



CUPE Causeway

LOCAL 1974

Fall 2013

Issue 3

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Thanks to Joe Furtado for the photos in this issue.

UPCOMING EVENTS

General Membership Meeting Monday Sept 30, 6:30, 35 Concession Street.

CUPE National Convention, October 20-25.

October General Membership (to be determined) at 10:00am

CUPE Kids Party Sun. November 24, 1-4, Zorba's

November General Membership Meeting Mon. Nov.25 at 6:30.

CUPE Christmas Dinner Sat. Dec. 7th, 2013.

CUPE L1974 July Rally in Niagara on the Lake



l-r Connie Carroll and Gemma Bennett

CUPE Ontario members taking health care message to Niagara-on-the-Lake premiers' summit

Hundreds of members of the Canadian Union of Public Employees (CUPE) Ontario including our own CUPE Local 1974 brothers and sisters converged with community groups in Niagara-on-the-Lake in July, where provincial and territorial premiers were meeting to discuss a new federal Health Accord.

According to the OHC, Ontario has lost 18,500 hospital beds over the last 23 years, a period during which the provincial population has grown by more than three million.

In December 2011, the Harper government announced plans to cut \$36 billion from federal health care transfers to the provinces once the Accord expires in 2014. The federal government has walked away from a national pharmacare program that would have provided prescription drug coverage to all Canadians.

The July Rally occurred during the final Council of the Federation meeting before the federal Health Accord expires in 2014. The Accord sets out how health care funding flows from the federal government to the provinces and territories. Article source www.CUPE.ca



James Lamb



Labour Day Parade Sept 2, 2013



Walking in the Labour Day Parade l-r Roberta McTavish, Tammy Bentley, Al Good and Louise Shannan (photo by JFurtado)

Even though the day was a bit overcast over 300 people showed up at McBirney Park to participate in the Labour Day Parade. On September 2nd, 2013. There were large and small vehicles in the parade as well as pipers and proudly waving union flags representing people from Kingston and the surrounding area. The parade travelled from McBirney Park (Skeleton Park) down to City Hall where there were a few speeches and then back to McBirney Park for some fun. More people showed up for the picnic where there were many free family activities including barbequed hotdogs, popcorn, cotton candy, face painting a bouncy castle and a live band. The various tables had handouts and give aways for participants including bags of free potatoes and apples.

Labour Day is organized and funded by the Kingston Labour Council. (Retiree Darlene Medhurst is the labour council secretary) The CUPE Local 1974 delegate to Labour Council is Louise Shannan. There are 3 more delegate seats available, if you would like to attend labour council as one of our delegates please contact Mike Rodrigues in the Connell 8 union office.

Did You Know??

CUPE National had 627,000 members and 2403 locals in Canada in 2012.

CUPE Ontario had 246,000 members in Ontario and 7618 locals (largest in Canada) in 2012

CUPE has a total of 11 legal representatives in Canada with 6 legal representatives assigned to Ontario Ratio 1:57,000 members. For this reason our local has our own legal representative for a ratio of 1:1200 members.

The Hospital of Ontario Pension Plan or H.O.O.P.P. was created in 1960. H.O.O.P.P. has 274,000 members and 440 participating Healthcare organizations.

The plan paid out more than \$1.4 Billion in pension benefits in 2012. At the end of 2012 it was 104% fully funded.

H.O.O.P.P. had \$47.4 billion in assets in 2012. H.O.O.P.P.'s board has four unions represented with 15 trustees and 2 observers. Our CUPE Local 1974 President Louis Rodrigues is on the H.O.O.P.P. board representing CUPE members.

According to the latest draft of mortality table for pension plans by the Canadian Institute of Actuaries the average 60 year old male can expect to live past his 88th birthday and a 60 year old female 90 years. (Toronto Star Sept 2, 2013)

Statistics Canada says Canadian men work to an average age of 63.2 in 2012. Canadian women retired at an average age of 61.4 in 2011.

Submitted by: Wayne Frink

CUPE X SCFP

CUPE L1974 Kids Christmas Party

Watch for posted sign up dates for the

CUPE Kids Party

Sun. Nov 24 11-4 pm

Zorba's, 1474 Bath Road, Kingston.

We're planning a fun kids party with face painting, balloons, lots of goodies and a visit from Santa.



CUPE L1974 Adult Christmas Dinner & Dance

Watch for ticket sales in early November.

CUPE Christmas Dinner

Sat. Dec. 7th 6:00 pm

Zorba's Banquet Facility

Dinner, Dancing, Prizes and Fun!!

Grievance Committee

Our union filed 25 new grievances over the summer ranging from unjust terminations to scheduling and vacation allotment agreements. We successfully got one member re-instated to her position. We had a mediation day the last week of August where we were able to resolve a couple of our outstanding grievances, others will go on to arbitration. Our union has a busy fall with 4 arbitration days booked and a labour board hearing in Toronto this month. We also have our week-long national biennial CUPE convention in October in Quebec City. We are putting together our proposals for negotiations of our local issues, meanwhile our president Louis Rodrigues is working with the central bargaining team to negotiate our central language. If you have any issues or questions please do not hesitate to contact a steward or call or come and see me in the office on Connell 8.

Submitted by Mike Rodrigues.



Rick Lalonde and Louis Rodrigues (July Rally)

Health & Safety Committee

Fall is upon us and winter is not far behind this can be hard for some of us, kids are going back to school, day care challenges and many more stresses in our lives. Well you can now check out the new website on KGH window explorer internet, under quick links you'll find KGH Wellness website it has information on mind and body wellness. It gives you facts, recognizing signs of mental health, how to help yourself or help a co-worker. It offers help

with peer partners and where to find resources. Under mind you can find links to physical activity and exercise, there will be classes offered where you will find a calendar with activities. There's a link to healthy lifestyles and nutrition and muscular skeletal health. There is a lot of helpful information for anyone who has interest in issues concerning your mind and body health.

Also check out the Joint Health and Safety

committee's newsletter on our site go to the KGH community to Joint Health and Safety committee there are two issues; March and August. These issues speak on what we have accomplished as a committee to help keep our members safe at work.

Louise Shannon, CUPE Local 1974 Chairperson Health and Safety Committee.

Every CUPE Local 1974 member should have received their copy of the newest printed collective agreement ending September 28, 2013. We are still in negotiations for the next agreement. This is a refresher of the changes.

Full Time Agreement:

9.04 Effect of Absence (b) Such payment shall also continue while an employee is on sick leave (including the Employment Insurance Period) to a maximum of thirty (30) months from the time the absence commenced.

9.11 (a) (ii) addition...The redeployment committee will seek the availability of any federal or provincial retraining program funds to cover the cost of tuition, books and travel, as well as any wages eligible under the terms of such program.

9.14 Registered Practical Nurse Professional Development/ Scope of Practice. (new section devoted to RPN professional development)

12.03(A) addition...It is understood that no more than one (1) employee will be from the same unit of the Hospital, subject to operational requirements.

12.05 please refer to changes to selection for jury duty.

15.02 Definition of overtime. Overtime shall be offered to full-time employees first, within a classification, by those that are

oriented to perform the duties, by seniority, by work area provided that no part-time employees are available to perform the work at straight time.

15.09 Shift and weekend premium. Please view entire updated article.

Article 17-Vacation. Changes 5-12 years for 4 week's vacation 12-20 for 5 week's vacation and 20-28 for 6 weeks vacation.

Article 18-Health & Welfare (please review)

Physiotherapist and chiropractor were increased to \$350 per year, and vision case was increased to \$300 every 24 months. (vision care can be used for laser surgery)

Workload Complaint Form Page 60-62. All completed forms can be brought to Connell 8 whereby we will forward to management. Please note all complaints should be brought to the manager/supervisors attention and this area should be completed on the form. The managers will get a copy and should be following up with the employees about the complaint final resolutions are discussed at a cupe/labour meeting. (copies of this form are available on nursing units and on our CUPE1974.on.ca website.)

Part Time Agreement:

9.06 (a) addition. This period may be extended a further (6) months upon the agreement of the employee and the Hospital.

12.05 Jury Duty...addition. Where a part-time employee is selected for jury duty, for a period in excess of one (1) week, the employee shall be paid for all hours scheduled and not be expected to attend at work. Upon completion of the process the employee shall be returned to that point on their former schedule that is considered appropriate by the Hospital. It is understood and agreed that the local parties may agree to different scheduling arrangements for the first week of jury and witness duty.

15.09 Shift and weekend premium adjustments

17.01 vacation entitlement qualifier and calculation of Payment adjustments for September 29, 2012.

Workload Complaint Form Page 52-54. All completed forms can be brought to Connell 8 whereby we will forward to management. Please note all complaints should be brought to the manager/supervisors attention and this area should be completed on the form. The managers will get a copy and should be following up with the employees about the complaint final resolutions are discussed at a cupe/labour meeting. (copies of this form are available on nursing units and on our CUPE1974.on.ca website.)

LOCAL ISSUES—BOTH AGREEMENTS

Article E-8 Full Time union President. Provides language for the leave of the elected CUPE L1974 president (or designate)

Article G – Scheduling (7) provides language for the scheduling of students during prime vacation times.

Article T – Apprenticeship Program was removed from the agreement.