



# CUPE LOCAL 4891 NEWSLETTER

Term: Winter | Issue 1 | December 2019

## PRESIDENT'S MESSAGE

Holiday Greetings,

As 2019 comes to an end we can reflect on many accomplishments. During the year, CUPE Local 4891 was able to send many of our members to CUPE conferences and union education.

These conferences and education opportunities have strengthened our local union and enabled us to successfully represent our members individually and collectively.

It is a privilege to be the President of CUPE 4891 and I am proud of the work we have accomplished together.

As the largest national public sector union, CUPE has grown to over 700,000 members this year. This has contributed to our strength and ability to represent our members and ensure fairness in our workplace and justice in our communities.

On behalf of CUPE 4891 Executive Committee we wish you a warm holiday season and all the best for 2020.

In Solidarity,

Janette



## UPCOMING EDUCATION & EVENTS

**Feb 18-21: Secretary Treasurer's Conference**

Sheraton Parkway North

**Feb 25-Mar 1: Spring School**

Sheraton Centre Toronto

**Feb 11: Local 4891 General Membership Meeting**

2238 Dundas St West, Suite 307  
Toronto

**Mar 26-29: Social Service Sector Conference**

Sheraton Centre Toronto

## JOINT H&S CTTE

The Joint Health & Safety Committee will be give a presentation at the January



7th, 2020 General Staff Meeting in Reporting Hazards, Incidents, Injuries, Accidents and Complaints in the Workplace, Hope to see as many Members at the General Staff Meeting .

## LABOUR & MGMT COMMITTEE

The Labour Management Committee continues to meet regularly throughout the year to ensure labour issues are brought forward on behalf of our members to ensure their voice is heard for fairness at work.



## LOCAL UPDATES



Dec 9-12 Racial Justice & Human Rights Conference  
Sheraton Centre Toronto

Sisters Orchid and Patricia attended the Racial Justice & Human Rights Conference recently. The Racial Justice Conference theme was "Motivate, Educate & Empower." The Human Rights Conference theme was: "In these Impossible Times, What is Possible?" Keynote speakers included Jill Andrew - MPP, Toronto-St.Paul's, Jesse Went, Broadcaster, Advocate and Pop Culture Philosopher, and Maureen Haan, President and CEO Canadian Council on Rehabilitation and Work.

## PAY EQUITY & BARGAINING UPDATE

With the guidance of our CUPE National Representative we began the year engaging the employer in pay equity discussions. Throughout 2019, the Pay Equity Committee has met and ensured all jobs were fairly evaluated and with the assistance of our CUPE Pay Equity Specialist we will ensure the employer is complying with pay equity legislation as we move into 2020.

All unionized jobs have been evaluated using the agreed upon Gender Neutral Comparison System.

The results of these evaluations have been agreed to by both parties.

During the week of January 6th, the rating rationales and Rating Reconsideration Forms will be distributed to each employee for the job that they are currently in.

The Bargaining Committee began collective bargaining with the employer in November of this year and we will continue these negotiations in January 2020.

## SOLIDARITY TIP

The union is only as strong as its weakest member.  
Together United.