

# Security ALERT

Issue # 4

February 28, 2006

## Stewards And Team Meet For Strategy Session

Last Wednesday your Stewards and Bargaining Team met in a one day training and strategy session at the Fonthill OPSEU Office. Eighteen Stewards and four Bargaining Team members gathered to make decisions to support the Bargaining Team's efforts to negotiate a first class contract.

The morning began with training in grievance handling and participants were given a grievance kit so they would be prepared to assist members in filing grievances and defending their rights through the other vehicles at our disposal; i.e. EER Committee, Health and Safety Committee, Unfair Labour Practice Charges.

A role play highlighted difficulties faced when dealing with the Employer. President Jody Hutton took on the role of the Security Administrator and Jim Storin and Tim Vandenberg portrayed the steward and worker being interviewed, respectively.



After lunch, discussions began on how to produce escalating demonstrations of support for our bargaining team as they continue negotiations.

Each Steward accepted responsibility for keeping a group of members informed on the issues and status of bargaining and distributing literature and support paraphernalia. Stewards will be signing up people in the bargaining unit who have not yet become members Should bargain-

ing break down the Stewards will switch roles to Picket Captain for their communication list.

It was decided that the Issue Sheets will begin discussing some of the key issues from the bargaining table. The first issue will focus on part time scheduling.

A large demonstration is tentatively planned when Conciliation takes place. Other events like leafleting and main streeting will be organized as necessary. Different stewards have been assigned to solicit support from other Unions and a motion passed unanimously to join the St. Catharines and District Labour Council.

Your mobilizing team Chair, Pat Langdon was selected to handle media contact for any mobilizing action or in the event of a Lockout/Strike. It is vitally important that we speak with one voice to the media. If you are contacted by a member of the media or someone tries to interview you,

PLEASE refer them to Pat. Only the Negotiator and Pat should be talking to the media. It's time to Rally Round your Team and to participate in all mobilizing efforts. Your assigned Steward will keep you informed of events and times. Meanwhile don't forget to wear your wrist bands on all bargaining dates.

**It's Your team....Your Contract.....Your Union!**

### Who You Gonna Call?

If you have a problem with:

- Human Rights
- Health & Safety
- WSIB
- Benefits
- Contract Violation
- Pension (OLGC)

Call your steward! If he/she doesn't know the answer, they'll talk to the President of our Local. If she doesn't know the answer, they'll talk to the Staff Rep, who'll talk, if need be, to a specialist.

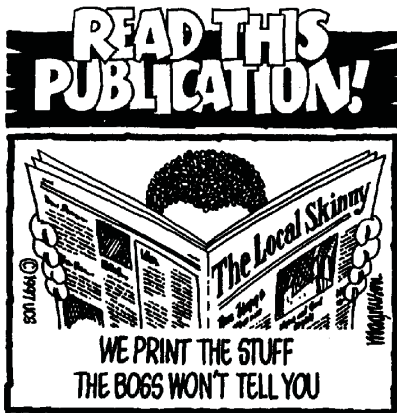
Sounds kind of bureaucratic? There is reason behind this madness! Going through the steward is crucial—it builds expertise in the steward body, as the answer comes back down the network; and it lets the stewards—the most important union officials in an effective bargaining unit—keep their fingers on the pulse of the membership and their eye on management.

**Next Issue— March 8**

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## Hazards of Working in a Standing Position

*(excerpted from Canadian Centre for Occupational Health and Safety bulletin. For more info, see [www.ccohs.ca](http://www.ccohs.ca), or contact your OPSEU Staff Rep.)*

Standing is obviously a natural human posture. However, prolonged and frequent standing causes blood to pool in the legs and feet. It can result in inflammation of the veins, which in turn can progress to chronic varicose veins. Excessive standing also causes various joints to lock, which can lead later to rheumatic diseases.

What can be done?

In the absence of specific legislation, workers and workplace representatives can minimize the risks associated with prolonged standing through workstation design, job design, flooring, anti-fatigue mats



and personal protective equipment (PPE) To decrease risks, the worker needs to have enough room to move around and change body position frequently. Foot rails or portable foot-rests allow body weight to be shifted from one leg to the other.

A seat should be provided in all locations, if possible, so that the worker can sit occasionally. Security Officers should include this in their health and safety audit (Call your staff rep if you're not sure what this is, or how to do one.) Anti-fatigue matting may also alleviate foot

discomfort and fatigue. It encourages subtle movement of the leg and calf muscles, which in turn promotes an easier flow of blood back to the heart reducing foot fatigue.

Other employees reading this should definitely visit the website as work that involves both standing and lifting/bending/stretching creates additional hazards and requires additional safeguards.

### TO REDUCE ILL EFFECTS OF WORKING IN A STANDING POSITION

- Change working positions frequently
- Allow workers an adjustment period when they return to work after an absence.

# REAL or rumour



**Rumour** – A member of the executive received an advance from head office, didn't attend the function and didn't repay the money which was then taken from our rebate.

**Real** – The member in question made arrangements to use the advance for another meeting and has deducted the advance from that meeting. Another member sent back his check and accounting did not record its return. The money was deducted from the local rebate but OPSEU has put a stop payment on the lost check and is issuing a refund of the rebate deduction. **If you don't read it here it isn't real**

## Getting to know your Steward

I have been employed at Casino Niagara since November 1996, where I have worked in impressment, and for the last six years in the security department. I have been the Local President for 2 years and can honestly say that I enjoy all of the aspects of this position. Through my work as the union president I have gained extensive knowledge and have developed leadership skills through the constant defence of the rights of my members. As well, I have attended numerous OPSEU educationals including Union Counsellor, Certification for Health and Safety, and general knowledge courses. I also gained knowledge from the members who attended these educationals as well as in my everyday encounters in this union, and department.

In my spare time, I enjoy coaching girl's hockey and softball, to which I can proudly say I have dedicated myself since I was 16 years old. During these years of volunteering, I have successfully achieved all certification levels, in both sports. My love for sports, such as Ringette and Hockey stems from my own participation as a goalie for which I have won several medals, awards, and trophies ranging from Provincial to National level of play. I also played competitive fastball and slo-pitch where as a pitcher for the St. Catharines Ladies Softball League I won several provincial level medals. I have always been an outgoing, compassionate person, and there's much more to me than what you have read here. With that, I look forward to only adding to who I am!



JODY HUTTON