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## 'Good Jobs' Fair held at St. Joseph's Mount Hope site



Members of Local 27 employed by St. Joseph's Health Care London and working at Mount Hope Centre for Long Term Care held a 'Good Jobs' Fair on September 3rd. The 'Good Jobs' Fair came in response to a summer of chaotic scheduling and inadequate staffing at Mount Hope. Members publicly called on St. Joseph's to commit to 'good jobs' and stable, predictable schedules to ensure continuity and quality of resident care at the home.

Participants called on St. Joseph's to display its commitment to continuity of caregiver for residents by reducing, and ultimately eliminating the need for agency staff. Members also called for a commitment to continuity of caregiver for residents and continuity in scheduling for employees by ensuring regular scheduling patterns. The facility was plagued with a host of blatant inequities (weekends off; ignoring home assignment; denial of bereavement leave; insufficient notice to report times, etc).

The 'Good Jobs' Fair also called for the hospital to send with Unifor Local 27 a joint communique to the Minister of Health stressing the urgent need for adequate resources to ensure safe and adequate staffing levels and to address the continuing recruitment and retention issues.

The event was part of a series of local initiatives by Unifor and our social partners building towards the Good Jobs Summit. Unifor has partnered with Ryerson University; Canadian Centre for Policy Alternatives (CCPA) and Canadian Federation of Students (CFS) to host a multi-stakeholder dialogue on how together, we can create good jobs - now and in the future. The Summit will take place on October 3-5 at Maple Leaf Gardens in Toronto.

### HAPPY 1<sup>st</sup> BIRTHDAY, UNIFOR on LABOUR DAY 2014

Unifor was formed one year ago on Labour Day weekend 2013 when the Canadian Auto Workers (CAW) and the Communications, Energy and Paperworkers (CEP) unions merged.

Our new union represents more than 305,000 workers in every economic sector, advocating on behalf of its members and all working people for safer conditions; respect and dignity at work; a decent standard of living and greater equality.



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## Rallies continue at Extendicare nursing homes

The last weeks of August witnessed several more member rallies at Extendicare nursing homes including Local 2458 members on August 20th at Extendicare Tecumseh; Local 1359 members on August 21st in front of Extendicare Maple View in Sault Ste. Marie; Local 504 members on August 27th at Extendicare Wyndham Manor in Oakville and Local 8300 members on August 28th at Extendicare Kingston.

The members at Extendicare Maple View in Sault Ste. Marie were especially vocal since Extendicare had announced substantial layoffs, despite the company's reported profitability on the very same day that negotiations broke off. "We want to ensure that the priority of Unifor Local 1359 members at Extendicare continues to be the excellent care of our residents. The reduction of nursing care with meagre pay increases is not the way to accomplish this" said Unifor Local 1359 President Laurie Lessard-Brown.



Members at Extendicare London



Members at Extendicare Maple View

### Unifor Member Recognized for Nursing Excellence

A Unifor member from Cape Breton is receiving special praise from a national women's health magazine. Francine Little has been selected as a 2014 recipient of a Nurse



Excellence Award from Canadian publication 'Best Health'. A palliative-care nurse working at the Cape Breton Regional Hospital in Sydney, Nova Scotia, Little is one of three Canadian nurses to receive the award in 2014 and was nominated by her co-workers

"If simply being caring and compassionate to someone in their final days brings me this amazing award, I am truly humbled and honoured to accept it" said Little, Post in articles published on August 29, 2014 in the both the Halifax Chronicle Herald and the Cape Breton Post newspapers.

She will receive \$1,500 to be donated toward a charity of her choice and has been featured in the September issue of 'Best Health'. And thanks to Susan Gill, President of Unifor Local 4600 for the news tip.

### Unifor supports RPNAO AGM and conference

The 56th Annual General Membership (AGM) meeting and conference of the Registered Practical Nurses Association of Ontario (RPNAO) is being held Thursday September 25 and Friday September 26, 2014 at the Nottawasaga Inn Convention Centre in Alliston Ontario.

In addition to the numerous Unifor RPNs attending, the Unifor Ontario Health Care Council is supporting the upcoming RPNAO AGM as the only gold-level sponsor.

Beth McCracken, Nursing Practice and Outreach Specialist at RPNAO expressed their appreciation: "I want to thank you so very much for supporting RPNAO's upcoming conference by your generous Gold sponsorship. We value our on-going partnership so very much". Registration and conference details are available at [www.rpnao.org](http://www.rpnao.org).

Join us at our 2014 AGM & Conference  
on September 25-26, 2014 at the  
Nottawasaga Inn Convention Centre in Alliston, Ontario.  
Visit [www.rpnao.org](http://www.rpnao.org) for more information.

## March for Medicare at first ministers meeting

**Unifor Local leadership and activists from Nova Scotia** traveled to Charlottetown, Prince Edward Island to demand provincial premiers and territorial leaders play a leadership role in securing the future of public health care. The Unifor delegation marched with partners from PEI and the Canadian Health Coalitions to the hotel site where premiers were concluding a week of meetings. The delegation was joined by Assistant to the President, Deb Tveit and Ontario Regional Director, Katha Fortier.

Local 4600 President Susan Gill said that challenging government at this level is critical. "Without federal leadership, provinces will be allowed their own interpretation of the Canada Health Act. When that is combined with the decrease in funding over the next decade because of the



refusal of the feds to re-negotiate a new accord, we will see increasing privatization".

"This is exactly what Canadians don't want,"

added Assistant to the President Deb Tveit. "Recent polling indicates 83% of Canadians polled expect the federal government to play a significant role in securing the future of public health care. That means appropriate funding to meet the needs of our growing and aging population." Unifor has called on the federal government to not only renew the expired health accord, but to expand public health care to include home and long-term care, as well as a national pharmacare program.

## Unifor champions expanding RPN role at Grand River Hospital

RPNs at Grand River Hospital make up almost half of the service bargaining unit membership, with some 421 RPNs in total (FT & PT). The RPN complement continues to grow in number and expand in scope. Whereas a couple of years ago the ratio was 3 RNs for every 1 RPN, this has now shifted to 421 RPNs and climbing – for a current ratio of 2.5 RNs to every RPN.

Sandra Hillcoat, a RPN herself, and Local 1106 Chairperson of the full-time service unit at Grand River noted "We continue to encourage the hospital to engage in the utilization of the RPN to allow our members the quality of work life and practice they



deserve to enjoy, in turn increasing positions for our members." "RPNs currently work in approximately 31 different areas at Grand River, more than ever before", she indicated.

"Currently we are proud to report that we have an RPN in Hemodialysis who is a

Champion on Ultra Filtration (UF) Control Training and trains other staff. She does quality control, training and is a resource for all registered staff" said Hillcoat. "We have also started the RPN Nursing Graduate Initiative in the Renal Program - a first for us; and started the RPN preceptorship program in hemodialysis, another first", she added.

## Nova Scotia health unions unite around council proposal

**Unions representing all health care workers in Nova Scotia** have submitted a formal proposal to the Liberal government in response to the province's plans to restructure the district health authorities. The joint union proposal recommends a new bargaining system in which the unions join together in a bargaining council to negotiate at one table for each of the province-wide bargaining units.

As the statement indicates, "In each [of the province-wide bargaining units], the unions would form a Bargaining Association to negotiate with the new employers together, thus avoiding disruptive run-off votes and allowing members to stay with their current union.

"It is important to note the proposal that the four health care unions band together to bargain is a result of the government's restructuring of health care. We believe we have met the government's demand to streamline collective bargaining, while protecting our members. In addition, our proposal allows us to focus on the issues of health care, those facing patients and those facing our members in the workplace rather than being forced into disruptive run-off votes," said Lana Payne, Atlantic Regional Director.

To read the full statement issued by Unifor, Nova Scotia Government Employees Union (NSGEU), Nova Scotia Nurses' Union (NSNU) and CUPE, click on the link: <http://www.unifor.org/en/whats-new/news/message-nova-scotia-health-care-members-about-dha-restructuring> posted to the Unifor website.



## Sunbeam members ratify agreement

Members of Local 1106 strongly ratified a 3-year collective agreement including wage increases in year 2 and 3, plus lump sum payments of \$400 FT and \$200 PT in the first year. Gains were made in bumping and shift preference language. The committee also obtained a guarantee future provincial funding earmarked for wages would be applied throughout the life of the collective agreement. Bill McLachlan, Local President, said "I am very proud of the committee for making the tough choices on behalf of their members." The committee was assisted by Jim Woods, National Rep.

**WELCOME** - to our newest Unifor members working at the newly-built 256-resident Village at St. Clair home in Windsor. The home is operated by the Schlegel Villages chain. Built beside the St. Clair College Windsor campus at the cost of almost \$40 million, the home attracted more than 4,000 applicants including 2,000 in person that attended a two-day job fair applied for the 320 available positions. These new members join with Local 2458 members at Village of Aspen Lake and other Schlegel facilities represented by Unifor in London, Kitchener and Hamilton.

## Hold this date

Ontario Health Coalition (OHC) is hosting its annual Health Action Assembly on Saturday, October 18 from 10 a.m. to 4:30 p.m., followed the next date by the Conference on Sunday, October 19 from 9 a.m. to 1 p.m. Both events will be at St. Stephen's Community House in the Kensington Market area of downtown Toronto.

Need accommodation? A reserved block of 15 hotel rooms is being held at The Annex Quest House at 83 Spadina Road - a 20 minute walk or 7 minute streetcar ride north of St. Stephen's Community House. Availability is on a first-come first-serve basis so act promptly to secure your room booking. To get the OHC discounted rate, call The Annex Quest House at 416-922-1934 and tell them you are booking under the Ontario Health Coalition.

## Rockwood Terrace members ratify solid agreement

Members at Unifor Local 302 and Rockwood Terrace (County of Grey) Home for the Aged ratified a solid three year agreement expiring January 31, 2017 contains wage increases of two per cent in each year.

The settlement, ratified by 94%, also ensured increases to eyeglasses, shift premiums and a number of language and scheduling improvements.

In addition the Local was able to secure a joint letter with the County to demand the Ministry ensures that long term care residents are provided with safe, effective care that is appropriately staffed. The joint letter calls for an immediate multi-year investment in funding for front line staff in long term care homes, as well as a commitment that staffing will be funded in accordance with evidence based, minimum, measurable standards. The negotiating committee was supported by Bill Gibson, Kitchener Area Director and Local 302 Financial Secretary Rusty Sproul.

## Local 229 supports victim of domestic violence

On August 11, 2014 a member of Unifor Local 229 suffered the tragic loss of her eight year old daughter murdered by her ex-boyfriend while trying to leave the abusive relationship. Sister Lisa Wingert works part time as a PSW in the Thunder Bay Homes for the Aged; and has no short term or long term disability benefits.

Many Unifor Locals with delegates attending the Unifor Women's Conference in Port Elgin donated to support the sister in the coming months. More than \$3,500 was raised from the conference floor. Locals wishing to donate further can make cheques payable to the name and address below in trust. Locals seeking to send a message of support can forward them to Lisa Wingert in care of Unifor Local 229, at 707 Victoria Avenue East, Thunder Bay, ON, P7C 5X9.

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