



Unifor5555

WHAT IS HARASSMENT?

Harassment is not a joke. It is cruel and destructive behaviour against others that can have devastating effects. Harassment, by co-workers in particular, is contrary to our basic union principles of solidarity and equality.

It is an expression of perceived power and superiority by the harasser(s) over another person, based on their: sex, race, creed, colour, religion, ethnic origin, place of origin, sexual orientation, political affiliation, gender identity, gender expression, marital status, family status, disability, language, age, conviction for which a pardon has been granted, social and economic class, activism and participation in the union.

Harassment on any of these grounds can be made the basis of a complaint to most provincial and federal human rights commissions.

Harassment can be defined as any unwelcome action by any person, in particular, by management, customer, client and/or co-worker, whether verbal or physical, on a single or repeated basis, which humiliates, insults or degrades.

“Unwelcome” in this context means any actions which the harasser knows, or ought reasonably to know, are not wanted by the victim of the harassment.

Sexual harassment is any unwanted attention of a sexual nature, such as remarks about appearance or personal life, offensive written or visual actions, like graffiti or degrading pictures, physical contact of any kind, or sexual demands.

Racial harassment is any action, whether verbal or physical that expresses or promotes racial hatred in the workplace such as racial slurs, written or visually offensive actions, and jokes or other unwanted comments or acts.

Harassment based on religion includes defamation of religious imagery, mockery of religious practices, customs or religious wear, etc. It may involve singling out a person or a group for mistreatment based on their actual or perceived religion.

Bullying and personal harassment are deliberate actions such as offensive, malicious and/or cruel behaviour with the aim to humiliate, intimidate, undermine, or destroy the character or confidence of an individual or group of individuals, which may include teasing, ridicule, mobbing, repeating gossip or any other act or words that could psychologically hurt or isolate a member from other members, clients or peers. The policy includes any member in any type of relationship for example, domestic, intimate, common law partnerships.

By pitting certain groups of workers, such as women or workers of colour, against others, harassment creates a climate of intolerance and division among the membership. By eroding our unity and strength, it can weaken our effectiveness at the bargaining table or on a picket line.

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It is the responsibility of management to ensure that the workplace is free of harassment. But just leaving the issue up to management is not good enough.

We have strong language within our collective agreement. If you reference Article 8 Respectful Workplace, we have policies as does the University agreeing that all employees shall be entitled to a respectful workplace free of discrimination, sexual harassment and workplace harassment. The University has policies on these topics, including: Policy on Discrimination and Harassment: Prevention and Response, Violence in the Workplace Policy; and the Sexual Violence Policy.

Our agreement talks about No Discrimination, Sexual Harassment, and Workplace Harassment.

What to do:

If an Employee believes they have been subjected to discrimination, sexual harassment or workplace harassment they have a range of options to address the issue in a manner appropriate to their needs and situation. They may:

(a) take direct action by informing the individual who is the source of the behaviour that it is unwelcome and unwanted, and request that the individual stop the behaviour, and by documenting the events including the date, time, location, witnesses and details;

(b) report the complaint to their Supervisor or an Intake Office and seek assistance in addressing the issue under the University's Policy on Discrimination and Harassment: Prevention and Response or Sexual Violence Policy either informally or formally;

(c) report the complaint to a Union Representative and seek assistance in addressing the issue which may include initiating

a grievance under Article 6;

(d) report the complaint to the Women's Advocate who may refer the Employee to the appropriate resources;

Joint Anti-Harassment Committee Investigations:

(a) On receipt of a complaint from an Employee or a Union Representative to the Director, Employee/Labour Relations, the Employer will investigate and take action to address the complaint as may be necessary based on its investigation.

(b) In the case of a complaint raised through a Union Representative, the Director, Employee/Labour Relations will inform the Union of such outcome.

(c) An Employee who is asked to attend a meeting in accordance with the Discrimination and Harassment Policy or Sexual Violence Policy will be entitled to have a support person attend with them as an Advisor. The support person may be a Union Representative.

General:

(a) An Employee is not required to perform any duties of a personal nature not connected with the approved operations of the Employer.

(b) Reprisals, retaliation, or threats of reprisals against any Employee for pursuing their rights under this Article, for having participated in the procedures, or for acting in any role under these procedures are prohibited.

(c) The Employer will provide respectful workplace training as it deems necessary.

If you are still unsure if it's harassment or not, please contact one of our offices.

<https://unifor5555.ca/contact-us/>

Have you ever thought of taking a family holiday with your union?



Want a summer vacation where your accommodations, meals and airline travel (if applicable) are paid for? Want some quality time in a resort-like setting where qualified childcare staff provide programs for your children? Want to meet people from across Canada, learn about our union and issues facing Canadian families, and enjoy one of the most beautiful sunsets in the world?

If the answer is **YES** then you should apply for the...

2020 Unifor Family Education Program

Session #1— Sunday, July 5th to Sunday, July 12th *inclusive*

Session #2—Sunday July 12th to Sunday, July 19th *inclusive*

Session #3—Sunday, July 19th to Sunday, July 26th *inclusive*

REGISTRATION DEADLINE – Friday, April 17th, 2020

The program is held at the Unifor Family Education Centre in Port Elgin, Ontario, on the shores of Lake Huron. To find out more information on the program, and to obtain an application form, contact a member of your Local Union Executive Board, or go to our Education webpage at uniforeducation.org.

**For more information, please contact Kim Sardella
at kim.sardella@unifor5555.ca**

INTERNATIONAL WOMEN'S DAY LUNCHEON 2020

Friday March 6, 2020 12:00 - 1:00 PM,
CIBC Hall (MUSC)

Please join Unifor Local 5555 for our annual International Women's Day Luncheon, hosted and organized by the Women's Committee. This year, we will be launching our commitment to the United Way Period Promise Campaign. Please visit <https://www.periodpromise.ca/> for more details about this campaign. Our guest speaker, Kirsten Webb, will enlighten us on the issues with accessibility of menstrual products for vulnerable populations.

The luncheon is free for all members and is limited to 100 people, so reserve your ticket now. You must be registered for the event by the deadline. No exceptions.

In addition to the short presentation, we will be drawing for a variety of awesome raffle prizes. Each full-sized package of menstrual hygiene products will earn you one raffle ticket. Tickets will also be available for purchase (cash only) at a cost of \$2 for a single ticket, 3 tickets for \$5, or an arm's length for \$10. All proceeds will be donated to the Period Promise campaign. Menstrual hygiene products collected will be donated to the United Way at their Tampon Tuesday Event on March 31, 2020.

<https://www.eventbrite.ca/e/unifor-local-5555-international-womens-day-luncheon-2020-tickets-95711939989>

**THIS YEAR, WE WILL BE LAUNCHING OUR
COMMITMENT TO THE UNITED WAY PERIOD PROMISE
CAMPAIGN.**

VISIT OUR EVENT BRITE PAGE FOR MORE INFO!

RALLY AGAINST DOUG FORD AND HIS PC'S



Yesterday, members of the Unifor 5555 Executive Board, Retiree Committee and general membership joined with the huge crowd in Niagara Fall to protest the Doug Ford Agenda.



The PC party was having their convention and setting their agenda for 2022. We were there to tell them what we thought of what they have done so far, and to let them know we would not stand by while they attack our health care, education and public services.

Our members have already seen how their ill-conceived legislation has impacted us in our own bargaining with the University, and how their cuts are impacting our children's education.

The labour movement as a whole joined together, and together, we showed them what solidarity looks like.



CO-OP REFINERY LOCK-OUT



On February 6, two of our 5555 members joined the picket line in Regina in support of locked-out Coop Refinery worker. We spent a week with hundreds of other Unifor members from across the county supporting the workers of Unifor Local 594. Despite the frigid temperatures, we walked the Regina picket lines, learned to enjoy picket line cuisine and met some amazing people. Members from 594, despite facing financial hardship themselves, also found a way to give something back to the community. Two car loads of clothes, mitts, hats, and toiletries were donated by the Unifor members both from Regina as well as visiting to support the lines. It was inspiring to see how our Union gives back to the community, even under challenging circumstances like they are facing in Regina. The premier of Saskatchewan has finally appointed a special mediator, and the Union and the company are presently working through that process.

For more information on the lock out, visit: <https://www.boycottco-op.ca/>.



REPETITIVE STRAIN INJURY AWARENESS DAY

February 29 Marks the 21st Annual Repetitive Strain Injury Awareness Day. RSI Awareness Day is a critical opportunity for us to mobilize for better health and safety regulation, enforcement and to focus even more on protecting workers from devastating, life-altering injuries.

Every year hundreds of Unifor members across the country suffer injuries or discomfort from repetitive strains resulting from their work duties. It is important to identify and eliminate the causes of these injuries. If those causes cannot be eliminated then we must work to minimize the risk factors because work should not hurt. Historically, health and safety has not received the attention it deserves. Our union is working hard to change that. From local union surveys to sector-specific health and safety manuals, we prioritize health and safety for all Unifor members.

People are often unaware of how their daily duties might affect their body, because pain can be pervasive and normalize over time. Early symptoms of RSI may include soreness, tingling or discomfort in the neck, arms, wrists, fingers or shoulders. Often these symptoms appear after or during a repetitive task, such as while sitting at

your desk, operating machinery, or moving in the same motion repetitively. Over time, repetitive actions can cause injury and disrupt daily life – making it more challenging to perform once simple tasks.

Member feedback about their experiences in the workplace is essential to bargain effective health and safety provisions. If you have experienced repetitive strain injury/injuries or other afflictions due to work activities, please complete this **[brief, anonymous survey](#)**.

Hearing from you about what needs to change in your workplace equips your union with the information we need to legitimately demand much-needed changes from the employer.

With rapidly changing industries, health and safety regulation has not always kept up with the pace of change in certain sectors of the economy, leaving workers at risk of injury. This is unacceptable - workers should never be expected to put up with unsafe or less than optimal work conditions. As union activists and health and safety advocates, Unifor members are on the front lines of pushing for better, safer work environments.





MEETINGS AND OTHER THINGS

RSI Awareness Day

February 29 2020

<https://www.unifor.org/en/whats-new/briefs-statements/february-29-marks-21st-annual-repetitive-strain-injury-awareness-day>

Union Update Meeting

Wednesday 11 March 2020

12:00 noon to 1:00pm

St. Joseph's Hospital - Location TBD

All Units - General Meeting

Wednesday 20 May 2020

12:00 noon to 1:00pm

CIBC Hall - McMaster Main Campus

International Women's Day Luncheon

March 6 2020

12:00 noon to 1:00pm

CIBC Hall - McMaster Main Campus

You must register - see page in newsletter

International Women's Day Luncheon

March 8 2020

10:00am to 4:00pm

Ancaster Fairground - fempreneurs, small business owners and business professionals, wellness activist, health & beauty professionals, handmade products and more!
<https://www.facebook.com/events/265841691010406/>



Note: Dates, times and/or locations of events are subject to change without notice. Watch your emails or this e-newsletter for notices of events or changes. Contact info@unifor5555.ca to check on status of events and/or to RSVP your attendance.