CUSW NEWSLETTER

Welcome to the CUSW Newsletter from the National Communications Committee!

This quarterly newsletter will bring you news from all corners of the CUSW world.

Please send your content, news, pictures, feedback, questions, suggestions, or whatever else you want to share with your fellow CUSW Members to us at **communications@cusw.ca**

All units and committees are encouraged to use this newsletter as a resource for communicating to the entire Membership.

For those unit and committees that may still be forming, or do not have their group email set up, please email the committee the contact email(s) you would like us to use when we solicit your news.

Communications Committee Members:

Pauline Cranston & Linda Stella

WE HOPE EVERYONE HAD A HAPPY HOLIDA **A HAP** NEW YEA

Bruce Unit

It has been a busy couple of months for the Bruce Unit.

We formed the **Bruce Unit Joint Committee** and that lead us through bargaining for a new collective agreement with Bruce Power.

We attended, and laid wreaths on behalf of Bruce unit members at the Remembrance Day ceremonies in Tiverton, Port Elgin, and Kincardine.

The Bruce Unit Children's Christmas Party took place on December 7th, 2024, at the Hanover Regional Aquatic Center.

The Bruce Unit Christmas Social took place at the Queens in Port Elgin on December 18th, 2024.

Nuclear Innovations Institute and the Bruce Unit partnered together to bring an interactive and engaging workshop to local High School Students in an effort to introduce these young individuals to the Electrical Trade. The Bruce Unit also made a \$1500 donation to NII, to help with this initiative.

We hope everyone had a safe and Happy Holiday season! 🎄



Greater Durham Region Unit

Since our last newsletter the GDR has held our **Charity Golf tournament at Watsons glen**. Everyone had a great time, and **we proudly donated to Victor Neighborhood services**. Victor Neighborhood services is a grassroots charitable organization that supports at-risk, low-income children and youth in the Durham region.

We had two members participate in **Dreamer Day**, which is an amazing event to encourage and empower girls to explore different career opportunities. It was incredibly busy with thousands of kids coming through! It is always a great way to showcase women in the trades and CUSW. **Thank you to Grace and Calee!**

The GDR participated in local High school job fairs, sharing our experiences in the trades and talking to kids, parents and teachers. We will also be donating the proceeds

- On Saturday Nov 23rd we celebrated our Adult Christmas Party at the Tilted Glass brewery.
 We had a great turn out, it was a wonderful opportunity to gather, socialize and start the holiday season!
- On November 30th, we hosted our kids party at Nebs Fun world and had approximately one hundred Members and their Families attend.
- During our **October** and **November** unit meetings and at both Christmas parties we collected for a food drive.

We will also be donating the proceeds from the 50/50 draw held at our holiday party to Feed the need Durham.



We are pleased to announce that we donated 195 pounds of non-perishable food items to Feed the Need Durham just in time for the holidays, which would make approximately 162 meals, thank you to everyone that donated.





Southwest Unit

Here is an update on what's been happening behind the scenes amongst our Unit Executive!

SEPTEMBER - The Southwest had our bimonthly in person meeting on September 24 in Sarnia, ON at Sidepockets/ Stokes Inlands. At that meeting, there were approximately twenty-four people in person and online. Guest speaker, Calvin Hicks, joined in to speak about the Injured Member Program and Workplace Development Department.

An election in the Unit came to a close, and the Southwest welcomed David Matthys as Vice Chair, Cavan Simpson as Recorder, and Shawn Riley as an Executive. They join Alina Murray as Chair, Conrad Aitcheson as Treasurer, and Ryan Clarke as an Executive.

Sponsorships to local teams have been plentiful in this quarter. There have been nine \$500 sponsorships given out to community sports teams.



OCTOBER - The Executive met on October 15 on Zoom. Plans were put in motion for the Family Christmas Party, discussions of the Health, Safety and Wellness conference, and the recruitment session coming up.

An **Apprentice Orientation** was held in **London, ON** at the **Ramada**. This was the first one held in the Southwest. It was well attended on **October 18.**

Central Unit Story

Central Unit Member donates CUSW cornhole boards to 65th Toronto Scouts Scouting has been a proud part of **Roncessvalles/High Park in Toronto** for over a century, offering Beavers, Cubs, Sea Scouts, Sea Ventures and Sea Rovers programmes to local boys and girls ages 5-26.

CUSW member Kristopher Stevens (also known as Riki-tikitavi to the Cub pack) and his son Elyas (a Cub Scout) had the chance to play Cornhole at several of last year's CUSW events thanks to Hank Bakker who had the boards made for the Bruce Unit. After some discussion the two decided to ask Hank if they could purchase a set to donate to their local Scouts.

The boards have been getting a lot of use since **September** prior to the Scout's meetings.

Cornhole was a particular hit at this year's Halloween party.

Below are a few pictures of the kids with the cornhole boards playing, as well as some of the other activities including Apple Day, fire safety and other fun.

Thanks to Hank Bakker for creating the boards and to CUSW for embodying values that compliment Scouts and for all of the members and their family's participation in their communities.

To learn more about the 65th Toronto Scouts visit: <u>https://65thtorontoscouts.weebly.com/</u>



Niagara Hamilton Unit

NH Unit held their Labour Day Parade, below is a photo from the Event.



ABOUR + DAY +

Kingston Ottawa Unit

Past Events and Donations.

Back on **August 30th, 2024**, we held a **golf tournament** at **Smuggler's Glen Golf** course outside Gananoque in which sixteen teams of four participated. We had a trophy for the person with the lowest score and dozens of various prizes which were up for grabs. The larger prizes were given out through a raffle and others were given as door prizes for lowest score to highest. We ended up raising \$2,190 from the event and our unit decided on matching it up to \$1,000. In the end we donated a total of roughly **\$3,190** to 3 different food banks in our area.

- \$1,063 to Martha's Table in Kingston,
- \$1,063 to The Hunger Stop in Lanark County
 - \$1,063 to Kanata Food Cupboard in Kanata.

Sponsorships

We always appreciated having the ability to help out our communities through sponsorships and over the past couple months we had a few brought forward to our unit. From September to November, we have sponsored six different groups and associations within our communities.

- Peterborough Pete's Minor Hockey
 <u>NAVHDA (North American Versatile</u> Hunting Dog Association)
- NAVHDA (North American versatile Hunting Dog Association)
 U11B Carleton Place Cyclones
 - U11 Frontenac Flyers
- The Centre Hasting Grizzlies
 - SmartNet Coalition

Looking into 2025

As we start this new year, we are looking at what we can do to plan for this year. We aim to continue having **in person Bi-monthly meetings beginning in January 2025** as we hope to continue regular engagement from the unit members.

As always, we will continue to look for places that require assistance through donation as well as any sponsorships that may help get our unions name out there while helping those who need it.

We are hoping to have a few events this year. Although there are not many currently, we are always asking for ideas and trying to think of things to do with our members. **Starting in winter 2025, we are trying to secure some tickets for an Ottawa Senators' game** as we know we have a large hockey fan base who would no doubt enjoy watching the game with family/friends. **Once we secure the tickets, we will announce the date and time.** In summer 2025 of course we are going to host our yearly golf tournament, the date and location will be announced later this year.

Northeast Unit

The Northeast unit has been Busy this holiday season with hosting **two children Christmas Parties.** One In Timmins where he had bouncing Castles and kids' activities and in Sudbury we went to urban air playground. **Santa made his appearance at both locations for a visit!**

We also provided families and the community with free swimming and skating throughout the holiday season in Sudbury, Timmins, Kirkland Lake and surrounding areas the confirmed dates.

Sudbury Dates:

- Friday December 20th
 - Nickel District 7:00pm to 8:30pm
- Saturday December 21st
 - Gatchell 2:00pm to 2:55pm
- Sunday December 22nd
 - R.G Dow 2:30pm to 3:55pm
- Saturday December 28th
 - Onaping 12:15 to 1:10pm
- Sunday December 29th
 - Howard Armstrong 1:15pm to 2:10pm

Check out our Facebook Page for more information on the coming dates.



We are looking forward to having more possibilities for our members and families in this new year.

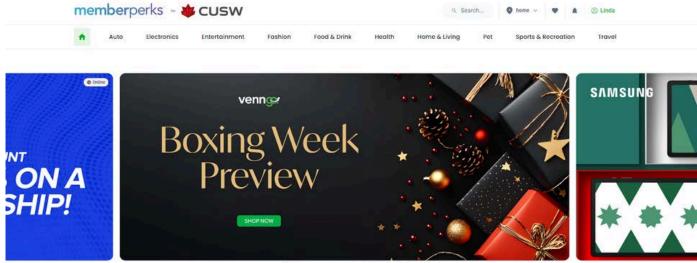
We hope you had a safe holiday and a Happy New Year From your Northeast Unit

National Communications Committee

The National Communications Committee has been working on the quarterly Newsletters, the CUSW Annual Calendar as well as working closely with our MemberPerks Program to provide discounts to our Members and their Families. MemberPerks can help you save \$1000s every year with exclusive discounts on home electronics and entertainment, restaurants, health and wellness, apparel and so much more.

If you are not yet signed up for MemberPerks, please send an email to <u>communicaions@cusw.ca</u> and we can assist you on getting signed up.

If you have forgotten your password, simply go into the website at <u>https://cusw.venngo.com</u> and click forgot password, along with your email.



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National Tradeswomen Committee

Build a Dream - Chesley

On Wednesday November 13, 2024, 3 CUSW members from the "Tradeswomen," Bruce unit attended Build a dream in Chesley at the Bruce Power Training Center.

Hundreds of attendees from Grade 6-12, visited each table to learn about career opportunities that fall under five pillars: skilled trades, STEM (Science, Technology, Engineering, Mathematics) emergency response, entrepreneurship, and advancing women in society.

In our exhibit we had the visitors tell us the different Energy sources from the Energy wheel and give two examples to receive a prize.

We also had a GTD, Class IV Arc Flash Suit, Class 2 gloves, rescue stick, high voltage tester and a hot stick, they were able to undo each ground and redo with the Arc suit on.

CUSW Members attending the booth:

- Cynthia Guerette-Brown
- Renee Brown
- Lorraine Morley

The participants enjoyed our table, a common comment from parents we heard was

"I wish this was available when I was in school" the activities are great to engage the students.

We all enjoyed this learning and teachable experience with the public, the interaction and the feedback!





National Tradeswomen Committee

Build a Dream Waterloo

Rebekah Nish participated in the Waterloo Build a Dream career expo for the third year in a row! **There were about eight hundred students and parents in attendance**. She had the honor of leading a panel discussion with three other women who work in male-dominated fields who shared their amazing insights and experiences.



National Health Safety and Wellness Committee

Health, Safety, and Wellness Conference Highlights: Moving the Needle on Healthy Communications

We thank our inspiring speakers and every member who attended, helping us advance our Moving the Needle on Healthy Communications theme. Each session contributed to our shared mission of building safer, more inclusive workplaces through open dialogue, mutual respect, and active listening.

Here's a quick look back:

• Keynote with Dr. Joel Moody

Ontario's Chief Prevention Officer, Dr. Joel Moody, kicked off the conference, focusing on healthy communication practices and the role of equity in creating safer workplaces. His insights encouraged us to foster more inclusive team dynamics and look after one another's wellbeing.

• Communicating Between Generations

Amanda Nagib and Susan Freeman from CCOHS discussed effective cross-generational communication, offering tools to create understanding and inclusivity that enriches mental and physical health across the workplace.

• Building Resilience Through Conversation and Empathy Craig Batty and Mirelle Huneault shared a powerful message: "Don't wait until you reach the point of no return before you ask for help and support." Their session emphasized using all the support systems available to CUSW members to connect with others and build strength before challenges become overwhelming.

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• Resilience, Music and Mindfulness

Dan Plexman introduced his stress-relief technique, "The Plexmantra," in a moving session that combined intentional breathing with music by CUSW Member Glen MacNeil.

Glen also wrote and produced a song about the conference theme, "moving the needle on healthy communication." Listen here: <u>Let's</u> <u>move the needle on communication</u>

• We Are All Worth Another Chance

Our keynote speaker, Chris Lacko, inspired hope and reinforced the message that every challenge can lead to growth by sharing his powerful story of overcoming addiction. His experience highlighted the importance of self-acceptance and resilience.

• Courageous. Stand Up to Unsafe Work

Rob Ellis from MySafeWork reminded us of the importance of speaking up to prevent workplace tragedies. His message of responsibility, inspired by the tragic loss of his son, resonated deeply as a call to action for all of us to create safer work environments.

Thank you to everyone who attended and helped bring our theme to life. Let's keep moving the needle forward. Our workplaces and teams are stronger when we commit to safety and open, respectful communication.

National Health Safety and Wellness Committee

Stay connected and keep the conversation going!

Follow and Like the Health, Safety, and Wellness Committee Facebook page to stay updated on our latest initiatives, upcoming events, and valuable resources.



Health Safety and Wellness Bulletin

The Health Safety and Wellness committee is sending out this bulletin to remind all members to keep the safety culture at our workplaces strong and to have empathy and kindness toward each other. "We own our safety culture" and we need to be diligent in making sure our members have an informative safe work environment.

National Health Safety and Wellness Committee

There have been a Few M.V.I.'s (Motor Vehicle Incidents) reported through out the month of October and the health safety and wellness committee would like to remind the members of the tools, tips and supports that are available.

Best practices for motor vehicle safety:

- Always wear your seatbelt and ensure all passengers do as well.
- Never operate a motor vehicle under the influence of alcohol or drugs
- Do not eat, drink, or use a handheld device while operating a motor vehicle.
- Make sure your mirrors are clean and adjusted properly before you drive.
- Set your GPS before driving and plan your trip.
- Drive according to weather conditions.
- Give yourself enough time to travel to your destination (do not be in a rush)
- Inspect your vehicle to ensure it is in good working condition.
- Get regular/routine maintenance done.
- Do not drive while fatigued.
- Make sure the full lighting system of your vehicle is turned on.
- Always keep a safe following distance from the vehicle in front of you.

Did you know?

The IHSA provides courses on defensive driving and distracted driving for both commercial drivers and G class drivers. They offer ½ day in person courses or 60 to 90-minute E-learning modules.

IHSA course links:

- Defensive Driving Commercial (2024)
- Defensive Driving G Class Driver (2024)
- Distracted Driving (2024)
- Learn more about the Distracted Driving eLearning course at IHSA

Check out this link at the IHSA : The Four Ps of Safe Winter Driving





National Health Safety and Wellness Committee

There have been some reports of members being involved in collisions and close calls with wildlife on the way to work and the way home from work. With hunting season approaching for most areas in the province of Ontario, it is important to take extra caution in the rural areas.



Closing Pledges for Change

To close, participants made powerful pledges to support ongoing improvements in safety and wellness across our organization. Each commitment strengthens our collective resolve to lead by example and prioritize healthy communication in every space. <u>**Pledges**</u>

National Social Committee

We have just wrapped up another year of National Social Committee Events for Members and their Families. We would like to thank our members and families that attended.

Our last two events were the Dinner and Dance in Niagara Falls and the Kids Christmas/Holiday Party at the Toronto Metro Zoo. **Between the two Events we had over 550 Members and their families in attendance.**

We have added a few pictures from the Events below, we look forward to seeing our CUSW Family in 2025. We will provide a calendar of Events in the next Newsletter.

We hope you had a Happy and Safe Holidays from the NSC!



NSC Dinner and Dance Event

National Social Committee

Kids NSC Christmas / Holiday Event at The Toronto Metro Zoo



National Social Committee

Kids NSC Christmas / Holiday Event at The Toronto Metro Zoo





Values and Beliefs Committee

Just a reminder to be kind to each other, we never know what someone is going through.

We hope you had a Happy Holiday From the VBC





Apprenticeship Committee:

Grads for 2024 (Up until November 22, 2024)

- Brandon Hynes
- Jakob Reeves
- Nicholas Proietti
- Kyle Barnes-Odawa
- Jacob Musselman
- Robert Payne
- Zachery Murree-Vanraak
- Alexander Sproat
- Timothy Skrepnek
- Michael Miller
- Jack Lester
- Wesley Edwards
- Andres Pineda
 - Castellanos

TeahJay Crews

- Draiden Hacquard-Auger
- Devin Simpson
- Keven Schutt
- Raymond Rivet
- Kenneth Harris
- Michael Moroso
- Jacob Lewis
- Caleb Austin
- Tyler Gammie
- Tyler Ross
- Tanner Bastien
- Nathan Rivet
- Jean Ross



Retirees Committee

Christmas Meeting and Luncheon took place at Melanie Pringles in Whitby on December 10, 2024.

Pictures to be in next Newsletter



Membership Committee

On behalf of the National Membership Committee, we would like to thank our members of CUSW, along with their families for their continued hard work, dedication and participation.

The efforts put forth throughout by the members and for the members, has led to another successful year for CUSW proudly honouring CUSW's 25th Anniversary.

Contest ended on December 31st:

- E-Blast was sent to all members to enter by December 31st
- Winners will be contacted via phone/email

Draw Date: Friday January 3rd

1st Prize

- \$150.00 Sobey's Multi Store
- \$100 PC Multi Store
- \$50.00 Shoppers

2nd Prize

- \$100 PC Multi Store
- \$50.00 Sobeys Multi Store
- \$50.00 Shoppers
- First Price \$300.00
- Second Prize \$200

Thank you,

National Membership Committee.



We hope everyone had a Happy Holiday and a Happy New Year.



National Training and Education Committee

Coming Soon! The Learning Centre

- What CUSW is introducing a new platform for accessing online learning and so much more
- Why Replacing Alliance Learning with a new look and feel, The Learning Centre will be accessed directly from CUSW.ca, with a more seamless way to integrate your learning into your My Skills Profile, greater flexibility to include virtual sessions and other learning events, and a mobile app for offline use.
- When? We are piloting this new solution in December and the full release will happen in the new year.
- Watch cusw.ca and your e-mail for more information!

The CUSW Training Organization with the National Training and Education Committee

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PSRT – Power Sector Retirement Trust

New PSRT.ca Website - launched Sept 2024.

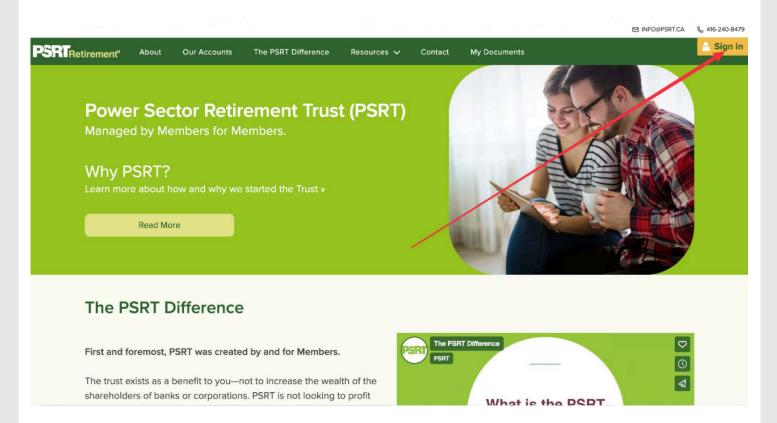
Members recently received email communications with login credentials and instructions to register and sign in to the new PSRT site.

If you have not received a registration email – check your junk mail or contact <u>info@psrt.ca</u> to confirm email address.

Important to review your profile information to ensure it is up to date for year end and – (and set <u>info@psrt.ca</u> email so not considered junk)

You can view:

- Contributions
- Access Resources and Forms
- PSRT Newsletters and link directly to your Investments at Canada Life



CUSW Participation Roundtable Group

In the beginning there were no bargaining rights and no collective agreements.

We have become a community of families, workers, employers and other partners, working to ensure a stable, prosperous, healthy and democratic future for ourselves, our neighbours and for future generations.

It is time for us to come together for our 4th Participation Roundtable series to share our ideas, insights and feedback to further strengthen our union.

You, your family and likeminded people in your workplace and community are invited to join us for some great food, engaging discussions.

Together, we are shaping the future of our union.

Complete the survey here to enter to win one of three Best Buy Gift Cards and to keep informed as the dates and locations are finalized. **The draw will take place February 17, 2025.** The questions (besides who you are) to answer to be entered in the draw are:

- 1. Which major centre would be best for you (and your family) to attend one of the next Roundtables?
- 2. What is the most pressing issue/concern facing you (and your family) in the coming years?
- 3. What do you appreciate most about being part of the CUSW community?
- To take the Survey, click <u>here</u>
- To read the last report, click <u>here</u>.

Warm Regards,

The Participation Roundtable Working Group.

CUSW Advocating for Affordable Homeownership

Last year, CUSW member **Kristopher Stevens** participated on behalf of the Union as part of the **Co-operative Homeownership Sector delegation to City Hall in Toronto.** The coalition was participating in an effort to address the 300,000 affordable home deficit that started to build back in the 1990s when all levels of government stepped away from supporting financially accessible housing.

Affordable Homeownership approach being advanced works without grants or subsidies and makes home ownership possible for those with household incomes as low as \$35,000 a year. This is a game changer when we recognize the crisis across the country.

CUSW as part of the larger alliance, has been working to advance this approach to workforce housing as part of the Co-operative Homeownership sector federally, provincially and municipal. We are also supportive of projects in Owen Sound with <u>Glassworks Co-operative</u> and on Vancouver Island with <u>Roots to Roofs Community Development Society</u>.

To view the deputations please visit the hyperlink below and check out the following clips that are from key stakeholders. Those with asterisks are part of the coalition working to advance the affordable homeownership model.

Ene Underwood - <u>Habitat for Humanity</u> 4:13:28 Lindsay Cox - <u>SE Health Services</u> 4:29:30 Carol Jamieson - <u>Home Opportunities Non-profit</u> 4:34:27 Mike Labbe - <u>Home Opportunities Non-profit</u> 4:40:15 Daniel Ger - <u>Options for Homes Non-profi</u>t (Founded by Mike Labbe 30 years ago) 4:54:53 Patrick Sheils - <u>Public Realm Capital</u> 4:58:26 Kristopher Stevens - <u>Canadian Union of Skilled Workers</u> 5:14:47

Kristopher Stevens President

National Capacity Building Quarterly Workshop Seizing Opportunities with a Focus on Safety and Inclusion

At the recent National Capacity Building Quarterly Workshop, John Wabb, Chairperson of the National Executive Board provided valuable insights into the exciting growth opportunities ahead for our organization and the skilled trades sector across Canada.

Here is what he had to say.

Significant Expansion on the Horizon

From nuclear refurbishments and new generating stations to major hydroelectric and transmission line projects, the presentation painted a picture of extensive work on the horizon. Regions like Ontario, British Columbia, and Alberta are all seeing a surge of activity that our members are well-positioned to participate.

Prioritizing Safety and Inclusivity

As our organization prepares to capitalize on these opportunities, John emphasized the critical importance of maintaining a strong culture of health and safety. Ensuring the wellbeing of our members is paramount as we expand.

Just as crucial is fostering an inclusive and respectful environment within our ranks. The National Committees, Units, and Workplaces will play a key role in promoting our values and beliefs and giving all members a voice in shaping the organization's priorities.

Evolving Decision-Making Processes

To better reflect the priorities of the broader membership, changes are underway to the budgeting and decision-making processes. Responsibilities are shifting from the National Executive Board to the Workplaces, National Committees, and Units. This will allow for greater collaboration and input from members as we chart the course forward.

United for Growth and Success

As we look ahead to the exciting possibilities of 2025, 2026, and beyond, our organization is poised for significant growth. By maintaining our unwavering commitment to safety and inclusion, and empowering our members to guide the decision-making, we will be wellequipped to seize the opportunities that lie ahead and build a stronger future for all.

WE HOPE YOU HAD A SAFE AND WONDERFUL HOLIDAY SEASON FROM EVERYONE AT CUSW



WISHING YOU A HAPPY NEW YEAR



Confederation of Canadian Unions Confédération des syndicats canadiens

HAPPY HOLIDAYS from the Confederation of Canadian Unions



Confederation of Canadian Unions Confédération des syndicats canadiens

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My Skills Profile

skills@cusw.ca 1-866-600-9026

Membership

membership@cusw.ca 1-866-600-8083

Security Clearance

securityclearance@cusw.ca 416-245-5232

Education and Training Trust Fund

info@ettrust.ca 1-866-600-9026

Training and Education

training@cusw.ca 1-866-600-9026

Power Sector Benefit Trust (PSBT)

info@psbt.ca 1-888-250-2270 416-240-8083 416-240-0993 (fax)

Power Sector Retirement Trust (PSRT)

info@psrt.ca 416-240-8479 416-240-0993 (fax)

Member and Family Assistance Plan (MFAP)

mfap@psbt.ca 1-888-270-1760 416-240-9384

General Inquiries

info@cusw.ca 1-800-376-8539 416-240-7259 416-240-9970 (fax)

Apprenticeship

apprenticeship@cusw.ca 1-866-907-7694 416-240-7694

CUSW-PWU Joint Dispatch

dispatch@cusw.ca 1-877-575-3155 416-245-9570

CUSW-PWU Job Line

1-877-575-2855 416-245-3521

CUSW National Dispatch

nationaldispatch@cusw.ca 1-877-220-4990

Power Sector Benefit Trust Pay Direct paydirect@psbt.ca 416-245-9270