



Quick Update for January 13th, 2023

Local Bargaining Today – Wear Your Purple! – Your local bargaining team is in negotiations with the employer all day today and you can show your support to get a good deal done without any concessions by wearing purple today and posting pics of you and your co-workers on social media. The employer has proposed concessions to your bargaining team and your support and standing with your bargaining team is an incredible boost to all of us at the table to remember everyone and everything that we’re fighting for!

We do have February 3rd already scheduled for another full day of bargaining as well as the weekend of February 11th & 12th if talks are productive and needed. It is out of the ordinary for us to bargain over a weekend but in the interest of getting a deal done and wrapped up so we can put a bow on it and move forward – the bargaining team is willing to do just that for our members.

Upcoming Training Courses – Thanks to Michelle Madley, one of our Membership Officers, for getting the training course schedule for the next few months so you can sign up if you need to. A union is based on **seniority and qualifications.** If you’re at all interested in covering for certain positions or moving up to another position, you need to be aware of what qualifications you will need as part of your plan. Our buildings and equipment are worth millions of dollars and running them properly and effectively takes proper training. If you’re interested in signing up for any of these courses, watch for the emails from Bob Avery in your work emails. If you miss a day with an emergency during a course or don’t pass an exam - you’ll have to sign up again the next time the course is offered, based on the seniority of everyone trying to take the course.

January – Plumbing

February – Electrical

March – Boilers

April – Plumbing

May – Climate Control

June – To be decided

More Elections!!!! – Isn't that exciting?!?! Said nobody ever. LOL. Well, due to some shuffling around and some personal issues – we need to fill a few vacant positions. **Our January membership meeting will be held on Sunday January 22nd at 10am at the HWETL offices. At that meeting we will be taking nominations for the following positions:**

Steward – 2 vacant positions

1 Year Trustee – until June 2023

Can't We All Just Get Along?! - There's no easy or nice way to say this so I'll just get it over with and let the chips fall where they may. Whether you agree or disagree, it needs to be said.

We need to do better with the number of workplace conflicts we have. It's getting ridiculous.

Aside from a social outing or being friends outside of work – we interact with each other in a workplace. Not a garage, not someone's living room, not a dorm room, not a dark alley. A workplace. There are expectations, policies and laws that govern what should and shouldn't be happening between workers in a workplace, all for the workers protection.

I know that during the pandemic we've all had our ups and downs mentally. Not being able to really socialize for a long time, being isolated, hearing about how bad it is across the globe and other issues have been wreaking havoc on all of us. Mental health issues are on the rise across the country and the world and leading experts have stated that the after effects of the pandemic will be with us for many years to come.

We spend just as much if not more time at work than at home. We often see our co-workers more than our families. Why do we make it so difficult for some of our members to even come to work because of the ridiculous and petty games, rumors and outright lies? I can tell you I've never been more thankful to have some very awesome and supportive work friends over the years. I've also had people that I just didn't get along with and I would never call a friend. And I don't think I'm any different from anyone else making those statements. The difference these days seems to be the lack of empathy, consideration and in some cases common decency we show to each other, especially people we don't agree with.

Going out of your way to make somebody miserable at work is petty. Moving or taking equipment or supplies from someone else's cleaning cart just to piss them off is showing that you didn't socially progress much past kindergarten and the childish games and reactions. Spreading false or nasty rumors about someone else is blacktop recess elementary school bullshit.

Our Local should never condone or tolerate any demeaning or destructive behavior, especially when it involves our own members. Our time and efforts should be squarely focused on IMPROVING working conditions, not tearing other members down or belittling them. We should be focused on battling with the employer when they ignore or overstep the collective agreement & labor laws rather than sending Executives and Stewards to locations multiple times to settle disputes between members personalities.

In some ways we should all go back to kindergarten when we were told to play nice, help each other and not fight. We all have different personalities, likes, preferences and backgrounds. We all deserve respect and to be able to come to work and be able to do our jobs without being harassed, bullied, picked on or made to feel less than anyone else. Permanent or casual makes no difference – we all have jobs to do.

Can we make an effort this year to make our Local and workplaces a better place to make a living for our own members? Support each other a bit more, compliment each other a bit more, offer some help or tips when needed and if you see someone acting badly or verbally attacking or demeaning someone – stand up and say something to defend them. If members continue to act badly, there's a process that the employer MUST abide by to safeguard the workplace when bad behaviors are reported. Sometimes there are very bad consequences for bad behaviors – including termination in some circumstances.

Depending on your age this may ring true with you or maybe you'll have to Google it to find out, but just like John and Yoko sang many years ago – all we are saying is to give peace a chance.....

Enjoy your weekend everyone and thanks in advance for supporting your bargaining team today with your purple and sharing all your great pics with us online!

Cheers,

Blake