

Message from the Presidents

Hi Everyone and Thank You All,

Your support and hard work has earned us a good, fair contract! As I write this, the contract has not yet gone into effect, but whenever it does, all raises, etc, will be retroactive to Oct. 1st.

Going forward, we still need your support and especially participation! The contract is only as good as the members who communicate with and work with us to enforce it. Please make sure to let us know if you have any questions or concerns, and we'll do our best to explain and make sure that your concerns are addressed. We need you to stay involved, sign up for committees and help us to make OUR union STRONGER!

In Solidarity

Judy

Hello brothers and sisters of local 5103

Thanks to all of your hard work and dedication we have a tentative agreement.

Negotiations are over but the hard work continues. We still have a clause in our local agreement that says that we would meet with management to help them lower their costs. We are going to need staff to be a part of this committee as well as others.

Some of our committees include health and safety, the sunshine committee ideal drives, as well as the late start committee. We are also in need of more Reps. If you are interested in any of these committees please contact an e-board member or one of our Reps.

In Solidarity,
Renee Conyers
CO-PRESIDENT
HPAE LOCAL 5103
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Message from the Grievance Chair

I have approached my one year anniversary as Grievance Chair. I came, I see and I am becoming.

I accepted this office with no shortage of challenges. Yet I am more energized and confident than ever about my role as the grievance chair and not letting management get away with unfair practices and treatment towards you, the members, my brothers and sisters,,

I truly see my Co officers are equally as passionate about their office as well. They are and have been working hard to improve the challenges we face at the ARC and the rules and practices they want to implement for running their business.

We all know that Management has the right to run their business their way that seems beneficial to and for them, not us.

As a union, we must stay strong and fight back as a whole.

I have become more union knowledgeable and yes it's true what they say. "Knowledge is Powerful ". I thank my Co-Presidents of this great Local 5103 for all of their help. I also want to thank you my brothers and sisters for all of your support, help and believing in me to help you in whatever difficulties you have experienced with management.

Thank you all. Be strong and stay union strong.
Dawn Jordan

SAVE THE DATE



HPAE Local 5103 holiday party to celebrate our success in 2018.

December 8, 2018
Location to be announced

Sisters and Brothers of 5103,

I want to take this opportunity to thank each and every one of you for your participation in helping your Bargaining Committee to win a good and fair contract. Whether it was wearing a pin, posting a picture of support on Facebook, or attending a bargaining session the effort that you put forth made all the difference and we showed management that when it comes down to it we are one Union that is fully UNITED. So from myself and the rest of the Bargaining Committee - THANK YOU!!!

Lisa Scaramuzzo
VP Secretary-Treasurer

Address Service Requested

10 Workplace Safety Tips Not To Be Missed

- SAFETY FIRST**

1

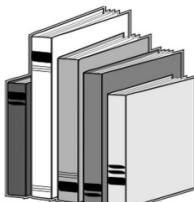
Follow Safety Procedures
- 2

Don't Take Shortcuts

Shortcut
- 

3

Clean Up


- 

4

Clean and Organised Work Area
- 

5

Emergency Exit Location
- 

6

Be Alert On The Job


- 

7

Take Regular Breaks
- 

8

Be Vigilant
- 

9

First Aid Box Location
- 

10

Immediately Report Incidents