

CUSW
Participation
Roundtable

Report: Insights & Actions

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Final version (v4.1)

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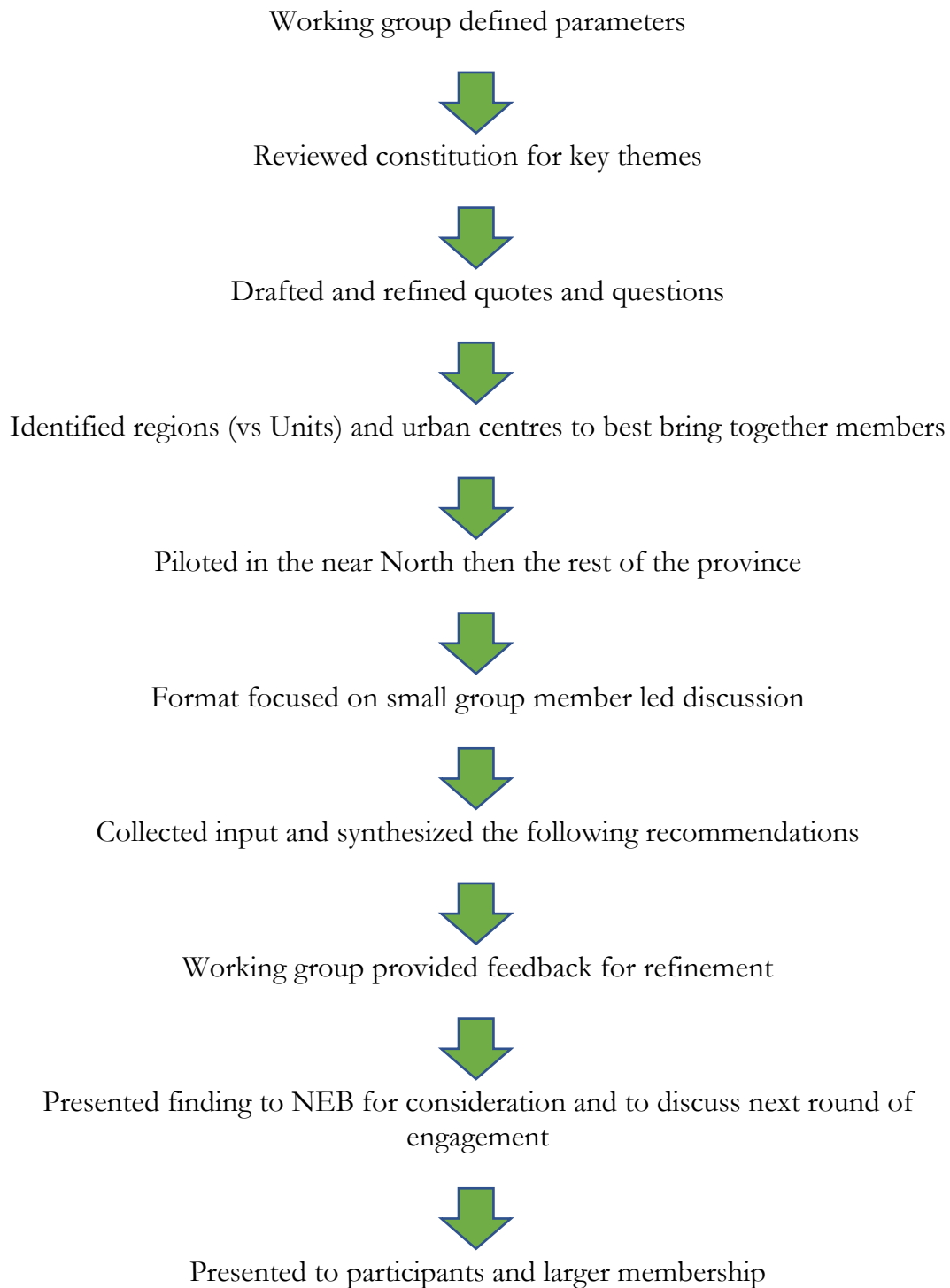
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METHODOLOGY



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ROUNDTABLE LOCATIONS AND DATES

Participation Roundtables were held across Ontario in the following communities on the indicated dates.

- Sudbury (October 22, 2019)
- Beamsville (November 20, 2019)
- London (Dec 11, 2019)
- Barrie (Jan 15, 2020)
- Tiverton (Jan 22, 2020)
- Brockville (February 13, 2020)
- Toronto (Feb 18, 2020)
- Thunder Bay (February 19, 2020)
- Oshawa (March 11, 2020)

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WORKING GROUP TOP RECOMMENDATIONS TO THE NEB

The following are the Participation Roundtable's top recommendations:

1. GENERAL
 - a. That the Roundtables become a regular ongoing initiative
 - b. That the participants be invited to a webinar to receive the results and provide their feedback
 - c. That the participants in the Roundtables be invited to become part of ongoing **regular grassroots Roundtables** providing ideas and feedback
2. #1 VALUES AND BELIEFS
 - a. Update the values and beliefs (see below)
 - b. Create a formal well-funded orientation, mentorship and training system to engage the hearts and souls of our members and their families making them feel welcome, informed and empowered (CUSW focus vs workplace focus)
 - c. Use a quarterly questionnaire to gather input and concerns directly from the membership
 - d. Fund and implement a quarterly newsletter
3. #2 ISSUES AND PROJECTS
 - a. Establish Unit based Community Building Funds to support initiatives that tackle local issues advancing CUSW's values and beliefs and objectives
 - b. Improve family support (spend more time outside the workplace on support)
 - c. Implement a system to make sure our funds are not invested in organizations and projects against our values and beliefs
 - d. Establish a CUSW awards celebration to celebrate our members and employers that embody each of our values and beliefs
 - e. Ensure sufficient funding and resources to support the strategy development and implementation of each of the committees
 - f. Connect with like-minded organizations to magnify their effect and ours rather than trying to build everything new
4. #3 FREE AND DEMOCRATIC UNION
 - a. Orient and mentor families too, not just new members
 - b. Create a Union mentorship sub-committee (to understand how the Union works not so much the workplace)
 - c. Do more in-person training, complimented by online training
 - d. Fund and implement an integrated communications strategy
 - e. Modernize the website
 - f. Media train 1+ representative to be able to advance our values, beliefs and objectives arising from the constitution
 - g. Implement a mobile app with 6 key resources (see below)

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- h. Move to electronic voting via unique anonymous identifier mobile device
 - i. Host a monthly/quarterly themed Zoom webinar with NEB members, employers, Committee members and guest speaker on cutting edge opportunities
5. #4 QUALITY OF LIFE
- a. Review concerns and consider how we care/can address them
 - b. Provide thought leadership updates on future/emerging sectors and employment opportunities
 - c. Create direct way for members to communicate via a mobile APP
 - d. Create a CUSW high school and college membership category and do outreach, training and mentorship
 - e. Create a youth and re-skilling mentorship program
 - f. Better educate members and the service provider on the extent of Homewood Health and our special status of multiple sessions (request client specific training – educate members so they know their rights)
6. #5 TRUSTS, FUNDS AND PROGRAMS
- a. Review and consider new Funds to support the members (see below)
 - b. Create a CUSW high school and college membership category and do outreach, training and mentorship
 - c. Create a youth and re-skilling mentorship program and bursary
 - d. Better educate members and the service provider on the extent of Homewood Health and our special status of multiple meetings
7. #6 ISSUES AND OPPORTUNITIES FOR LEGISLATION
- a. Fund and support the political action committee
 - b. Produce a member/stakeholder non-partisan white paper with key talking points that our lobbyist(s) and members can use regarding key issues (see below)
 - c. Invest in raising awareness about our membership in the Confederation of Canadian Unions and what that does for us
 - d. Advance issues and opportunities for CUSW members as knowledge workers via advocacy
8. #7 TRAINING AND MENTORSHIP
- a. Orient old members who have never been oriented and new members.
 - b. Use SNDI as a conduit to groom new apprentices and members so that they are all at a high caliber
 - c. Integrate training from the Endeavour Centre into the Red Seal certification (Chris Magwood)
 - d. Invest in raising understanding/upgrading of what the role of the knowledge worker is within CUSW, how to become one and access upgrading

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9. #8 HUMAN RIGHTS

- a. Rotate trainees/new members among companies via SSC so they learn our values, culture, all the skills they need, make connections and don't become entitled (Get CUSW culture, values and skills)
- b. Define a CUSW indigenous strategy, member awareness training and reconciliation plan

10. #9 RIGHTING WRONGS, CHARITY AND PEOPLE IN NEED

- a. Create a best practices toolkit for members regarding CUSW Trust support tools, counseling, how to use Go Fund Me to raise money in a crisis and government support programs

11. #10 A FREE AND DEMOCRATIC COUNTRY

- a. Purchase an auto-dialer system that can connect a board member or staff person and leave a pre-recorded message or connect the person directly
- b. Require all members take conflict resolution training in person for use in the workplace, union and their family life
- c. Require all candidates in the upcoming election to participate in an online interview via Zoom where questions can be submitted in advance to help the members make an informed decision about the candidates

12. #11 WORKPLACE

- a. Create a short list of recommended activities that can help build cohesion among colleagues in the workplace (BBQ, live music, competitions, etc.)
- b. Support SNDI as a conduit for better trained and active members.
- c. Find ways to make Steward and Health and Safety representative roles more attractive
- d. Use txt notifications more and extend to the Unit level (Use for work site preparedness regarding safety and tools, for events, election reminder, etc.)
- e. Create a mobile app to push updates:
 - i. New job opportunity
 - ii. Connection with workplace reps
 - iii. Training
 - iv. Access to minutes and documents
 - v. Expense claim
- f. Draft a vision of what our "ideal members" look like for recruitment and as a way to set our standard (not about a trades person but about actual member)
- g. Do a webinar on each of the collective agreements so that members can be guided on how to understand it and have their questions answered
- h. Invest in training on how to facilitate and run better meetings at all levels of the organization

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MEMBER FEEDBACK IN A WORD REGARDING ROUNDTABLES

<ul style="list-style-type: none"> • Informative • Build • Share • Satisfied • Mobile App • Informative • Involvement • Enlightening • Educational • Overwhelming • Glad • Team-building • Open Forum • Good people • Finally • Participation • Interesting • Satisfied • Learning • Community • Participation • Informative • Involvement • Participation • Informative • More • A lot • Participation • Useful • Positive • Worthwhile 	<ul style="list-style-type: none"> • Engaged • Good food • Learned • Appreciative • Information • Involvement • Together • Thank you • Community • Informing • Informative • Helpful • Satisfied • Participation • Family • Good • Participation • Overwhelmed • Educational • Finally • Useful • Involved • Thank you • Teamwork • Educational • Speak up • Informed • Learned a lot • Participation • Together • Equality 	<ul style="list-style-type: none"> • Self-awareness • Knowledgeable • Interactive • Beneficial • Relaxed • Informative • Successful • Thankful • Lack of participation • Unity • Safety #1 • Satisfies • Get passionate • Community • Unity x • Welcomed • Engagement • Openness • Togetherness • Positive impact • Feedback • Growth • Ideas • Participation • Understanding • Communication • Young • New member • Solidarity • Hopeful • Progress
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<ul style="list-style-type: none"> • Family • Satisfied • Worthwhile • New members • Involvement • Participation • Interesting • Friendships • Full • Enlighten • Inspired • Answered • Positive • Full • Glad • Progress • Momentum • Driven • Empowering • Feel East members far apart • Homewood – didn't know 	<ul style="list-style-type: none"> • Continuous learning • Involvement • Positive • Good • Educational • Network • Happy • Engaged • Informative • Informative • Quality of life • Strength (voice, participation, union) • Open • Dialogue • Hope • Commitment • Interesting • Succession • Fellowship • All good • Good night • Mentorship 	<ul style="list-style-type: none"> • Unity • Participated • Step in a right direction • Wonderful • Honest • talk to others about what happened • Good • Great idea • Creative • Start • Comprehensive • Enlightening • Continuation • Beginning • Topic of the month • Update your member profile • Text blast • Overdue • Learning • Thank you
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Participation Roundtables Report

#1VALUES AND BELIEFS INSIGHTS

“Our personal and community values define us, how we work together and our impact within our families, communities and workplaces.”

~CUSW Values and Beliefs

1. The priorities identified by the participating members were:

- a. Family is #1 – work life balance
- b. Security and opportunity
- c. Self-improvement
- d. Achieving an improved living standard
- e. Wages, benefits, pension
- f. Integrity
- g. Respect
- h. Fairness
- i. Pride
- j. Mutual opportunity
- k. Human rights

2. The participants suggested updating the values and beliefs:

- a. Family consideration and work/life balance
- b. Democracy and sustainability in the workplace and society
- c. Active and inclusive participation
- d. Honesty and integrity
- e. Fair, equitable and respectful treatment
- f. Lifelong learning and mentorship
- g. Decisions benefiting members, workers, society and our environment

3. The participants discussed the need to ensure our prospective and new member orientation, mentorship and training effectively indoctrinate and engage the hearts and souls of our members and their families so that they feel welcome and deeply connected to our community.

- a. Many participants indicated that they had been members for 5+ years and had never received a CUSW orientation
- b. Some members had been lucky enough to have good mentors. All acknowledged that there is no formal structure, set of tools or follow up and that it would be great to create a pool of mentors as well as a formal system
- c. Institute a direct phone call to every member once a year (or a random sample) by dividing calls amongst Directors to enable direct contact, recognition and the opportunity to hear what is going on the ground unfiltered

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- d. Use a short quarterly questionnaire to gather input and concerns from the membership
 - e. Provide the membership a txt number they can send questions, raise concerns about worksites, to identify potential employers and other matters – Frequently asked questions can be automated
 - f. Implement a quarterly newsletter
4. **Our Values and Beliefs, the goals arising from the Objects of our Constitution and our Human Rights policy should guide our strategy and define the metrics used to measure the success of our:**
- a. Leadership/governors
 - b. Staff
 - c. Service providers
 - d. Trusts
 - e. Members
 - f. Employers
 - g. Investments

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#2 ISSUES AND PROJECTS INSIGHTS

“When CUSW was founded there were no employers, no benefit programs, no joint apprenticeship councils, training programs or Unit fishing derbies. We decided what we needed and how to make it happen through participation.”

~CUSW Article 3. Powers of the Union

- 1. Recommended mechanisms to address issues and support projects were:**
 - a. Establishment of either regional (multi-Unit) or Unit based **Community Building Funds** to support activities, projects and organizations that advance CUSW’s values and beliefs, Objectives arising from the Constitution and human rights (See issues and activities below)
 - b. Provide Units guidelines for social events/activities/competitions to ensure the CUSW community receives profile
 - c. Provide swag for Units to use at events/activities/competitions

- 2. The issues in our community’s we would like to see tackled?**
 - a. The poor quality of new member orientation
 - b. Some members sense of entitlement
 - c. The poor level of communication with the membership
 - d. The burnout and abuse of members, staff and consultants
 - e. Access to a real person on the other end of the phone at the office
 - f. The unaddressed root causes of mental health issues, drug abuse and addiction
 - g. The lack of food security in our communities
 - h. The mitigation of the impacts of extreme weather caused by climate change
 - i. Rising homelessness
 - j. The lack of affordable housing
 - k. Safety in the workplace
 - l. Educators in need of curriculum that incorporates the Trades
 - m. Children going without healthy meals
 - n. Spousal abuse
 - o. Abuse of indigenous women
 - p. First Nations reconciliation
 - q. The lack of participation in CUSW activities
 - r. Cliquishness in Units/Workplaces

- 3. The activities we would you like to see happening through CUSW in their community include:**
 - a. Better family support – especially when members are away
 - b. A Trust to support local activities

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- c. A process to ensure our Funds are not invested organizations and projects that are anti-union, unsustainable, damaging to future generations and against our values
- d. Promotion of the trades and mentorship of youth
- e. Promotion of the trades and mentorship of those re-training for a new career (ie. Second career, ex-military, etc.)
- f. Participation in the Labour Day parades
- g. Development of low incoming housing
- h. Job fairs
- i. Tree planting with Scouts Canada
- j. Become a Habitat for Humanity partner
- k. Mental health and drug addiction initiatives
- l. More swag – make available for purchase as well as regular giveaways during standard events happening amongst Units
 - i. BBQ Apron
 - ii. T-shirts
 - iii. Hats
 - iv. Jackets
- m. Establishment of a CUSW Awards Celebration – Give an award for each of our values and belief to profile them
- n. Family events:
 - i. Picnics
 - ii. Axe throwing
 - iii. Canada's Wonderland
 - iv. Hockey
 - v. Horseshoe tournament
 - vi. Ice fishing
 - vii. Poker
 - viii. Boardgames
 - ix. Cooking classes
 - x. Summer Solstice bonfire and BBQ
 - xi. Christmas dinner and Santa for the kids
 - xii. Trips to the big museums
 - xiii. Music concerts/festivals
- o. Establish a more consistent social media presence:
 - i. Create an Instagram
 - ii. Get engaged more on Twitter (media), Facebook (members and the public), LinkedIn (professional development for members and recruitment/community cultivation)
- p. Introductory webinars on different professions and mentorship for non-members

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- q. Webinars and online training/projects with thought leaders and experts in emerging sectors to provide members new opportunities
 - r. Increased focus on bringing in non-trades members – broaden our community which is over dependent on the electricity sector
 - s. Participate and contribute to local events and sports teams
 - t. Continue to organize national events that bring us all together
 - i. Picnic Cedar Waterpark
 - ii. Canada's Wonderland
 - iii. Golf tournament
 - iv. Horseshoe tournament
 - v. Axe throwing
 - vi. Fishing Derby
 - u. Do more participation Roundtables
- 4. The likeminded organization in our communities that are most influential are:**
- a. Our employers
 - b. Local food organizations
 - c. Services clubs
 - d. Fraternal organizations
 - e. Youth organizations
 - f. Boards of Trade/Chambers of Commerce
 - g. Local environmental groups
 - h. Social enterprises

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#3 FREE AND DEMOCRATIC UNION INSIGHTS

*“We are providing all Canadians the opportunity to join a free and democratic Union.”
~ CUSW Article 2.iii. Jurisdiction & 4. Membership*

1. Improvements we should make according to the participants:

- a. How we orient and mentor our new Members to ensure they and their families feel like they are really part of our community and understand how we work
 - i. Create a Mentorship sub-committee to provide support and to develop tools
 - ii. Develop a process, training and tools for Mentors to use
- b. The use of online training in connection with in-person training
- c. Greater involvement of partners/spouses in strategic as well as social events
- d. Provide childcare for all events if requested to maximize participation
- e. Implement an integrate communications strategy
 - i. Implement the integrated communications strategy
 - ii. Hire a half - full time expert staff/consultant resource responsible for communications to work with the committee
 - iii. Update and modernize website
 - iv. Create a quarterly newsletter
 - v. Media train 1+ representative to be able to advance our values, beliefs and objectives arising from the constitution
 - vi. Implement a Mobile App with 6 key resources
 1. Notifications for new eligible work opportunities
 2. Inter-member communication (Directory or txt)
 3. Events listing for across the province
 4. Access to Alliance Learning training content
 5. Access to contributions (Membership, Retirement, Benefits, Training Trust) and member profile
 6. Key talking points on CUSW, why to become a member, why to work with CUSW (for employers) and our policy position on key issues
 7. Roll out a protocol for Units and the Union to txt blast the membership (this will need a policy to ensure people don't feel spammed)
 - vii. Increased presence on social media to advance our values and objectives arising from the constitution
- f. Move to electronic voting via mobile device (unique anonymous identifier) with paper mail in available to those without a mobile device

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- g. Host a monthly themed Zoom webinar with the NEB and a Committee (revolving) where questions sent in are answered and a short update is given on something interesting or cutting edge (could also be just a call)
- 2. Reasons to join CUSW:**
- a. We have a great quality of life due to good wages, benefits and direct participation
 - b. Our workplaces are safe and offer fair wages
 - c. As a community driven by our members and their families, we are creating opportunities and security for one another
 - d. We have a lot of fun and do great work that makes a difference in our communities and in our own lives
 - e. We are seeking out and cultivating new opportunities for our members
 - f. We are inclusive and welcome everyone who share our values, align with our constitution and who are able to contribute financially as well as participate in our community

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#4 QUALITY OF LIFE INSIGHTS

“Being part of a Union is about improving the quality of life of all Canadians”

~CUSW Article 2.iv. Improving Working Conditions and Living Standards

- 1. Most of our members feel that they have a good quality of life according to their personal standard.**
- 2. Most of our members are concerned about several things:**
 - a. Some members hogging hours to get overtime while others are sitting unemployed
 - b. That the cost of living is rising, and wages are stagnant or decreasing in relative value due to inflation
 - c. That there is a lack of food security
 - d. That the refurb will not continue
 - e. That extreme weather due Climate Change will have a significant impact
 - f. That Right to Work legislation will undermine CUSW and our members employment, opportunities and security
 - g. That public education and critical thinking is being undermined
 - h. That our health care system is fragile
 - i. That the selfishness of some members undermines the collective benefit and strength of the union
 - j. That Artificial Intelligence, the rise of Authoritarianism and Surveillance Capitalism are undermining our democracy and our children’s future
 - k. That the age of retirement is rising
 - l. The impact of the Corona virus (the last Roundtable was the day before the lockdown began)
 - m. That we don’t have a clear non-partisan position and briefing that our members and lobbyists can use to advance our values, beliefs and objectives
 - n. That we don’t have clarity about metrics associated with our desired outcomes and clarity about how they relate to our values, beliefs, objectives from our constitution and human rights policy
- 3. The participants would like regular updates on trends and future/emerging sectors and employment opportunities and how to capitalize on them**
- 4. Participants indicated they would like to be able to contact other members directly via a directory or Mobile App**
- 5. Participants requested regular webinars with guests such as employers, thought leaders, members doing interesting things or sharing insights or expertise**

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#5 TRUSTS, FUNDS AND PROGRAMS INSIGHTS

“We have designed and self-manage Trusts, Funds and Programs that meet our health, retirement, training and emergency needs.”

~CUSW Article 2.vii. Health, Safety, Social, Economic and Political Benefits

1. The participants recommended the creation of the following new Funds/Trusts:
 - a. Parental Leave Top Up Fund
 - b. A Bereavement Fund
 - c. An Entrepreneur Trust Fund
 - d. A series of Regional/Unit Community Building Funds
2. The participants recommended the creation of the following programs:
 - a. A community youth and mature re-skilling mentorship program to bring new members into CUSW and to spur interest in the new trades and the idea of the blended skilled knowledge worker
 - b. The creation of a CUSW High School Trades (Knowledge Worker) Bursary
3. A lot of the participants were unaware of the full extent of how Homewood Health works, that our Trusts are all member controlled
 - a. We need to continue to improve our outreach and awareness raising of how things work and what opportunities and security we have created for one another and how to access the resources

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#6 ISSUES AND OPPORTUNITIES FOR LEGISLATION INSIGHTS

“We are working with like-minded people and organizations to encourage progressive legislation, regulations and programs that benefit us and all Canadians.”

~CUSW Article 2.viii. Progressive Legislation

- 1. Most of the participants were unaware that there was a Political Action Committee and those that were aware were not impressed with the material generated and made available.**
- 2. The participants recommended that we as a community should produce a member/stakeholder non-partisan white paper with key talking points that our lobbyist(s) and members can use regarding the following issues:**
 - a. Right to work legislation
 - b. Universal Benefit payments
 - c. Reconciliation with the indigenous peoples of Canada
 - d. The importance of Red Seal certification
 - e. Pay equity
 - f. Work life balance – limiting the hours workers can work
 - g. The pegging of wages to inflation
 - h. Strategies for making housing affordable and accessible
 - i. The role of knowledge workers in the new economy
 - j. Why Agri workers should be able to unionize
 - k. How to mitigate the impacts of climate change, improve food security and build resilience
 - l. Considerations regarding the use of AI, surveillance capitalism
 - m. The importance of building a new cottage manufacturing industry and why to support Canadian businesses
 - n. Why we need to support our veterans
 - o. The need for Remembrance Day to be a stat holiday
- 3. The participants highlighted the importance of having a skilled politico work with the committee and to do internal stake-holding to shape the position of the Union.**
- 4. Many of the members that participated were unaware of CUSW’s membership in the Confederation of Canadian Unions (CCU) and what they do for us and how we contribute to them**
 - a. It would be worthwhile to have a presentation by the CCU via Zoom to the membership

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#7 TRAINING AND MENTORSHIP INSIGHTS

“Our online and in-person training is helping improve our individual and collective leadership capacity, health, safety, interpersonal competence, financial stability and technical skills, contributing to our security, opportunities and capacity to contribute at home, in the workplace and our community.”

~CUSW Article 2.ix. Training and Mentorship

- 1. A number of participants indicated they had not received any real orientation in 5 years and that the Roundtable was their first real taste of CUSW**

- 2. The participants recommended the following:**
 - a. That all new members/apprentices be rotated among our employers/contractors to help them round out their skills, connections and knowledge of CUSW
 - b. That SNDI be used as a conduit for grooming new apprentices and getting them up to snuff – over 800 members have been trained and employed by SNDI and only 8 didn't proceed – all those that did are high performers and active members in CUSW
 - c. That we offer members and employers indigenous awareness and reconciliation training
 - d. That we develop a stable of resourced mentors to work with all new members who are also being groomed for future leadership roles
 - e. That succession planning, processes and training be implemented to ensure there are other members to assist and take on roles as others step aside or if someone gets ill or is hurt – there should be 2 people at least who can handle a file and do the work
 - f. Leadership, governance and conflict resolution training should be supported for any potential leaders
 - g. We need to take people outside their comfort zone and challenge them in various jobs and not get limited by the fear of failure or criticism
 - h. It would be great to have guest speakers go from Unit to Unit or to use a webinar to have them speak
 - i. It was recommended that the Training Trust amount be raised
 - j. The Training Trust should explore bringing in sustainable building and living building training modules with the Endeavour Centre into the Red Seal certification

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#8 HUMAN RIGHTS INSIGHTS

“Our Human Rights Policy and our recent Human Rights Award highlight the fact we don’t just talk about promoting gender and ethnic equity, we act on it and are making a difference in our Union, workplaces and community.”

~CUSW Article 2.x. Gender and Ethnic Equity & Human Rights Policy

- 1. Participants shared that:**
 - a. If we do not protect human rights for the most vulnerable, quickly society moves towards diminishing human rights for all
 - b. How we treat our weakest demonstrates how strong or weak we really are

- 2. The participants felt that we need more education on unity and inclusiveness through direct team building experience with people that are different so shared experience becomes the bond.**
 - a. This could be through rotation of people to different teams
 - b. Social activities and competition
 - c. Joint community projects like Habitat for Humanity

- 3. The participants felt that Human Rights training should be mandatory for all members.**

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#9 RIGHTING WRONGS, CHARITY AND PEOPLE IN NEED INSIGHTS

“We believe in righting wrongs and in charity. Through participation we tackle issues and we have created the Ashton Tuck Memorial to help members and their families that are in extreme need. We need to look after people when things go bad and they fall on tough times.”

~CUSW Article 2.xiii. Assisting those in need

- 1. The participants suggested that it might be worth while creating some best practices tool kits for members about ways to make sure people get the help they need, without being shamed:**
 - a. How to access all of our support tools and benefits such as counselling, Depression, addiction, therapy, wills, financial advisor services, online courses (Homewood, Power Sector Benefit Trust, government programs, etc.)
 - b. How to use Go Fund Me to raise funds for someone in need

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#10 A FREE AND DEMOCRATIC COUNTRY INSIGHTS

“We are working to maintain Canada as a free and democratic country.”

~CUSW Article 2.02 Oath of Office & 2.03 Members Oath

- 1. The participants recommended that the “personal touch” of a call makes a big difference, especially for new members and that having someone call everyone one once a year or at least a rolling sample would mean a lot and provide the NEB Directors direct insights and contact with the members on the ground and their unfiltered perspective.**
- 2. An auto dialler could be used for this with a pre-recorded message that would be left for those that don’t pick up – it could be used during calls for employers**
- 3. It was noted that requiring all members to undergo in person training on conflict resolution would provide members to gel and to learn important skills to make the workplace, the union and their families work better.**
- 4. During the upcoming elections we should require all candidates to participate in an online interview via Zoom where questions can be submitted in advance as well as live by the membership to help them make informed decisions about the candidates.**

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#11 WORKPLACE INSIGHTS

“Industrial democracy is about all of us as workers, as members of CUSW, recognizing that we have the authority and responsibility to make decisions, participate in the design of our workplaces and act in partnership with the management and owners of the places we work, contributing to our mutual safety, success and quality of life.”

~ CUSW Article 12. Workplace

1. **The participants discussed tactics used to build cohesion among their colleagues in the workplace and suggested a short list of recommendations:**
 - a. Host a weekly crew BBQ
 - b. Others social activities like going to hear a band live is a draw
 - c. Having competitions between different members in different Units could be fun (axe throwing, frisbee golf, etc.) and build connection across the province
2. **The participants again indicated that a better mentorship system would be very useful to get new people up to speed, trained and brought into the CUSW culture**
3. **SNDI was mentioned several times as a key conduit for better trained and very active members**
4. **A number of participants noted that the role of Steward or Health and Safety Rep can mean a lot of commitment, responsibility, dealing with frustrated people and time with little up-side monetarily or time wise**
5. **The participating members like the use of texts for notifications and would like access at the unit level and indicated it would be great to be able to report whether a work site is prepared, has necessary equipment and whether it is safe**
6. **A mobile app would be great to get updates about:**
 - a. New job opportunities
 - b. Connecting with workplace reps
 - c. Training
 - d. Access to minutes and documents
 - e. Expense claim
7. **Someone posed the question to the group, “what do our ideal members look like?” which is something for us all to ponder**
8. **Most of the participants had not read their collective agreements**
 - a. Might be worth while doing a webinar to walk the members through the collective agreements
 - b. Several indicated they would like to know more and better understand
9. **Several participants noted that often meetings aren’t well prepared, don't start or end on time, lack focus**
 - a. Training on facilitation may be helpful
 - b. Helping focus agendas may assist
 - c. Good food is important

Participation Roundtables Report

- d. We need to make sure we are having fun as well as getting the work done well to build comradery

Participation Roundtables Report

APPENDIX 1 – PARTICIPATION ROUNDTABLE MEMBER ATTENDEES

First Name	Last Name
Alan	Yi
Alexander	Gayvoronskiy
Anthony	Petrucci
Bill	Gregoriadis
Bill	Haynes
Brad	burton
Brenda	Smith
Brian	Pineo
Bryghton	Levere
Carl	Kaiser
Carl	Mohan
Chad	Guindon
Chris	Garofalo
Chris	Godda
Chris	Nahorney
Chris	Nisbet
Christine	Meier
Christine	Barlow
Cody	Quan
colin	shen
Collin	Jadischke
Courtney	Dyer
Craig	Batty
Dave Rudd	Rudd
david	morgenroth
Dominic	Farrell
Don	Levesque
Donna	McClocklin
Gary	Savoie
Geoff	Denstedt
giovannino	gazzola
Greg	LeLiever
Greg	Padulo
Henk	Linwood

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Howard	Brown
Ian	Monteith
Jalene	Johnstone
James	MacMillan
Janet	Crowther
Jason	Sholer
Jason	Wakem
Jay	Jia
Jayson	Lindo
Jeff	lahey
Joe	Mulhall
Joel	Mohan
John	Wabb
John	Cornelissen
john	Doxtator
John	Wabb
John	O'Brien
John	AXE
Joshua	Jamieson
Justin	Ward
Kamran	Ghafari
Katherine	Marshall
Kevin	Mannen
Kevin	Forbes
Krimesh	sutaria
Kris	Croteau
Kristopher	Stevens
Kristopher	Stevens
Kyle	Davey
Lee	Mayhew
Lianjie	Qi
Lorraine	Kirkness
Luke	D
Luke	Ladouceur
Mark	Keyes
Mary	Petrucci
Mathew	Polegato
Mathew	Polegato

Participation Roundtables Report

Matt	Hurley
Matt	Cherewaty
Matt	Burse
Melissa	Ravenek
Michael Sean	Stafford
Micheal	Johnston
Michelle	Smith
Mike	Gauthier
Mike	Hedge
Mike	Holmes
Misty	Mannen
Nailah	Lindo
Nathan	Terriah
Nik	Kramar
Oswaldo	Lopez
Owen	Brokenshire
Parul	Sutaria
Paul	Deck
Pauline	Carkner
Petar	Vasic
Pierce	Wemigwans
Rebecca	Hedge
Rick	McCall
Rohorn	Jackson
Ron	Svajlenko
Rose	Mohan
Rudolf	Burger
Ryan	Gilchrist
Ryan	Alguire
Scott	Leeson
Scott	Heyes
Scott	Fraser
Sean	Mohan
Shannon	Veitch
Sharon	Johnston
Shaun	Archambault
Shawn	Ste.Croix

Participation Roundtables Report

Shawn	McEnery
Stephen	Gilroy
Steve	Dennis
Steve	Gilroy
Tania-Joy	Bartlett
Todd	Edwards
Troy	Nadjiwon
Tyler	Clancy
Verna	Powers
Vince	Cook
Voytek	Chojak
Zhili	Lin
Zhong	Wang

Participation Roundtables Report

APPENDIX 2 – PARTICIPATION ROUNDTABLE AGENDA

6:00 Registration and relaxed social with amazing food

- Confirm contact information
- Assign table
- Give T-shirt, calendar of events & decal

7:00 Welcome

- Traditional Lands acknowledgement
- Review Agenda
 - Frame discussion
 - Roles at your table (Facilitator & Note taker)
 - The use of Post It Notes
 - HIGHLIGHTS – PostIts on your table for capturing participation highlights
 - OFF TOPIC QUESTIONS & SUGGESTIONS – PostIts on the side table
 - Participation examples from the NEB

7:15 Round 1 – Move to assigned seating & begin discussion (choose 3 topics)

8:00 Round 2 – Move to assigned seating & begin discussion (choose 3 topics)

8:45 Review highlights under each topic

9:15 Close out with one word from each participant

9:30 FIN

Participation Roundtables Report

APPENDIX 3 – PARTICIPATION ROUNDTABLE HANDOUT QUESTIONS

#1 “Our personal and community values define us, how we work together and our impact within our families, communities and workplaces.”

~CUSW Values and Beliefs

- a. What are your core drivers (values/motivators) in life?
- b. Which of our community’s values are most important to you?

<i>Decisions benefitting members</i>	<i>Fairness</i>	<i>Equality</i>	<i>Respectful treatment</i>
<i>Family consideration</i>	<i>Common sense</i>	<i>Honest</i>	<i>Integrity</i>
<i>Decisions promoting the worker</i>	<i>Involvement (Including stakeholders)</i>		

#2 “When CUSW was founded there were no employers, no benefit programs, no joint apprenticeship councils, training programs or Unit fishing derbies. We decided what we needed and how to make it happen through participation.”

~CUSW Article 3. Powers of the Union

- a. Are there any issues in your community that you feel are not being tackled?
- b. What like-minded organizations are most influential in your community?
- c. What activities would you like to see happening through CUSW in your community?
- d. What big projects would you as a member like to see us working on?
- e. Do you participate in your Unit or any of the National Committees?

#3 “We are providing all Canadians the opportunity to join a free and democratic Union.”

~ CUSW Article 2.iii. Jurisdiction & 4. Membership

- a. How can we as members support and take part in the democracy of our Union?
- b. What are three reasons others would like to join CUSW?
- c. Do you know anyone whose values align with ours and who could contribute to CUSW?
- d. How do you make newcomers to CUSW feel welcome?

#4 “Being part of a Union is about improving the quality of life of all Canadians”

~CUSW Article 2.iv. Improving Working Conditions and Living Standards

- a. Do you have a good quality of life?
- b. Do you feel secure about your future and that of your family and community?
- c. Do you think Canadian’s quality of life is getting better or worse?
- d. What can we as members do to improve/protect people’s quality of life and security?

#5 “We have designed and self-manage Trusts, Funds and Programs that meet our health, retirement, training and emergency needs.”

~CUSW Article 2.vii. Health, Safety, Social, Economic and Political Benefits

- a. Do you participate in any of our Trusts, Funds or programs?

Participation Roundtables Report

- b. Why do you think we self-manage our Trusts rather than buying a service?
- c. If we were to create a new Trust, Fund or program what would it be and why?

#6 “We are working with like-minded people and organizations to encourage progressive legislation, regulations and programs that benefit us and all Canadians.”

~CUSW Article 2.viii. Progressive Legislation

- a. As a member of CUSW what are the biggest opportunities we should be working on?
- b. Which issues are you most concerned about?
- c. Are there any organizations that you are aware of that share our values that are working on these issues?
- d. What recommendations/actions could we champion to address these concerns?

#7 “Our online and in-person training is helping improve our individual and collective leadership capacity, health, safety, interpersonal competence, financial stability and technical skills, contributing to our security, opportunities and capacity to contribute at home, in the workplace and our community.”

~CUSW Article 2.ix. Training and Mentorship

- a. Who are your mentors inside and outside of CUSW?
- b. Are you a mentor to anyone inside or outside of CUSW?
- c. If you could learn anything, from anyone, what would it be?
- d. Have you participated in any of CUSW’s training online or in-person?
- e. What training or mentorship would you like to see created within CUSW?
- f. How would you like to get involved in strengthening our training and mentorship?

#8 “Our Human Rights Policy and our recent Human Rights Award highlight the fact we don’t just talk about promoting gender and ethnic equity, we act on it and are making a difference in our Union, workplaces and community.”

~CUSW Article 2.x. Gender and Ethnic Equity & Human Rights Policy

- a. Have you ever experienced discrimination towards you or others?
- b. Why does the protection of Human Rights matter?
- c. How do you participate to address Human Rights?
- d. Who is your Human Rights representatives in your Unit?
- e. Is there anything we should be doing as individuals to protect or advance Human Rights?

#9 “We believe in righting wrongs and in charity. Through participation we tackle issues and we have created the Ashton Tuck Memorial to help members and their families that are in extreme need. We need to look after people when things go bad and they fall on tough times.”

~CUSW Article 2.xiii. Assisting those in need

- a. Do you know anyone within our community or the larger community who is in need?
- b. Have you ever needed help and if yes did you ask for help?
- c. How can we make sure people who need help, get it?
- d. What “wrongs” would you like to see “righted” in your community?

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#10 “We are working to maintain Canada as a free and democratic country.”

~CUSW Article 2.02 Oath of Office & 2.03 Members Oath

- a. How can we improve our communication amongst members, committees & our external stakeholders (eg. Eblasts, text-blasts, letters, newsletter, website, social media, etc.)?
- b. Did you visit the Political Action Committee website for during the Federal Election?
- c. What can we do as individuals/as a community to help maintain Canada as a free and democratic country?

#11 “Industrial democracy is about all of us as workers, as members of CUSW, recognizing that we have the authority and responsibility to make decisions, participate in the design of our workplaces and act in partnership with the management and owners of the places we work, contributing to our mutual safety, success and quality of life.”

~ CUSW Article 12. Workplace

- a. Do you take an active role in making your workplace a success?
- b. Have you mentored/are you mentoring anyone?
- c. Would you be more involved in your workplace if you had real input?
- d. Have you considered being a representative in your workplace (If not why not?)
- e. Have you been elected as a Steward/Health and Safety representative? Did you get satisfaction from taking on this role?
- f. Have you helped with your workplace elections? (How?)
- g. How can we better promote our beliefs and values in the workplace?
- h. Have you read, and do you understand your collective agreement?
- i. Have you assisted with the establishment or renewal of a collective agreement for your workplace?
- j. Have you helped recruit new members?