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Members at Atlantic Region Council speak proudly of fight against Bill 1

Health care workers from Nova Scotia stood proudly in front of their brothers and sisters at the Atlantic Regional Council in Saint John, New Brunswick to share their fight against Bill 1 for much of the last year.

Introduced in September of 2014, Bill 1 was legislation designed to merge Nova Scotia's nine district health authorities into two (one province-wide authority and one for the IWK children's hospital) but it also demanded that the approximately 50 different collective agreements be whittled down to just four.

The government interpreted it as their right to then move members between unions and select the bargaining agents for these health care workers. "If the Liberals had their way, I would not be standing here today with all of you," said Susan Gill, president of Unifor local 4600. "I am so proud of my union and so thankful for the solidarity of my fellow sisters and brothers who came from across the Maritimes to support us in



Susan Gill, President of Local 4600 is flanked by co-presenters Christina Ashe of Local 4606 and Jimmy Callahan of Local 4603 speaking at the Atlantic Regional Council

this fight. We fought hard, and we won!" Moving forward, a multi-union Bargaining Council model was agreed to and all Unifor health care members remain proud Unifor members.

Unifor calling: Take a stand for public healthcare

Unifor members have been active in recent Days of Action at senior provincial government Ministers' offices in various regions of Ontario, including Ottawa Region on Friday June 12th with



Unifor members join rally in London on June 26th

a rally at MPP Bob Chiarelli's office in Ottawa. A substantial number of Unifor members and retirees participated more recently at a rally held in London on Friday June 26th at area MPP (and President of Treasury Board) Deb Matthews' constituency office at 242 Piccadilly St., London.

Unifor also held a first-ever virtual townhall teleconference for London area health members on June 17th with Ann Marie Tullett, Local 27 Vice President for Health Care; Katha Fortier, Ontario Regional Director and hosted by Corey

Vermey, Health Care Director. The call engaged hundreds of members in discussion around the impact of area hospital cuts in advance of the June 26th rally in London.

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Unifor joins OHC rocking chair tour throughout southern Ontario

A giant 10 foot rocking chair travelled from June 3rd to the 13th, visiting 24 towns, including: Port Elgin, Kincardine, Sarnia, Wallaceburg, Chatham, Windsor, Leamington, Ingersoll, Kitchener/Waterloo and Cambridge. The giant chair is part of the Ontario Health Coalition long-term care campaign calling for a minimum staffing standard.

The OHC rocking chair has drawn strong local media coverage across the province and is an important tool in building support for the campaign to demand a minimum care staffing standard of 4 hours of hands on care per resident per day of the Ontario provincial government. The giant rocking chair adds a unique visual element to the campaign for improved care standards in long-term care facilities.



Unifor and community activist in Ingersoll gather around OHC rocking chair

Meet the newest members in the Unifor health sector

Congratulations to the newest members of Unifor in the health sector – office and clerical employees of Alexandra Marine & General Hospital in Goderich and Clinton. After a representation vote on May 8, 2015, Local 2458 was issued a certificate becoming the bargaining agent at the hospital which provides health care services in Huron County to the community of Goderich and several surrounding municipalities representing a catchment area of approximately 25,000 people. The hospital currently operates forty-two (42) beds providing acute, long-term, psychiatric, emergency and ambulatory care.

Vote for good, reliable public health care

The Harper Conservatives have decided to decrease provincial health care funding by \$36 billion over a decade, ignoring the needs of an ageing population; placing downward pressure on wages and working conditions for care providers and risking that health services won't be available for you and your family when you need them.

Don't forget Unifor's own "I will vote" campaign at http://www.unifor.org/sites/default/files/attachments/unifor-iwv-handbill-halfletter_family-nobleed.pdf



We believe that the voices and concerns of working Canadians should be at the centre of the upcoming federal election debates, so Unifor has created a new website: uniforvotes.ca. Please share the content and the website, and take the Unifor vote pledge if you already haven't done so.

Unifor members rally in support of Grand River Hospital bargaining

The Unifor Local 1106 membership at Grand River Hospital gave active support to their bargaining committee's demand for a negotiated settlement by staging a rally on Tuesday June 16th outside the hospital in an effort to get hospital management back to the bargaining table. The Grand River contract expired March 31, 2014.

"Working conditions have changed dramatically while members have endured a wage freeze since 2011", Bill McLachlan Unifor local 1106 president, said to local media. "The CEO of the Grand River Hospital has had a salary increase of over 20 per cent in the last seven years while our members have not had a wage increase since 2011. Our members want to negotiate a fair collective agreement not arbitrate one."



Take the health care pledge

In October 2015, Canadians can let politicians know they want a government in Ottawa that stands up for public health care. Go to votehealthcare.ca and pledge your vote in the 2015 federal election to protect, strengthen and expand public health care. "votehealthcare" is sponsored by the Hospital Employees Union (HEU) - the BC health section of CUPE.



Unifor rallies support for Metcalfe Gardens

An information picket held on May 21st by members of Local 302 at Metcalfe Gardens, a retirement home in St Thomas helped reaching settlement. With bargaining reaching an impasse and the workers bound by interest arbitration, they opted to rally at an informational picket on their off-time.

Local 302 vice-president Lisa Tucker told local media members were very concerned about job security and patient care. "This employer is not willing to bargain a fair collective agreement with these workers," she said. "Our goal is a wage increase for all of our members and security for the registered staff." Members did ratify a settlement last week by 100% which provided 4% over two years, as well as vision, uniform and life insurance increases. RPNs also will receive payment for certification and all members will benefit from a new joint investigation procedure on bullying and harassment complaints.



Unifor information picket at the Metcalfe Gardens



Check out our list of Pride events across the country to find an event near you at

<http://www.unifor.org/en/whats-new/events/2015-06-17>

Unifor members at Maitland Manor rally for fair contract

Local 2458 members at Maitland Manor, a former Revera nursing home now owned by Southbridge Care and managed by Extendicare rallied in front of their workplace on June 12th after more than 6 months since their last agreement expired.

A fair settlement has been difficult with Extendicare seeking concessions from the 90 employees at the home. Bruce Dickie, president of Local 2458 was quoted in the Goderich paper saying: "They need to be treated fairly. These employees work extremely hard."



Rain didn't deter Unifor members from voicing their concerns

Hillside Park Retirement Home

Members ratified by 100% a tentative agreement reached with the Elliot Lake retirement home providing for 25 cent every 6 months, or \$1.50 for nearly a 12% increase in wage rates over the 3 year deal as well as PEL and benefit improvements. The committee also negotiated improvements with new - Workload; Women's Advocate; Joint Committee, Dignity & Respect and Violence against women language in their third freely negotiated collective agreement since joining Unifor.

Recent Unifor Statements available on line

Nurses Week 2015 -

http://www.unifor.org/sites/default/files/brief-statements/statement_on_nurses_week_2015_rev_0.pdf

International Day against Homophobia, Transphobia and Biphobia -

http://www.unifor.org/sites/default/files/brief-statements/may_17th_statement_ks_en_2.pdf

Personal Support Worker Day -

http://www.unifor.org/sites/default/files/brief-statements/statements_psw.05142015.final_.pdf

Paramedic Services Week May 24-30, 2015 -

http://www.unifor.org/sites/default/files/brief-statements/paramedic_services_week_2015.pdf

Re-Imaging Better Long-Term Care

Unifor engaged with progressive academics and seniors' advocates at the Skills for Long-Term Residential Care Workshop held on May 20th, 2015 at the University of Toronto.

The workshop was sponsored by Re-imagining Long-term Residential Care - an international interdisciplinary research team led by Dr. Pat Armstrong at York University, and included internationally renowned academics in the field such as Charlene Harrington and Allison Pollock and other from the U.K., Sweden, Germany and Norway.

Workshop participants included people trained in sociology, medicine, social work, history, media studies, philosophy, architecture, health policy and more. The workshop sessions focused on issues related to skills and the division of labour in long-term residential care. Unifor has partnered in this research project since 2005 with other unions, employer associations, and community organizations that represent older people.



Pay equity 'jump' provides major boost

Members of Local 302 at Domestic Abuse

Services Oxford ratified a new agreement with a major jump forward that achieves the final target rate required in their pay equity plan. In addition to a 0.5% wage increase after ratification and annual 1.0% increases in April of 2016 and 2017, the remaining pay equity owing will be paid out effective July 18, 2015. Residential support workers will enjoy increases ranging from 5.6% to 10.3%, or \$1.13 to \$2.49 per hour while child and youth workers increases range from 7.4% to 10.8%, or \$1.48 to \$2.60 per hour. The settlement ratified by the members had required a pay equity audit within 60 days of ratification.

Nova Scotia hospital support services avoid essential services delay

Some 80 members represented by Unifor Local

4606 employed by Crothall Services Canada have ratified a tentative settlement by 94% -avoiding a long and complex process of determining essential services under the recently introduced Bill 37. The Bill (Essential Health and Community Service Act) requires an essential services agreement be negotiated setting out the number; function and classifications of workers required to continue to work in the in the event of a strike or lockout.

Members will benefit from numerous language improvements and receive increases in shift premiums, improvements to the medical services plan, language improvements, an additional Holiday and general wage increases equal to 9.8% over the three-year term of the agreement and a 2% retro payment. Crothall is a contracted provider of cleaning services at Isaac Walton Killam (IWK) Children's Hospital in Halifax and a subsidiary of the Compass Group, one of the world's largest multi-nationals. Atlantic regional director Lana Payne; area director Linda MacNeil and national rep Susan Taylor supported the committee in their negotiations.

Most recent Unifor Hospital settlement ratifies

Since our last issue, Unifor members have ratified settlements with:

- Hanover District and Unifor Local 302
- Groves Memorial and Unifor Local 1106
- Quinte Health Care and Unifor Local 8300
- St. Mary's, Kitchener and Unifor Local 302.

Most recent Unifor long-term care settlement ratifies

Since our last issue, Unifor members have ratified settlements with:

- Local 1106 at Caressant Care Harriston
- Local 302 at Chartwell London
- Local 1106 at Lanark Place Retirement Community
- Local 8300 at Burnbrae Gardens
- Local 229 at Hogarth Riverview Manor
- Local 302 at Caressant Care Bonnie Place

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