

CEP LOCAL 2003 NEWSLETTER



2007

SEASON'S GREETINGS

MESSAGE FROM THE EXECUTIVE

We hope all our members had an enjoyable summer. We would like to wish everyone the best in the upcoming year.

The Local 2003 web site viewed at www.ceplocal2003.org is in a constant state of growth. We continue to make changes to it so that it is easier for people to find and easier for people to use. When searching for the site in Google using the words "Union" and "Ontario," we have climbed the ranks to the 4th page of 2,500,000 results.

We remind you that you are able to access most Local 2003 Collective Agreements on line. Access to the Agreements is password protected since the information is for members only. Just call us for the password if you are coming up to bargaining and want to get ideas for language in other collective agreements.

You are also able to access the forms that you may need on our web site: for instance, grievance forms or nomination and election forms.

Also, when you are on-line, why not check out the web site for our National Union: <http://www.cep.ca>. You will learn more about the activities of our Union from coast to coast.

Office hours for the holidays: Closing December 21st at 5pm and reopening January 2nd at 9am. Voice mail for emergencies only will be returned. File a grievance to protect any time lines.

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ORGANIZING

Organizing recently resulted in a few new groups joining our ranks. The engineers at Redpath Sugar in Toronto have been members of CEP Local 2003 for quite some time. They have now been joined by the members in the plant, some 130 new members deciding to join CEP. And this was the result of one of our engineers telling his colleagues in the plant of CEP and what our Union had achieved for the engineers.

Yet another campaign is on the go at Greenfield Ethanol in Chatham. We are just waiting for dates at the Labour Board to wrap up final issues. The unit consists of the Stationary Engineers in the powerhouse.

Members of Chep Canada in Mississauga moved to CEP as well, joining their brothers and sisters in Chep Canada Brampton who have been with us for some time now.

EDUCATION & TRAINING

Education for our Stewards continues to be a priority for CEP Local 2003. Many of our bargaining units have made it a priority to bargain language into their Collective Agreements for their companies to pay the lost wages for the Stewards who attend training. This has allowed us to book even more Stewards into courses. Talk to your National Representative about getting similar language into your Agreement when it next comes up for renewal. The National training program mentioned on the CEP site has the following to describe their goals:

- ▶ improve conditions at the workplace
- ▶ provide members with a common approach on all issues: grievances, finances, etc.
- ▶ communicate union philosophy
- ▶ better organize the unorganized
- ▶ educate local officers in all sectors and all regions
- ▶ train local leaders
- ▶ ensure union democracy
- ▶ create an attractive union for potential new members
- ▶ give a consistent message
- ▶ defend our members' rights
- ▶ help our members stand up to employers

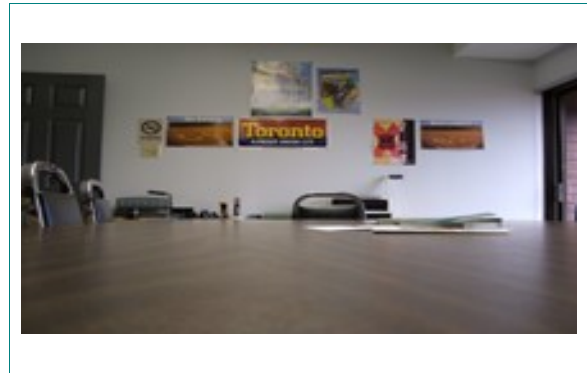
EXECUTIVE & STAFF

Paul Sauvé is the current Local President and is working for Neilson's Dairy. Pat Galloway has retired. George Reid, although retired from General Motors in St Catharines, has stepped up to fill the Vice-President position. Duncan Skinner, our former Treasurer working at York Central Hospital, is in the process of retiring. The Treasurer position has been filled by Ken Spiece from our General Motors unit in St. Catharines. The Recording Secretary position is still being filled by Larry Lynch. Members-at-Large include Steve Craig from our Cadillac Fairview Engineers Unit, and Narciso Mangahas. Karen Bailey, Executive Assistant, and Stephanie Lukas,

Administrative Assistant, remain as the office personnel. Stephanie handles dues issues and works on Mondays and Thursdays. Karen works Tuesday to Friday, 9 a.m. to 5 p.m. Larry Lynch, the Business Manager and Recording Secretary, works Monday to Friday 9 a.m. to 5 p.m.

WANT TO HELP?

The Local is always looking for members to help. It can be as simple as writing up a few paragraphs about your workplace (and perhaps taking some



digital photos) for inclusion on our web site. Or, it can mean coming out to one or more of the four General Meetings that are held each year. Maybe you would consider being a member of the Executive Board (meets once a month). New members start as a Member-at-Large while they learn the responsibilities of the various positions. Remember that this Local Union depends upon its members working together to improve the working conditions and salaries of all its members.

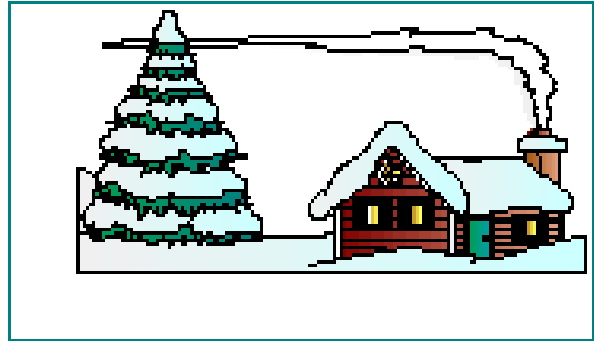
SCHOLARSHIPS

Check the National web site for information on how to apply for CEP scholarships offered to the children of our members: <http://www.cep.ca>.

FISCAL RESPONSIBILITY

Your Local Executive Board is always looking for ways to run the Union more cost effectively. We were trying to rent some of the extra space we have here at the Local office but we could not find a suitable tenant to share the space. With our current lease coming up for renewal in May of 2008, we decided it was time to move to a smaller, more economic office space. The new unit will be in the same complex but will be 2065 Dundas St. E. in Mississauga instead of 2077. We are working with the landlord on the final details. The space is roughly half the size and cost and should be adequate for us now that the National Representatives are working out of the Regional office. We will update you closer to the move date.

The recent CEP National Convention in British Columbia saw some major changes that we need to point out. There was an indirect dues increase in the amount of dues that the Local is required to pay to the National but the Local was able to absorb the increase. The change was to the National Defence Fund that pays out money for members who are forced to go out on strike. Delegates at convention voted to increase the ceiling on the fund from \$20 million to \$25 million. The way it worked is that when the fund dropped below the old floor of \$10 million the per capita owed to the National by your Local automatically went up by a percentage so that the fund would grow again. When it reached the ceiling of \$20 million the dues increase was taken off. We have just been notified by the National that the new ceiling of \$25 million will be reached by February 2008 so that we can expect a reduction in the amount of dues that we are required to pay to the National at that time. That will allow us to direct more funds into the training, building, and local defence account.



WANT SOME CASH?

Members should be aware that the Local Union constitution and bylaws provide a monetary award to members whose organizing efforts bring a new bargaining unit into our Union. Talk to your friends in other plants/locations and you, too, might benefit as did one of our members already this year. The policy for this can be read on our web site in the bylaws.

MEMBER CONTACT INFORMATION

Please remember that if you move, you need to inform the Local Union of your change of address. We are also entering mobile phone and email addresses into our database. Call or email the Local with the information. Our telephone number is 905-238-0877 or 1-800-263-0855. Send emails to: admin@ceplocal2003.org or llynch@ceplocal2003.org