



PRESIDENT'S MESSAGE

Developing and implementing an effective organizing strategy is a real priority for COPE Ontario. Our new unified structure in this province provides us with a real opportunity to stimulate membership growth and increase our national profile within COPE. Organizing new members will also give us more bargaining power to negotiate even better working conditions for the workers we currently represent.

Over a two weekend period in February and March 2008, COPE Ontario will be training volunteer organizers to assist in future organizing campaigns. This is a great opportunity for our members to develop their skills and help grow their union. Assisting in organizing drives is very rewarding work, and a fantastic way to learn and appreciate things about your own union. There is no better feeling than to give other workers the opportunity to take advantage of our expertise to improve their lives and working conditions.

We never know when an organizing opportunity will present itself, and every organizing drive is unique, so I encourage members to participate in this educational opportunity to afford themselves the opportunity to participate in future organizing campaigns.



FROM THE DIRECTOR'S DESK

It is almost a year now since COPE Ontario came into existence last February at its founding convention. We have had a challenging first year of operation, with representation votes, strikes and near strikes, hiring new staff and setting up our organization to meet the mandate given us at Convention.

I believe now that we are operating fairly smoothly and carrying out our mandate. We have had a couple of modest organizing successes and are about to launch an ambitious organizing initiative in the New Year. See the separate article on our volunteer organizing school. We have expanded our educational program significantly and will continue to do so, as we respond to the needs of our locals.

I look forward to another year of working with the Executive of COPE Ontario and our locals to continue to meet the needs of our members and grow our organization.

UPDATE ON FIRST ONTARIO CREDIT UNION CHARGES AND TERMINATIONS

I am happy to report that the seven employees who were charged as a result of the sit in at the struck premises in April have had all charges against them dropped. The non employee participants have received peace bonds or probation for a short time.

With the charges dropped, I have been pursuing the employer to reinstate these employees. Patty Clancy and I attended the Annual General Meeting of this employer. The members of the credit union continue to express their disappointment with this employer in its handling of the strike and its dealings with these seven women. The fight continues. Arbitration of the collective agreement is scheduled into the New Year as is arbitration for the discharges should we fail to persuade the employer to reinstate.

ATTENTION ALL COPE ONTARIO MEMBERS ORGANIZING AND EDUCATIONAL OPPORTUNITY

COPE Ontario will be training volunteer organizers over a two weekend period on February 9th and 10th and March 1st and 2nd, 2008 at a location to be determined.

The trainees will be asked to assist in any organizing campaigns we may undertake. This may mean working on a weekend or evening or working on a temporary basis for COPE Ontario for a few weeks or months, depending on the circumstances of each campaign.

Anyone who is selected to work on a campaign will have their wages and expenses covered by COPE Ontario. This is a great opportunity to develop some very useful skills to help grow your union and your personal skill set. If you have questions about the program or are interested in participating, please contact Liz Fong at 416-703-8515, toll free 1-800-696-7348, ext. 230 or lizfong@copeontario.ca

NEWS FROM OUR LOCALS

A COPE Local-151 Initiative

COPE Local 151 is making a difference. This year they will be collecting toys for the “*Eugene Ricard / Bill Harkins Christmas Toy Drive*” and food for the “*Friendly Warehouse Food Bank.*” Gifts of food and toys will be helping the most needy in their little community of Iroquois Falls.”

Winter/Spring Educational Workshops for 2008

Workshops may be scheduled in the evening upon request, in order to accommodate members who may be unable to attend during the week or on weekends. Individual workshops may also be scheduled for bargaining units upon request and at a location convenient for the members of the bargaining unit.

Please note: Ten (10) Registrants are required for all workshops. All registrations must be received five (5) days prior to the scheduled workshop.

COPE Ontario is a Fragrance-Free workplace.

<u>Workshop</u>	<u>Date/Time</u>	<u>Location</u>
Dealing with Workplace Stress	January 12, 2008 9:00 a.m. – 4:30 p.m.	COPE Ontario Head Office
Art of Negotiations	January 18, 2008 9:00 a.m. – 4:30 p.m.	COPE Ontario Head Office
Basic Stewards Training – Part I	February 4, 2008 9:00 a.m. – 4:30 p.m.	COPE Ontario Head Office
Stewards Training – Part II	February 5, 2008 9:00 a.m. – 4:30 p.m.	COPE Ontario Head Office
COPE Organizing Workshop	February 9 & 10, 2008 9:00 a.m. – 4:30 p.m.	COPE Ontario Head Office
Contract Interpretation	February 23, 2008 9:00 a.m. – 4:30 p.m.	Oshawa
COPE Organizing Workshop	March 1 & 2, 2008 9:00 a.m. – 4:30 p.m.	COPE Ontario Head Office
Dealing with Workplace Stress	March 29 & 30, 2008 9:00 a.m. – 4:30 p.m.	Thunder Bay
Conducting Meetings & the Role of Union Officials on Committees	April 16, 2008 9:00 a.m. – 4:30 p.m.	COPE Ontario Head Office
Basic Stewards Training – Part I	April 19 & 20, 2008 9:00 a.m. – 4:30 p.m.	Kapuskasing or Timmins
Human Rights & the Duty To Accommodate	May 8 & 9, 2008 9:00 a.m. – 4:30 p.m.	COPE Ontario Head Office
Conflict Resolution	June 5, 2008 9:00 a.m. – 4:30 p.m.	COPE Ontario Head Office
Dealing with Management	June 21, 2008 9:00 a.m. – 4:30 p.m.	COPE Ontario Head Office

For more information regarding the scheduling of workshops, please contact Maureen O'Halloran, Staff Representative or Endera Singh at 416-703-8515, ext. 223; fax: 416-703-8520; email: esingh@copeontario.ca.

COPE ONTARIO EXECUTIVE BOARD

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CANADIAN OFFICE AND PROFESSIONAL EMPLOYEES' UNION ONTARIO

HEAD OFFICE - TORONTO

555 Richmond Street West
P.O. Box 1202, Suite 709
Toronto, Ontario M5V 3B1
CANADA
www.copeontario.ca

Toll Free: 1-800-696-7348
Telephone: 416-703-8515
Fax: 416-703-8520

THUNDER BAY NORTHWEST OFFICE

929 Fort William Road
Thunder Bay, Ontario
Telephone: 807-345-9344
Fax: 807-345-5385

BURLINGTON OFFICE

Telephone: 905-33-8029
Fax: 905-319-2385

NORTH EASTERN OFFICE

Toll Free: 1-877-499-2673
Telephone: 705-499-2674
Fax: 705-499-2673



