labour and community, Aboriginal Peoples: First Nations, Métis, and Inuit**– who are concerned and interested in developing action oriented change, justice and reconciliation for Aboriginal Peoples. Idle No More!!!! Sisters in Spirit. Let us confront the truth and take collective actions while finding peace and solace in the Aboriginal, Métis and Inuit traditional medicines and spiritual teachings.

According to Article 5, United Nations Declaration on the Rights of Indigenous Peoples:

"Indigenous Peoples have the right to maintain and strengthen their distinct political, legal, economic, social and cultural institutions, while retaining their right to participate fully, if they so choose, in the political economic, social and cultural life of the State."

Go to <http://psac-afpc.com/issues/campaigns/aboriginal/index-e.shtml> to obtain current facts that are available to be discussed and addressed by our union and community activists and allies:

-12



ONTARIO FEDERATION OF LABOUR (CLC) • FÉDÉRATION DU TRAVAIL DE L'ONTARIO
15 Gervais Drive, Suite 202, Toronto, Ontario M3C 1Y8 Telephone: (416) 447-3731 Fax: (416) 447-1187 Web: www.ofl.ca



Join us on Facebook at: Cupe Two-Eighteen or Twitter at: @Cupe218

Political Action Committee



OFL ABORIGINAL EDUCATIONAL GATHERING

Ontario Federation of Labour
15 Gervais Drive, Toronto, ON M3C 1Y8

AGENDA

Friday, November 28, 2014

- 4:30 pm — 6:00 pm Registration
6:00 pm — 8:00 pm Plenary and Welcome, Strawberry or Water Ceremony

Saturday, November 29, 2014

- 9:00 am — 4:00 pm Teachings
12:00 pm — 1:00 pm Lunch provided by Native Canadian Centre

Sunday, November 30, 2014

- 9:00 am — 11:30 pm Guest Speaker — to be confirmed and Closing Circle

Please select teachings 1st and 2nd choices

1. Honouring the Stolen Sisters through Crafts
2. Aboriginal Traditional Medicines and Ceremonies: Their Origins
3. Aboriginal/Community Activism: The Past, Present and Future Actions
4. The Barriers to Self Identification: Are You Aboriginal?

☐
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For more information regarding this event, please
contact your CUPE Local 218 Office at 905-571-7879.

Political Action Committee
Political Action Committee

Standing Against Austerity

Proud Labour: Out for Equality! OFL Solidarity & Pride Conference

SAVE THE DATE:

Thursday, Nov 20 – Saturday, Nov 22, 2014

Ontario Federation of Labour Building

Conference details available in September:
ofl.ca [facebook.com/Proud Labour](https://facebook.com/ProudLabour)

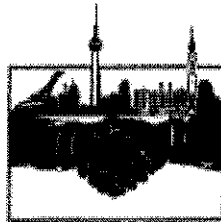
Labour Pride



©/Cope 2013

For more information regarding this event, please contact the
CUPE Local 218 Office at 905-571-7879.

Political Action Committee



CBTU

COALITION OF BLACK TRADE UNIONISTS

SAVE THE DATE

Saturday November 8th, 2014

CBTU Ontario Canada Chapter's 18th Annual Awards Dinner, Dance & Fundraiser

Theme: "Looking Forward to Our Future"

**Parkview Manor
55 Barber Greene Road
Toronto ON M3C 2A1**

For more information please contact

CUPE Local 218 Office at 905-571-7879.

Join us on Facebook at: Cupe Two-Eighteen or Twitter at: @Cupe218

Political Action Committee

G Good News!

UPDATE: Black River-Matheson lockout ends after Township reconsiders and ratifies tentative agreement

BLACK RIVER-MATHESON, Ont. – Fifteen workers who have been locked out for more than 50 days will return to work in the coming days, after the Township Council of Black River-Matheson voted to ratify a tentative agreement reached on Tuesday. The Council vote, held at an emergency meeting on Thursday evening, followed an earlier surprise rejection at a Tuesday evening meeting. The union ratified the tentative agreement overwhelmingly on Tuesday afternoon.

"We are pleased that Council has accepted the advice of its negotiators and ratified this deal," said Sonya Moffat, president of CUPE Local 1490, representing workers in Black River-Matheson. "Our members have been locked out for nearly two months, and they are eager to get back on the job, delivering quality public services to their neighbours."

Three employees will return to work today, Friday, and the remainder will return on Monday at the request of the Township.

On August 11, the 22 members of CUPE 1490, municipal workers with the Township of Black River-Matheson, were locked out of their jobs by the township's mayor and councillors.

These workers provide vital services like roads maintenance, building permits, by-law enforcement, parks and recreational facilities.

"We're proud to serve our families, friends and neighbours; this lockout came as a shock to us. We were in the middle of negotiations; we had been asked about future bargaining dates," said Local President Sonya Moffat.

Members are appealing to township residents to call the mayor and their councillors to urge them to end the lockout and restore important services to residents. Local members continue to picket municipal offices in Matheson.

In the absence of negotiations, the local is asking the following questions:

- Why have the mayor and council chosen to lock out workers, especially in an election year?
- Who is running this town? Is it the mayor or the township's negotiators?
- What is their agenda? Do they want to give our jobs over to private contractors?
- Are they making an example of Black River-Matheson, so that other northern municipalities will attempt the same thing?

Partners for Life

Canadian Blood Services and CUPE Local 218



Partner ID: CUPE014461
Canadian Blood Services
It's in you to give

Show this card to ensure that your life saving donation counts towards CUPE 218's pledge!

www.blood.ca/partnersforlife

Only **10** donations towards our commitment of **25** donations per year have been met! Help us to get there!
Donate before the end of the year ~ show you care!

There is an on-going challenge for CUPE members, family and friends to donate blood.
One donation has the potential to save up to 3 lives!
YOU can make that kind of difference!

To book an appointment visit www.bloodservices.ca
or call 1-888-236-6283