



JERRY DIAS NATIONAL PRESIDENT • PETER KENNEDY NATIONAL SECRETARY-TREASURER • MICHEL OUIMET QUEBEC DIRECTOR

Health sector restructuring decision released in Nova Scotia

Arbitrator James Dorsey's decision was released the week of January 19 dealing with the massive restructuring set out in Bill 1. The 196 page decision supports Unifor's position that the Nova Scotia government's legislation allows the existing health care unions to create province-wide collective bargaining agents.

"Unifor members were active and vocal about their opposition to Bill 1," said Lana Payne, Atlantic Regional Director of Unifor. "Their commitment to their union and refusal to give up their rights were clearly noticed."

"Unifor is committed to working with the other unions and Mr. Dorsey to create a collaborative amalgamated bargaining structure that meets the needs of our members, and protects their constitutional rights," said Payne. Dorsey found that the creation of a "Nova Scotia Health Care Amalgamated Union" would resolve many of the problems posed by the legislation.

Dorsey's decision also meets the objectives of the government's health care reforms and the requirements of the Bill 1 - Health Authorities Act, Payne pointed out.

While Dorsey concluded that there is still a lot of work to be done to create the proper structure for such multi-union bargaining agents, his approval of the proposal opens the



Jerry Dias, centre, national president of Unifor, with Lana Payne and Susan Gill on either side lead protest at the Nova Scotia legislature in Halifax on October 2, 2014. (photo courtesy of THE CANADIAN PRESS/Andrew Vaughan)

door that Health Minister Leo Glavine closed in October of last year before the government introduced the legislation.

The status of Licensed Practical Nurses (LPNs) and which bargaining unit they should belong to and who should represent them has also been left for further discussion when the hearing resumes on February 2, 2015. As part of his decision, Dorsey also included agreements reached between the unions and the employer regarding how seniority will be applied in the new structure.

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Nutra Services Inc and Local 598

This food service contractor operating at the Elizabeth Centre Nursing Home in Sudbury also represented by Local 598 recently reached a tentative settlement with members of Local 598. The 17 members of the unit ratified a renewal collective effective November 19, 2013 providing 2.5%; and effective November 19, 2014, another 2% and effective November 19, 2015 another final 2% wage increase. National representative Fred Bond supported the committee in their negotiations.

Unifor Local 598 wins in OPSEU grievance at Sudbury hospital

Iris Addiction Recovery is a not-for-profit, charitable organization, providing support and programming for women recovering from alcohol and drug dependency in Sudbury represented by Local 598. Iris operates a treatment centre and an after-care centre at two sites located in Sudbury, but more recently began to place substance abuse workers in the area hospital's Emergency Department to provide more integrated care.

OPSEU filed a policy grievance in response alleging the hospital was the 'true employer' and had violated the OPSEU collective agreement by unlawfully "contracting in" substance abuse workers from Iris to work at the hospital. OPSEU took the position that the Unifor substance abuse workers should be recognized as employees of the Hospital and covered by the terms of the OPSEU collective agreement.

The arbitration award found that the "only conclusion to be reached in this case is that Iris - not the Hospital - exercises fundamental control" over the employees and accordingly, Iris is their employer."

Revera Victoria Place Retirement Home and Unifor Local 1106

A 3-year tentative agreement with Revera Victoria Place, a retirement home in Kitchener was ratified last month. The agreement provides for wage increases of 2% in each year of the agreement in addition to other improvements for the 65 members of this retirement home. The committee was supported by Bill Gibson, Kitchener Area Director.

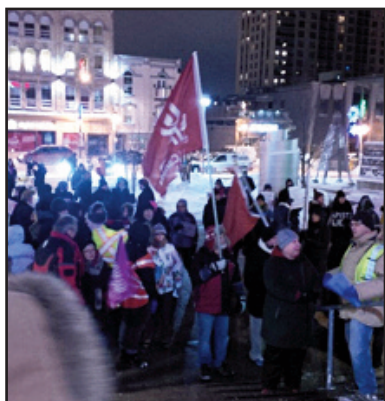
RECENT SETTLEMENTS

Strathmere Lodge and Local 302

Congratulations to members of Local 302 at the County of Middlesex's Strathmere Lodge in Strathroy. The members at this 160-bed municipally operated home for the aged overwhelmingly ratified a settlement providing monetary improvements including meal allowance; paramedical coverage; orthodontic dental coverage to \$1750; vacation improvements to 7 weeks after 31 years; and shift and weekend premiums by 5¢ per hour in 2016 and 2017. Wage increases over the three-year term from January 1, 2015 to December 31, 2017 are 1.3% for 2015; 1.5% for 2016 and 1.5% in 2017. National representative Robert Buchanan and Local 302 president Nancy McMurphy supported the committee in their negotiations.



Local 302 Strathmere Lodge bargaining committee including Julie McCallum, Chairperson and committee members Amy DaFonseca, Amy Winegarden, Angel Foster and Adrianna MacLean.



London Unifor Locals join protest at Bill Cosby event

Members from London-area Unifor Locals in London including Local 27, 88 and 302 joined hundreds of protesters who greeted concert-goers at the Bill Cosby show in London. The London Abused Women's Centre had called for a boycott of the London show.

An estimated 300 people braved frigid temperatures shouting, "Shame on you," at those that declined to accept the invitation to boycott the event to express their support for women. More women have publicly stepped forward in recent months adding to past allegations the entertainer had sexually assaulted women. Similar protests occurred in Kitchener and Hamilton during the Ontario swing of the Cosby tour.

Fort William Clinic and Local 229

Fort William Family Health Centre and Local 229 members ratified a settlement in December for a two-year agreement effective January 1, 2015 to December 31, 2016 that provides wage increases of 1.5% annually as well as improvements in bereavement leave; statutory holidays and language for letters on personnel files. Members will also enjoy increases to their retirement bonus and uniform allowance as well as a PEL increase.

Fort William Family Health Centre operates as a Family Health Team providing primary health care services to the Thunder Bay community. National representative Andy Savela supported the committee in their negotiations.

Walford on the Park Retirement Home and Local 598

Walford on the Park Retirement Home, Copper Cliffs and Local 598 have ratified a tentative agreement for this 18-member unit near Sudbury. Highlights of Improvements to the collective agreement include improved language on harassment/discrimination/workplace violence/bullying in the collective agreement; severance pay; jury duty; education leave.

Monetary improvements include meal allowance to \$10; statutory holiday payment based on length of work day; an additional float holiday; increased premium contributions by employer for Life and EHC plans; dental annual maximum increased to \$1,250; vision care to \$175; in-lieu for part-time increased by 10¢ on January 1, 2015 and again by another 10¢ on January 1, 2017; along with an increase in the reimbursement for doctors' notes to \$30.

The settlement provides for increased wages on July 1, 2014 of 2% retroactively and a further 10¢ on February 1, 2015. In the second year there will be another 2% on July 1, 2015 with a further 5¢ on January 1, 2016; and in the final year on July 1, 2016 another 2% followed by another 5¢ on January 1, 2017. National representative Fred Bond supported the committee in their negotiations.

Hoshizaki House and Local 324-17

Members at a crisis shelter in Dryden have reached a first contract after voting 90% in favour of joining Unifor last February. The 16 workers represented by Local 324-17 at Hoshizaki House Dryden District Crisis Shelter voted unanimously to ratify a three-year deal. "A lot of time and energy went into building a solid first agreement, and we are very pleased to have entrenched both strong language and a number of key monetary improvements for these new Unifor members in Dryden," Unifor national representative Stephen Boon said to local media.

The settlement provides a 2.5% and 2.0% wage hike in the first two years, with further wage increases in the third year tied to available government funding. The top hourly rates of pay will reach \$26.18 under the three-year collective agreement. The settlement also provides employees with 120 hours of paid sick leave per year; a \$175-per-month employer contribution to an employee pension plan; 100% employer-paid benefits; full recognition of seniority for postings, bumping, layoffs and recall; and language related to contracting out, scheduling, leaves of absence, modified work programs, travel time, vacation and grievance procedures.

Hoshizaki House Dryden District Crisis Shelter serves communities in and around Dryden; Ignace and Vermillion Bay by provides a safe and supportive home environment for women and children escaping domestic violence.

New Faces and New Places

Kellee Janzen, president of Local 2163 and former chairperson at Leisureworld Oxford has been appointed to National staff in organizing, working out of the London office, effective February 1, 2015.

Darlene Prouse, second vice-president of Local 2458, has been appointed to national staff as a service representative working out of the Windsor office.

Jean Walters, chair at Forest Heights Long Term Care in Local 1106, has been appointed as a national service representative working out of the Kitchener, Ontario office.

New Year's Resolutions and 2015 Federal General Election

With a New Year upon us and an extraordinarily critical federal election being called this year, why not take a moment to tell your MP and all party leaders that you support candidates offering a strong commitment to protect and strengthen our universal public healthcare system in 2015. And pass it along to your friends, family and contacts.



Visit <http://www.leadnow.ca/defend-our-health/> and call on your incumbent MP and other candidates to commit to protect and strengthen our universal public healthcare system in the 2015 election campaign.

[Leadnow.ca](http://www.leadnow.ca) is an independent campaigning community that brings Canadians together to hold government accountable, deepen our democracy and take action for the common good. You can follow them on Twitter, Facebook and Google+.

And check out the Unifor election material and download our leaflet and take the pledge to vote in the 2015 election –

HARPER CONSERVATIVES: Untrustworthy, Uncaring and Unbelievable.

Visit <http://www.unifor.org/sites/default/files/attachments/unifor-iwv-handbill-halfletter-nobleed.pdf>



Local speaks out against hospital layoffs

Unifor Local 1359 made it clear this week in a media release that it is extremely disappointed with a recent restructuring announcement by Sault Area Hospital resulting in 19 full time and 15 part time front line Unifor positions being eliminated. But what is more disappointing is the fact that the Sault Area Hospital is going to double the amount of supervisors on the hospital's payroll.

"We find the layoff situation to be unacceptable at this time in light of a report last year from the same hospital citing there was over \$1,000,000 in surplus funds" stated Laurie Lessard-Brown, Local 1359 president, representing the office and clerical and service staff at the Sault Area Hospital. The Local's press release is available at <http://unifor1359.org/en/news-and-events/news/cutting-front-line-health-care-workers-not-solution-sault-area-hospital-funding>.

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