

CUSW

Virtual Roundtable

Addendum

October 20, 2021
Version (v2)

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BACKGROUND

Prior to the arrival of the pandemic, the Members of CUSW held a series of nine regional grassroots Participation Roundtable Discussions. During these discussions all CUSW Members and their families had the opportunity to meet, discuss and share their ideas about the union we are building. This includes the ways that we are (or could be) working together on behalf of our families, communities and country, ensuring a stable, prosperous, healthy and democratic future for ourselves and future generations.

This grassroots initiative builds on our union's unique origins. In 1999 the founding Constitution opened the opportunity for hundreds of members to connect in kitchens, basements and even over tailgates joining together to support each other, their families and the larger community. Our roots have been, and are, in our communities.

Although these roundtable discussions and our Zoom meetings are not the kitchens, basements and tailgates that united us in 1999, they still provide us the same opportunity to come together, talk about who we are and how we want to move forward.

The following ***Virtual Roundtables Addendum (October 20, 2021)*** is a summary of the feedback and input collected during the Virtual Roundtables held over the summer of 2021. The discussions were held via Zoom and should be read as an addendum to the ***CUSW Participation Roundtable Report: Insights and Actions (v4.1)*** dated October 20, 2020.

VIRTUAL ROUNDTABLE LOCATIONS, DATES AND PARTICIPANTS

The Virtual Roundtables used the following hubs as the focal point of the regional discussions:

Beamsville – July 14th
Barrie – July 28th
London – July 29th
Tiverton – August 4th
Brockville – August 11th
Toronto – August 18th
Oshawa – August 25th
Northern Ontario – August 26th

Participants from the previous Roundtable received a written invitation, copy of the report, an email notification and text message notifications via the Ulula (www.ulula.com) platform. Attendees of the Virtual Roundtables included the following participants:

Conrad Aitcheson	Osvaldo Lopez
Hamid Ali	Misty Mannen
Maike Althaus	Kevin Mannen
David Aviles	Katherine Marshal
Francella Barrette	Donna McClocklin
Howard Brown	Kyle McMillan
Matthew Cherewaty	Dillon Morassut
John Cornelissen	Dustin Mowat
Chris Cover	Joe Mulhall
Kris Croteau	Troy Nadjiwon
Angelia Dickinson	Greg Padulo
Sean Dopp	Kathleen Padulo
John Doxtator	Samantha Panczak
Clay Dumoulin	Matthew Poegato
Teshai Gayle	Melissa Ravenek
Ryan Gilchrist	Tommy Seaver
Steve Gilroy	Gina Simon
Patrick Graham	James Sokay
Chad Guindon	Michael Stafford
Scott Heyes	Marissa Stajkowski
Michelle Holmes	Kristopher Stevens
Collin Jadischke	Alexander Theodorakidis
Josh Jamieson	Shannon Veitch
Jalene Johnstone	John Wabb
Mark Keyes	Jason Wakem
Dennis Kuntz	Archie Wallace
Scott Leeson	Jim Watson
Toby Lin	Kerry Zimmerman
Adrian Liu	

GENERAL FEEDBACK

- *RECOMMENDATIONS – The recommendations in the report are excellent and should be implemented/ Great to see them being implemented
- *MAIL OUT REPORT – That the backgrounder, Participation Roundtables Report: Insights and Actions and the Virtual Roundtables Addendum be printed and mailed to ALL current Members by region, not just previous participants, to develop a grassroots movement in each region
- *PEOPLE ARE ZOOMED OUT – a lot of people are out doing things with family and reconnecting with their community now that the restrictions have lifted
- *OVER STRETCHED – Many Members that were active in Committees have stepped back due to work and life commitments (especially those with young families) – they are feeling over stretched and have had to prioritize, focusing on specific activities like recruitment or completely excusing themselves
- *FUN - We need to have more fun!
- *HEARTS & MINDS – We need to do more than our jobs – meaningful work in our communities – engage everyone’s hearts and minds
- *AUTO DIALLER – Purchase an auto dialler service for use by the Units, Trusts, Committees and those responsible for recruitment so that calls can be sped up + use the text blast service when there is a rush to ping members about opportunities (requires the database to be up to date)
- *APPLICATION – An APP to vote, learn of opportunities, communicate with other members (a national directory), tap into training, etc. would be helpful – What are the top 4 to 6 things Members want access to? - (Could start by promoting use of something like Signal or WhatsApp and other recommended Apps)
 - Toolkit of organizations, best practices for helping people in distress, mental health challenges, examples showcasing best Employer and Member actions, cool project Units and regional grassroots are doing
- *FAMILY - The biggest barrier for many to greater participation is family – we need to think about how to make this easier
- *THANK YOU – Thank you for hosting and facilitating these sessions even though there has been a low turnout for some of the sessions
- *TEXT BLASTS – Text blasts are very effective
- *WEBSITE – Modernize the website
- *COMMUNICATE WHAT WE HAVE TO OFFER – We need to get better at communicating who we are and what we represent – hire a communications expert or agency
- * HUMAN TOUCH – Members need more of a human touch. Roundtables are a great step in this direction
- *WHAT IS A KNOWLEDGE WORKER – Need to provide clearer and more detailed examples about what a knowledge worker is and why it is relevant
- *ORIENTATION – Need better orientation
- *SPOUSES – Give spouses their own log in credentials for resources targeted at them. PSRT done. Do for Alliance learning and other login in systems

- *FAMILY OUTREACH – Targeted outreach to the family of Members might be the best way to activate the grassroots regionally – spouse and youth targeted efforts – fun and community specific projects
- *MEMBER & OUTREACH WEBINARS - Host regular webinar sessions and record them for Member access on:
 - High performance ebuidings – Passivhaus, living buildings, etc.
 - Housing – Affordable, workforce, cohousing, coliving
 - VFD drives
 - Surveillance capitalism and the protection of our data and privacy
 - Sustainable energy – wind, solar, biogas, hydrogen, storage, district heating, etc.
 - Cohousing - <https://www.youtube.com/watch?v=UJJVnV75HA4>
 - Co-parenting – <https://coachmediateconsult.com>
 - Comprehensive community planning - <https://www.sac-isc.gc.ca/eng/1377629855838/1613741744194>
 - Negotiation, collective agreements and other work considerations
 - Treaty peoples, indigenous and settler rights and reconciliation
 - Can we do an all-Member meeting sometime (Townhall/Webinar)?
 - Ask the NEB questions
 - New industries (ie. Fibre optics, blockchain, cannabis, etc.)
- *ROUNDTABLES & FAMILY - The roundtables are a good starting point to get families more engaged
- *NEWSLETTER – The Newsletter is great to see! → How do we get the newsletter out to more people and ensure it has sufficient content?
- *2022 GATHERING – That in person grassroots gatherings be held in 2022 if COVID concerns have decreased
- *MEETINGS & FAMILY TOGETHER - Organize meetings in line with family social activities to get people out and strengthen ties of community – It will make it an easier task to get out of the house after work, especially for those with kids
- Grassroots meetings should be kept separate from the workplace/employer centred Unit meetings
- It may be helpful to have a person responsible for managing the Unions database to ensure contact information is up to date – Some people did not receive the mailing
- A text Hotline where you can post questions about anything union related would be helpful – some questions can be automated and those that can't can be forwarded to someone responsible for engaging the members
- Online voting would be great to see next election using either Member's cell phones as the unique indicator or some sort of block chain solution
- Provide members working in long term roles the opportunity for a “sabbatical” to experience a new workplace
- Regional talks as opposed to workplace or unit talks allows for Member focused grassroots engagement that can include family as well as colleagues
- Family is #1
- It would be great to bring everyone together from across the country to allow people to cultivate relationships and make connections

VALUES AND BELIEFS

- *VALUES & BELIEFS TRAINING - It would be good to require all Members to complete values and beliefs training AND mentor review before eligibility for work
- *PUBLIC ADVERTISING - It would be great to see more advertising in the public about our values, beliefs and work in the community (See other unions)
- *FAMILY ORIENTED EVENTS - Children and family-oriented activities are likely to draw more people out (don't leave your family behind) – Activities like Canada's Wonderland, pumpkin festivals, berry picking, rock climbing, laser tag, bowling, apple orchard, drive ins, pioneer villages, play centres, water parks, etc. where Union meetings may also be able to happen would likely draw more attendees and make participation easier
- *ORIENT FAMILIES - Orient and mentor families in conjunction with social activities regarding our values and beliefs, useful skills like conflict resolution, counselling and supports, youth membership, etc.
- *MORE FUN - We need more fun in person activities to create friendships and connectivity within our community
- *HELP OTHER WORKERS - Build capacity to help WORKERS OUTSIDE OUR TRADITIONAL MEMBERS to diversify our Membership, work opportunities, knowledge and capacity – recruitment, helping organize and establish collective agreements, orientation, identification of transferable support and services
- The values and beliefs update for clarity would be helpful – Do people really understand what they mean and practice them?
- American Federation of Labour has elected their first woman leader – Cover in upcoming newsletter - <https://thehill.com/changing-america/respect/diversity-inclusion/569200-americas-largest-labor-union-elects-first-woman>

ISSUES AND PROJECTS

- *AWARDS CEREMONY - A celebration to celebrate and showcase our members, our employers and partner organization's community contributions would (One for each values and beliefs)
- *PAID & EARNED MEDIA - Need to spend more money on paid (advertising) and earned (media coverage) media and show our key stakeholders and the people of our communities who we are as a Union and Community – Show what makes us different and sets us a part
- *SHOWCASE WHY CUSW & EMPLOYERS SHOULD WORK TOGETHER - It would be great to see some videos showcasing why working with our employers serves our shared interests to draw more good people into our community
- *YOUTH KNOWLEDGE WORKER CONFERENCE - Host, seed or support a conference for young people focused on community social impact investment, the role of the “knowledge worker” and training that addresses climate resiliency, housing, reconciliation, the energy transition, etc. – focus on recruiting youth into CUSW, practical solutions, co-op work opportunities, local impact investment
- *INDIGENOUS COMMUNITY FUND - Create a fund to seed Comprehensive Community Plans in First Nations (and other communities) and other projects - <https://www.sac-isc.gc.ca/eng/1377629855838/1613741744194>
- Committees seem to be better resourced now
- It's hard to find organizations that are not hierarchical and tied into the old command and control model to work with – both businesses and service organizations

FREE AND DEMOCRATIC UNION

- *NORTHERN HOSTED EVENT - Could we bring all the Northerners (and Members from the south) together for a fun event and workshops to strengthen our ties – make sure to include families and make it attractive for everyone to come – camping?
- It would be great to have a CUSW hotline via text message, chat box, App, or with a live person to answer questions
- Zoom has helped make it easier to engage Members in the North and that are largely out on the road – unfortunately impersonal

QUALITY OF LIFE

- *SCIENCE TECHNOLOGY ENGINEERING AND MATH (STEM) EDUCATION & MORE - Offer top notch Physics course that can be taken anywhere in the province if not available at local school and hold a CUSW youth retreat annually
- *MEMBERSHIP
 - *YOUTH - Like to see a “youth membership” for High School, College and University students – provide them mentorship, training and co-op type work opportunities – Set and track targets
 - *NON-BARGAINING - Focus on growing the active non-bargaining Membership to diversify our Membership and opportunities – Set and track targets
 - We need diversity in our recruitment and may need full time support from people from other industries – we need the work opportunities too then
 - Would like to see more effort to make non-electricians (and non-trades people) feel welcome
- *HIGH SCHOOL CURRICULUM - Could we offer a curriculum supplement and trainers to go into High Schools like these resources?
 - Union of Ontario Indians Education resources - <https://www.anishinabek.ca/education-resources/>
 - Science Teachers Association of Ontario resources - <https://stao.ca>
 - Ontario Cooperative Association resources - <https://ontario.coop/sites/default/files/Teacher%27s%20Resource%20Guide%202020.pdf>
 - It would be great to see more outreach to High Schools about the trades
 - Identify communities where they are not currently able to offer grade 12 math, engineering and science (STEM) and either advocate for the addition of classes, an online version that can be accessed virtually with a top teacher
- *QUALITY FUN TIME - Need activities to cultivate a deeper sense of connection/friendship within the Union, its families and the larger community
 - Ice hockey tournament
 - Road hockey tournament for all ages
 - Rock climbing
 - Camping trip
 - Skiing/snowboarding weekend at Blue Mountain
 - Wine tasting
 - Cuba vacation deal
- *RESEARCH MEMBER WELL BEING - Are our members happy? Do they feel secure? What are they concerned about? → do a survey online via the txt and call a sample – offer a prize via a draw if they participate
- *YOUTH OUTREACH – Get woman, people of colour, immigrants and others out doing in class outreach – demonstrate the diversity
- *ADDRESS HOUSING CRISIS
 - Help secure municipal support and option land (5+ acres) in the Bruce, Niagara to be used for non-profit financially accessible high performance community centred housing development project
 - Join Community Wealth Ontario

- *SCHOOL OUTREACH
 - Donate games and activities to classrooms across Canada
 - Turing Tumble - <https://www.turingtumble.com>
 - Spintronics Mechanical Circuits - <https://www.kickstarter.com/projects/upperstory/spintronics-build-mechanical-circuits>
 - GROK Non-violent communication cards and exercises - <https://groktheworld.com>
- *MENTAL HEALTH - Engage Members and their families more about mental health
- *INDIGENOUS YOUTH - Outreach to indigenous youth – kids in high school need mentorship and opportunities
- The new swag website looks great and makes it easy to get cool CUSW stuff - Create CUSW fridge magnets to remind people that their Union got them their job
- Homewood referrals spotty at times for therapists, lawyers and doctors which can be challenging when need help and you have to call several times to find someone suitable
- We know our colleagues better than our own families – we need ways to improve our at home relationships and to include them in our extra-curricular activities in a fun way
- 63% of the population deals with anxiety and depression – we should be proactive to address this

TRUSTS, FUNDS AND PROGRAMS

- *COMMUNITY BUILDING TRUST FUND - Establish Community Building Trust with funds allocated for use by each region (not Unit) over and above Unit allotment that can be used for Unit events, by external organizations for housing, mental health, etc. → Funds must be applied for and be used to support activities and projects that build community - \$25,000 per region – Make it easily accessible and streamlined process – Define limitations and requirements (ie. Logo, mention, invitation to attending unveiling, etc.)
- *HOUSING FUND
- *STUDENT BURSARY – Establish a CUSW student bursary for students going to College or University if they write a short paper on the role of the “Knowledge Worker” in the future and how it relates to their career path
- *FAMILY SUPPORT FUND – Establish a Family Support Fund to top up/support paternity leave and enable Members or their family to undertake elder support/leave
- *RESEARCH MEMBERS – Are our Members and their families ok? Undertake an analysis of how COVID has affected CUSW members and their families and what could be done to address the challenges and issues that have/are affecting them (ie. Loss of job, the impact of home schooling, etc.)
- *PSBT COMMUNICATION - Why is email the only way to communicate with the Power Sector Benefit Trust? – Create a call-in number and answer the phone
- *PSBT BRAND UNCLEAR - Big disconnect about who the Power Sector Benefit Trust is and what it is for (the name and brand are unclear)
- *COLLABORATION - Seek out new collaboration opportunities with national and local organizations
 - Habitat for Humanity
 - Roots to Roofs Community Development Society
 - Home Opportunities Non-profit
 - Cohousing Options Canada Non-profit
 - Glassworks Ecovillage (Owen Sound)
 - Iron and Earth (Alberta)
 - Ontario Clean Tech Association (OCTIA)
 - Community Wealth Cooperative (Ontario and BC – Housing and Social Enterprises)
- Officially join Community Wealth Cooperative as a Member in Ontario and after assisting with its setup in BC target other provinces to advance housing
- The flow of information to the Members seems to have improved regarding support
- There still needs to be more outreach to the family of CUSW Members to help them better understand the resources, opportunities and support available
- Host an Impact investment event that brings together investors, indigenous entrepreneurs, organizations
- Promote the Training Trust more and how it can be used to new Members (ie. List of course ideas)
- It would be great to have an open channel to Trustees regarding needs and concerns
- Why do I need to get a doctor’s note for a massage and other services – this costs money and time and I am using a service I pay for that is capped anyway

- Why not organize quarterly webinars on interesting topics that will be of interest to CUSW Members as well as others outside the Union where we can showcase our progressive approach to Unionism and how they can get involved in our various facets or join as a Member
- Kids go to work with parent day
- Youth internship at 2-3 (ie. employers, union office and a government agency for instance) and the union over a semester to get perspective of different types of work

ISSUES AND OPPORTUNITIES FOR LEGISLATION

- *MEET THE CANDIDATES - There have been elections where there is a picture and a sentence and no other information about the people – info/interview sessions are helpful. Great to hear from our candidates running for the NEB and other roles via Zoom and to have them answer scripted and unscripted questions
- *WHITE PAPER & TALKING POINTS – Produce a non-partisan white paper and talking points leading up to provincial and federal elections regarding key issues relevant to the members of CUSW
- We need to promote support for small and medium sized businesses
- Labour is gaining momentum again as people realize the value of workers – can we strengthen Unions?
- Advocate for National Indigenous Day to be an official holiday
- Support GreenPac when leading up to elections - <https://www.greenpac.ca>

TRAINING AND MENTORSHIP

- *TRAINING EXAMPLE LIST – Post on the CUSW a list of training available (ie. Working at heights, first aid, elevated work platforms It would be great to increase our catalogue of training while highlighting our collaborative partners such as:
 - Pre-employment training (competing Unions like the Carpenters are doing this)
 - Roots to Roofs Community Development Society in BC
 - The Endeavour Centre in Peterborough high performance buildings
 - Quantum Passivhaus training in Minden
 - BCIT and Camosun College (Red seal indigenization)
 - San'yas indigenous awareness and sensitivity training
 - Human Rights
 - Ontario Chamber of Commerce
 - Ontario Cooperation Association
- *IDEAL MEMBER – Create an outline/description/visual/ video of the ideal member to promote – the knowledge worker living our values in various careers and callings inside and outside of work
- *UNION CENTRED VS EMPLOYER CENTRED – Right now, a lot of Members identify more with the contractor they work for MORE than the Union
 - we emphasize our role too much as “job provider” rather than our broader purpose and actions
 - Need to formalize workplace training and mentorship focused on role of the union, worker rights and our values
- *MEMBER ORIENTATION & MENTORSHIP - There needs to be a Committee focused purely on Member orientation and mentorship – need to address the gap between the founders and those that came afterwards and not assume it will look after itself and that our values and beliefs will arise magically
- *MASS HIRING ISSUE - Need a process to deal with mass hirings that right now are leading to Members not being oriented or mentored (and that are in fact not a right fit for CUSW or our employers)
- *COMMUNICATE SMART SKILLS CONNECT/ SNDI'S ROLE - The role Smarts Skills Connect and Smart Net Development Incorporated plays within CUSW/ASWA's ecosystem needs to be better promoted, communicated and leveraged. Need an SNDI or similar entity up at the Bruce to act as a conduit for new Members
 - As a way for new apprentices and foreign trained workers to be trained, mentored and tested
 - For coop students
 - For entering into new industries and non-union environments while providing workers the benefits of being Unionized
 - Those who worked for SNDI and had excellent training, mentorship and work experience – solar, lighting, travelled province, learned a lot more than those that went to the “big guys” first – higher caliber people come through this route
 - Get new hires to work at several employers via Smart Skills Connect/Smart Net Development to get different exposure and experience – Rotate among employers
- Some felt the Unit is a good place for people to come together, though they often are tied to a specific employer

- Can we create a standard outreach method and package that combines the local unit and National? – Mentor assignment and values and beliefs training prior to going on a call
- Mentors should be either from National or from a different company than the one you are employed at
- Pay Chief Steward or other Member to do onboarding with a presentation, dialogue
- Need to figure out strategies when do a mass hiring and don't have time for the usual gradual one on one onboarding
- Need to require more employer level training with new Members and improve our mentorship process and resources – new employees/Members feel intimidated and don't know their rights and responsibilities fully – tell no repercussions for talking to their reps
- Need reps who are tied to one employer or worksite so they can look after everyone and support everyone – Get away from conflict of interest/being beholden to an employer
- There is a small group of Members doing most of the work – the rest are benefitting but not pulling their weight
- The current steward and health and safety needs assessment is highlighting a lot of issues and opportunities so we can refine and better support the roles and people in them – building capacity
- Online human rights training is a wonderful resource and is really engaging
- We need more in person orientation about the Union – this would solidify people's understanding and commitment to CUSW and our values and beliefs
- Text blast about training, Training Trust, local projects, resources, etc. once a month – maybe a link to a newsletter
- Annually hold an indigenous “blanket exercise workshop” - <https://www.kairoscanada.org/what-we-do/indigenous-rights/blanket-exercise>
- Supervisors and others with access to confidential/sensitive information need training on keeping information confidential, sensitivity engaging those who are entrusting the information and the liabilities connected to sharing information and risks of not doing so
- Streamline/Support English training for foreign workers
- Start a mental health awareness outreach effort to Members and their families
- Need to educate and demonstrate the difference between electoral democracy and participatory democracy – Plug into Sociocracy for All and attend upcoming conference - <https://www.sociocracyforall.org/sociocracy-in-communities-conference-2021-2/>
- Train more members on effective facilitation and meetings
- Create a physical orientation kit to be given to all members with “Coles notes”
- We need to explain more about the why and what of the Confederation of Canadian Unions
- It would be great to have someone not white and male on the NEB and in leadership – Do we have a grooming effort in place?
- Apprenticeship subcommittee is super important – needs to interface more with other parts of the Union
 - Old members need to speak up for younger apprentices and not let toxicity slide
 - Should be a CUSW branded apprentice (maybe all member) binder with supplemental info and resources given to all new Members
 - Mobile APP should have functions just for apprentices

HUMAN RIGHTS IN AND OUTSIDE THE UNION

- *INDIGENOUS TRAINING – Require all new members to do “San’yas Anti-racism Indigenous Cultural Safety Training Program” - <https://sanyas.ca>
- Good that we are making an effort to work with indigenous groups
- *CONFLICT RESOLUTION TRAINING - Promote and provide in person conflict resolution training for all Members and for family members
- Mail out brochures and materials on harassment and discrimination to all Members
- Get Dan Plexman to go more non-CUSW workplaces and schools – create an ambassador program
- The whole electrical industry and all trades need more training on human rights and indigenous peoples – we are leaders but need to do more
- Niagara Unit is developing a reconciliation training program that could be spread to other Units
- What can we do to help address the pain in our indigenous communities from past wrongs, current wrongs and the residential school horrors?
- Require members to work on diverse teams and have multicultural experiences
- A lot of the female, Asian and other “different” (not white or male) are experiencing toxic work cultures – very high school (immature)
- One of the attendees has even had his life threatened for standing up for minorities in the workplace (they were white and male) – human rights horror story

RIGHTING WRONGS, CHARITY AND HELPING PEOPLE IN NEED

- *MEMBER MENTAL HEALTH OUTREACH – Create an outreach effort to address the root causes of drug and alcohol abuse (trauma, mental health, etc.)
- *EVALUATE OUR UNION - Do we evaluate our:
 - o Internal social responsibility? – See BCorp assessment <https://bimpactassessment.net>
 - o Investments social and environmental responsibility?

ENSURING CANADA CONTINUES TO BE A FREE AND DEMOCRATIC COUNTRY

- *TACKLE MISINFORMATION & FAKE NEWS - Misinformation is the biggest issue – negative narrative → Focus on critical thinking
 - Need to show our communities who we are and connect with them
 - We should find bigger projects that serve the larger community (ie. Housing)
- *PROACTIVE COMMUNICATION - We should be more proactive with our communications
 - Quarterly non-partisan briefing
 - Taking points about CUSW (3-5 key messages)
- COVID has polarized things – tension regarding political power, vaccines, livelihoods, surveillance capitalism, small businesses being crushed while big corporations capitalize

IMPROVING THE WORKPLACE FOR ALL CANADIANS

- *WORKPLACE CAPACITY ASSESSMENT – The workplace capacity committee is long overdue and is doing great work
- *REDUCED WORK WEEK/ SPREAD HOURS
 - What does a reduced work week look like without overtime and more members employed?
 - How can we spread the work and create more opportunity rather than a few benefitting from overtime while other newer Members struggle for hours
- *EMPLOYER OUTREACH - Many employers don't know about CUSW – even in places where we have collective agreements – need better outreach and to take the limelight (PWU is getting a lot of credit for the work CUSW members are doing)
 - Launch a communications campaign amongst employers in our sectors
 - Speak about more conference and public events
 - Purchase billboards like other Unions
 - Put more money into engaging the members and generating earned media stories instead of expensive advertising
- CREATE LOCAL WORK
 - How do we create more local work in the 24 First Nations connected to the North West Tie so that our new Members continue to participate and we can create greater impact and benefit
 - Great to see a greater presence from the Union in the North to support Members
 - Need to find and cultivate more employers in the North – mining, housing development, agriculture, etc.
- FULL TIME STEWARDS IN SOME AREAS
 - In areas with long travel distances and diverse workplaces we need a full time Steward that isn't tied to an employer (potentially in a conflict of interest situation)
- Create training/work site tours of solar and other new work opportunities for members (walking and record them)
- The American leadership at the Bruce treat workers like a commodity – can we improve this culture?