

Women's Conference
March 6th – 9th
Toronto, Sheridan Centre

As we gathered and spoke of the importance of solidarity and strength as Women in the Union, I realized how important and how needed it was for us as Women to stand together and discuss issues that affect not only us as individuals but all those who will follow in our footsteps. We must support and nurture each other so that we may grow!

What I learned:

1. The look of Poverty is a Women Immigrant Face!
2. That women only make .72 cent on the dollar for the same job
3. That We are 63% strong, as public Consumers/ Food, Morgages/housing
4. 55% of us are Reps in CUPE!
5. 30% of elective office representatives are Women
6. That we must Overcoming Barriers
7. How we wear multiple hats in our daily lives and do so without breaking a sweat!
8. We must Stand in Solidarity
9. We need to Mentor our Younger Union Sisters
10. Equity vs Equality
11. Create Women's Committees within our Union
12. Less Sexist and macho union activism – treat all equally and with respect
13. That we have a long way to go before Equality becomes the norm
14. These are our Rights as Women, Human beings and equal partners in life:
 - a) To live an affordable life, we deserve to live at a descent standard of living and have the means to do so
 - b) We MUST live without fear! Feel safe in our homes, work and neighbourhoods.
 - c) We need to live a balanced life. We need to work on time management so that we can enjoy our work, family and relaxation.
 - d) We need to support

We learned that equal pay is not the norm and that the unions have a long way to go before equality becomes the norm. We have come a long way but we still have a lot of work to do. Women need to find their inner Diva ☺ and join together and make sure that we nurture each other's strengths and support each other to move forward. If there is one goal that I wish to achieve it is to allow our members to learn and grow and strengthen as a union. To give a voice to those who feel they do not have one and also allow all members to be respected and heard. Everyone has the right to know. Everyone has the right to speak and be listened to and be given the respect while doing so. Those who wish to learn and grow only need to ask. Enza

"Never Apologies, Never Explain.....Just get the work done and let them Howl!" Agnes McPhail

Parliamentary Procedures
Weekend Course - March 2nd -3rd
Toronto Sheridan Conference Centre

Hello CUPE 973 Members

First let me start with thanking you.

My deepest gratitude for allowing me to represent 973 inside workers and your continuous support, in my training, learning and development to find the tools and knowledge that is needed as President of Local 973. Thank you for allowing me to grow and become the best I can be in this challenging and gratifying position.

The CUPE Ontario Annual Spring School was held at the Sheraton Centre in Toronto. I had the privilege to attend "Parliamentary Procedures" from Friday March 1st to March 3, 2013. Steve Leavitt and Tiffany Fraser guided the class through discussions and role playing workshops that allowed us to participate in smaller groups to gain insight on what other municipalities do when conducting their own monthly meetings. We began by discussing what would be considered a good meeting and what makes it a bad meeting. We went through scenarios that allowed us to understand each person's role and how each executive member participates in making a successful meeting. As the program evolved I began to understand that a well organized meeting allows each member to participate and feel part of the meeting. I began to understand how important it was to pass the knowledge onto our members. We discussed Quorum, each person's role, Agenda, reports, debates, voting, Role of the executive, Parliamentary language, Motions, Rules of procedure and how it's important to know the rules to help get through our meetings and also be part of Conventions. I believe Parliamentary Procedures be made mandatory for CUPE Executive members and committee members. I have kept all literature and information, so that we can have the tools to share with our members. If there is anyone who wishes to borrow materials, please feel free to contact me.

Enza Commisso
President / CUPE LOCAL 973
City of Guelph