


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

Unifor Members at Woodstock General Hospital ratify

By a margin of 96% in favour, members of Unifor Local 636 working at Woodstock General Hospital ratified a tentative settlement reached earlier in March – the first Unifor hospital sector settlement for the period from April 2014. The settlement contained pattern wage increases of 1.4% in each of three years beginning and retroactive to April 1, 2014 with the agreement expiring March 31, 2017.

Improvements were also obtained in vacation entitlement with a new 5 weeks after 13 years provision and a shift premium increase to \$1.00 per hour effective April 1, 2015. In addition to other language improvements, the settlement provided for a RPN classification adjustment of seventy cents effective April 1, 2014 which will result in a RPN end rate of \$29.08 effective April 1, 2016.

The negotiating committee included James Crown; JoAnn Buist; Judy Narancisk and Tim Duke (Chair); and were supported by Ross Gerrie, Local 636 President and National Representative Julie Herron. Tim Duke said: "I think we did great. The membership couldn't be happier. It's great to be locked in for 3 years with fair wage increases. Thank you to my committee, local and National Rep for all your hard work. We are proud to be a leader."

Local 1106 Grand River Hospital committee ready for challenges

The Grand River Hospital Full Time service committee recently had an educational for the existing committee and several new stewards. For the first time ever there is a full complement of FT Service stewards at Grand River Hospital as the Local has mobilized members to become more active in the local union.

The group also welcomed the new PT Vice-Chair Erika Palin who attended the educational session. The Unit will have the first steward on the Local Aboriginal and Workers of Colour committee and several new stewards to join the Local Young Workers committee.



Pictured L to R: Chad Elliot, Mike Seguin, Mike Friedmann, Linda Keeso, Sandra Hillcoat, Brenda Creighton-Garland, Bill McLachlan, Local 1106 President, Tanja Tomlinson, Erika Palin, Isabel Roppel, Marg Dreher, Jennifer Lopez, Leah Heinisch, Judy McLachlan, Local 1106 Recording Secretary

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Restructuring ordeal takes another twist in Nova Scotia

The past year has been a time of enormous uncertainty and stress for workers in the Nova Scotia acute care system. The rollercoaster ride for Unifor's Nova Scotia health care members got even bumpier this month. Immediately after a second interim award from arbitrator James Dorsey in February, the Minister of Health announced he would be 'terminating' the arbitrator.

Instead of permitting the arbitrator to continue with the difficult task of determining how to achieve union representation, he suggested the Government would introduce a second piece of legislation to determine union representation rather than follow arbitrator James Dorsey's decision and recommendations.

And then another twist. At the time of printing, the Premier of Nova Scotia had intervened in the issue and had offered a process to continue constructive dialogue with the four unions on bargaining unit structures with all parties. In consequence of the direct involvement of the Premier, all parties have agreed to a media blackout that will be in effect immediately, and until further notice.

"Our goal from the beginning was to find a way to ensure that Unifor members could remain proud Unifor members and we were prepared to work with the other unions to achieve a collaborative structure as recommended by Mr. Dorsey," said Atlantic Regional Director Lana Payne. "Unifor has believed from the beginning that Bill 1's heavy-handed interference in the union representation of health care workers was not necessary for the government to achieve its stated goals."

The Unifor press release can be found at <http://www.unifor.org/en/whats-new/press-room/ns-government-invites-further-upheaval-bill-1>. With a start date of April 1st for the newly created provincial health authority, there is substantial pressure on the Government to resolve the union representation issues.



Tentative settlement reached with 10 Extendicare homes

A tentative settlement has been reached this month between Locals 302, 504, 1359, 2458 and 8500 and ten Extendicare nursing homes throughout Ontario. The ratification votes are being conducted at the time of printing and further details will be available once the ratification results are known on the Unifor website [at <http://www.unifor.org/en>] and in the Uniforum, our national newsletter, which provides a snapshot of the union's activities in workplaces and communities throughout Canada. To subscribe to Uniforum, go to <http://www.unifor.org/en/whats-new/newsletters>.

Group of 22 Participating Homes and Unifor reach settlement

Fast on the heels of the tentative settlement reached between Unifor and Extendicare, the Group of 22 nursing homes negotiating jointly with Unifor Locals 302, 1106 and 2458 in southwestern Ontario concluded negotiations with a tentative settlement as well. Ratification votes are presently being held and once the ratification process is completed, details of the tentative settlement will become available on the Unifor website.

The Group of 22 nursing homes includes Copper Terrace, Middlesex Terrace, Richmond Terrace, A. R. Goudie, Babcock, Braemar, Bluewater Rest Home, Craigholme, Pinehaven, Delhi, Golden Dawn, Meadow Park Chatham, Meadow Park London, Exeter Villa, Maple Manor, Cedarwood Village, Country Terrace, Seaforth, Heron Terrace, Trillium Villa and Trinity Village nursing homes.

Unifor members at Oneida Nation on the Thames negotiate first agreement

On the cusp of the final day of hearing on February 26 at a mediation-arbitration for a first collective agreement, a tentative settlement was reached on all remaining outstanding issues. The Oneida Nation on the Thames is a recently constructed 64 bed LTC home in Southwold Township in the County of Elgin, Ontario.

Unifor organized the home and was certified as the bargaining agent on March 5, 2014 following a representation vote on February 10, 2014. The bargaining committee included Leah Claxton-Vandenberk and Sem Ngan, and were assisted by Jim Reid, Unifor Local 27 President and National Representative Julie Heron.

“This was an incredible learning experience for us and we were really ecstatic to make the gains we negotiated; and none was more critical for our members than introducing some form of the sick leave. The issues were never simply about the money, and there will be future rounds of negotiations in which to make further progress, but this had always been about creating a respectful workplace”, said Leah Calxton-Vanderberk.

HOOPP - The Value of Defined Benefit Pensions

Unifor members enrolled in the Healthcare of Ontario Pension Plan (HOOPP) would be pleased to hear that their pension plan had a 17.7% rate of return for the year ended December 31, 2014, driving net assets to a record \$60.8 billion; up almost \$10 billion from \$51.6 billion in 2013.

HOOPP's funded ratio as of Dec. 31, 2014 was 130% compared to 124% in 2013, meaning \$1.30 in assets for every \$1.00 in pensions promised. The 2014 results elevated the plan's 10-year return to 10.3% and 20-year return to 9.98%. As a result of the stable funding position, contribution rates made by HOOPP members and their employers have remained at the same level since 2004. A stable and adequate pension is on hand for present and future HOOPP retirees.

Created in 1960, HOOPP is a multi-employer contributory defined benefit plan for Ontario's hospital and community-based healthcare sector with over 470 participating employers and some 295,000 members and pensioners who are/have provided valued healthcare services.

As Pulse goes to print, other significant tentative settlements had been reached for 1,400 Unifor Local 27 members at St Joseph's Health Care London and for 283 members of Local 598 at St Gabriel's Villa and St. Joseph's Villa in Sudbury.

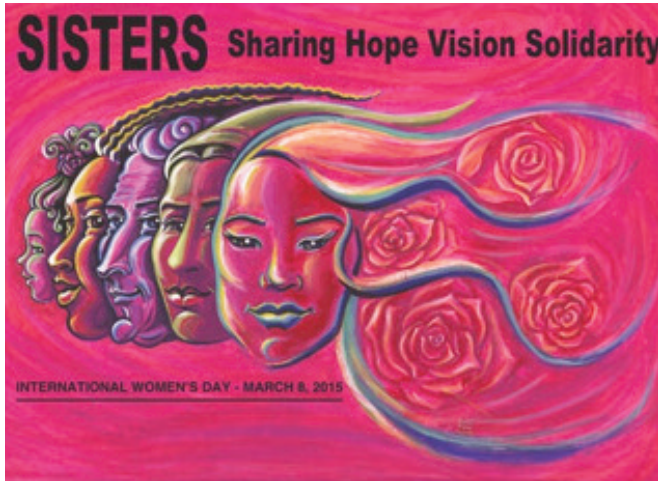
Unifor reaches tentative settlement with Revera homes

A tentative settlement was reached on February 25, 2015 between Unifor Locals 229, 302, 504, 1106 and 8300 and eleven Revera nursing homes. The settlement capped an eventful month with tentative settlements now reached between Unifor and 44 nursing homes throughout Ontario covering more than 5,500 Unifor nursing home members. “Our leadership and bargaining committees have been determined and resolute in this sector to achieve a fair settlement that resisted concessions and recognized the wage freezes our members endured in the prior round”, said National President Jerry Dias in a message to the affected members.

Ratification votes are presently being held. Once the ratification process is complete, details of the tentative settlement will become available on the Unifor website. The eleven Revera homes include The Meadows (Ancaster), Carlingview Manor (Ottawa), Columbia Forest (Waterloo), Dover Cliffs (Port Dover), Elmwood Place (London), Hallowell House (Picton), Forest Heights (Kitchener), The Village Seniors Saugeen (Hanover), McGarrell Place (London), Roseview Manor (Thunder Bay) and Lakehead Manor (Thunder Bay).

Dias commended the bargaining committees and Local involved, noting that “throughout this round of bargaining, our union came together in a fashion unlike in any past negotiations - as 17,000 health care workers at the bargaining table across Ontario demanding a fair deal”.

International Women's Day celebrated



The graphic above was developed for the March 8th Project by the OFL Women's Committee and supported by Unifor. This year's project reflected women's spirit, sisterhood and solidarity. The theme celebrated sisters in our partnerships, families and movement and highlights the sisterhood and solidarity we share as we move forward to an equitable and just society – SISTERS Sharing Hope Vision Solidarity.

Unions are certainly a major reason women's equality in Canada has advanced. Unifor with its 305,000 members is committed to making sure we continue to get the job done. That is why on International Women's Day, Unifor women stood up for our rights – the right to have a union, the right to equal pay, reproductive rights, the right to good jobs which includes affordable childcare and a world safe from violence. Unifor members participated in a variety of events across the country – from Local men serving breakfast to their sisters to taking to the streets in marches to show women's power.

**The Unifor Statement on occasion of
March 8th – International Women's Day
is posted here:**

[2015 International Women's Day statement](#)

Unifor women at the United Nations

Unifor Women's Department Director Lisa Kelly is now at the United Nations as part of an international delegation of trade union women attending the 59th session of the Commission on the Status of Women. This year marks the 20th anniversary of the Beijing Declaration and Platform for Action – signed onto by governments who committed to action on a number of issues related to women and girls including violence, poverty, education and training, power and decision making and many other areas.

Lisa is documenting her observations and experiences through a series of blog postings on our national website. Check out Lisa's posts from the March 8 rally and on the first day of the session on March 9. Be sure to follow Lisa on Twitter at @UniforWomen (new account) or follow the #CSW59 hashtag!

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