

WHAT'S UP CUPE 1263

CUPE 1263 905-732-4989



newsletter

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&
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Special Interest Articles

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Editorial Team

Susan Schmidt
Dianne Parker
Chris Wiley
Bonnie Robison
Cathy Pirson
Debbie Smith

Long Term Care Campaign Continues

Most if not all of our members are aware of the ongoing Health Care Campaigns. Our fight for a Standard of Care continues and in the near future we will again be asking for your assistance.

The Health Care Workers Coordinating Committee continues to work together with CUPE Ontario, Ontario Council of Hospitals Unions, and the Ontario Health Coalition. Our voices have had an impact on the Liberal Government, **but not enough!**

Front line workers in Long Term Care Facilities continue to campaign to improve the standard of life for our Provinces elderly population.

The Sharkey report has been released. There is no recommendation for a standard of care; again this Government missed the opportunity to enhance the quality of life for all the elderly living in Long Term Care Homes.

The Minister of Health has reported that our frail and elderly residents in Ontario's Long Term Care Facilities are receiving on an average 2.9 hours of hands on care daily.

Sisters and Brothers this is another lie. The Minister of Health is using a total of all hours paid. So let's break it down...If you are on paid vacation, the employee filling in for you while you're off is also getting paid.



The Government calculation shows that 2 people are giving care while in reality only 1 person is at work.

Our calculation is quite simple:
Number of R.N. hours per day
Number of R.P.N hours per day
Number of H.C.A./P.S.W. hours per day
Total number of hours/number of beds in the facility.

OUR CALCULATION GIVES A MORE ACCURATE NUMBER OF HOURS OF HANDS ON CARE PER RESIDENT PER DAY

The Provincial budget has a significant impact on all our members as residents and taxpayers, as service providers and caregivers and as workers in the broader public sector.

Through December CUPE presented Pre-Budget Submissions to the Standing Committee on Finance and Economic Affairs.

As the Chair of Health Care Workers Coordinating Committee I had the opportunity to present a brief to the Standing Committee December 15, 2008 when they came to Niagara Falls.

Susan Schmidt
President CUPE 1263
Chairperson HCWCC

PLEASE KEEP YOUR EYES ON THE UNION BOARD, HELP US HELP OUR RESIDENTS

Regional Homes 1st Vice President Chris Wiley



In November 2008 I was newly elected as 1st Vice President for local CUPE 1263. I look forward to serving the membership.

There are eight Regional Homes in our local, we are presently in Negotiations and are moving forward.

There continues to be a shortage of RPN's working at the Regional Homes and as an incentive the Region has offered a four hundred dollar bonus to employees who recruit RPN's to the workplace.

The Joint Job Evaluation Committee has been appointed by parties to deal with

matters relating to maintenance of our internal equity. The Locals Co-Chair is Donna Morin. Donna is a 30 year Union Activist with Local 1263.

For this past term I have had the pleasure of being a member of CUPE Ontario's Women's Committee. The bi-annual Women's Committee Conference was held in Toronto, December 2008.

It was well attended by members representing Locals from all over Ontario.

Chris Wiley

Private Homes 2nd Vice President Bonnie Robison



We have nine Private Homes in our local.

This is going to be a busy year as six of these homes will be negotiating new contracts.

Both Niagara Ina Grafton Gage and Niagara Retirement will be negotiating in September.

Valley Park will begin negotiating in December for a new contract.

Westpark received back pay for 2 years as Extendicare's arbitration award was handed down. With Westpark in receivership they cannot negotiate a contract therefore they receive any wage increase that Extendicare receives.

Lundy Manor is waiting on an Arbitration from April 25, 2008. We are going to prepare for negotiations as their contract on the Arbitration had expired.

Tuffords went into negotiations with the Bargaining Committee and a conciliator, but were unsuccessful in getting a settlement. We filed for Arbitration, but there is only one issue holding up the negotiations that we decided to try to meet again with the Employer.

Shorthills is waiting on dates for negotiations with Management. The Negotiating Committee met and proposals are ready. We are looking at dates at the end of February.

Bonnie Robison

Bursary Winner



Congratulations to Rafal Fraczak, 2008 winner of CUPE1263's one thousand dollar bursary.

Twenty eight members of CUPE 1263 entered their names or their children's names.

We will be posting reminders on our CUPE 1263 boards in the fall as a reminder to submit your name or your children's names



CUPE 1263 Christmas Party



CUPE1263 held their annual Christmas party on Dec 07, 2008 at the CAW hall on Bunting Rd in St. Catharines.

Approximately 1000 children registered.

Santa and Mrs. Claus were present along with the Shrinner clowns who made balloon animals and hats.

Many excited children waited in line to whisper to Santa their Christmas wishes.

Children lined up to have their faces painted and enjoyed the jump zones.

Pizza, pop, coffee and tea were provided.

Numerous door prizes were displayed for the children.

The larger door prize was a lap top that was won by Carrie Jackson.

The day started early with numerous volunteers arriving to set the hall up to ensure the day was a huge success.

A good time was had by all!

A special thanks to all our sisters and brothers who helped make this a great day for all the kids.

Cathy Pirson



Executive Member



I have worked at Westpark Health Centre for approximately 15 years.

When I first started I worked in support services laundry, housekeeping and kitchen. For the last 10 years I work in Maintenance.

I have been involved with the Union for over 5 years. I served two years as Union Steward and for the last three years I'm the Unit Officer for Westpark, a Private Long Term Care Home.

I also sit on the Health and Safety Committee and I'm the Reinstatement Rep.

I enjoy what I do for my Union at my workplace.

I have learned a lot over the years, and plan to keep learning to be of assistance to my fellow Sisters and Brothers in our CUPE 1263 local.

Pam Smith

Executive Member



I have worked for the Region for 20 years as an RPN.

I currently work at Linhaven Home for the Aged on the Adams Centre.

Over this time I have served the union in several different positions such as Union Steward, two terms of Trustee, and Sergeant of Arms.

I also served one term on the Negotiating Committee and one term as Vice President.

Last year in November elections were held for the 2009 and 2010 term. I am currently the Secretary of local CUPE 1263.

I enjoy both my job and my Union work and hope to continue to serve my Sisters and Brothers in the Union for years to come.

Terry Robins

Contest Winner



Congratulations to Tina Thompson, winner of the "name our newsletter" contest.

Tina works as a RPN at Northland Manor. She has won a \$50.00 certificate for dinner for two.

Thanks to everyone who participated and please enter our next contest!



New Contest

How many times does the name CUPE 1263 show up in this issue of our newsletter?

All correct answers will be put in a drum and a winner will be drawn at March's general membership meeting.

The lucky winner will win a \$50.00 dollar gift certificate.

Submit your entry by March 01, 2009 via e-mail cupe1263.1@bellnet.ca or by Fax at (905)732-5126.

Good luck to everyone!

Employee and Family Assistance Program

What is EFAP?

An EFAP is a confidential program that helps employee and /or family members deal with personal problems. This service is provided by the employer at no cost to the employees. The EFAP's trained counselor can help find solutions to personal or work-related concerns to personal or work-related concerns such as depression, anxiety, marriage problems and more

What if I have a Counselor that I'm not comfortable with?

If you have attended a session and you felt that you have or cannot connect

with the counselor, you can contact Homewood and request another counselor.

Every effort will be made by Homewood to make you comfortable, including your request for a certain type of counselor.

How do I contact my EFAP provider?

1-800-265-8310 English
1-800-270-8373 French

eCounselling is also available by calling above numbers.

They have re-launched the EFAP website. www.homewoodemployeehealth.com

Homewood deals with all complaints and will work with the employee to provide the service needed. This is a source of information about the EFAP and related wellness topics for employees.

If there are any question or complaints you can contact Homewood directly or Regional Headquarters.

Check the Union board for further info.

Debbie Smith

Chief Compensation/Pension Officer.

Q & A

What happens if I refuse Modified Work?

If the employer offers modified work that you are able to perform, refusal

may mean loss of WSIB benefits. If you have concerns, you can

contact your Return to Work Rep., or Compensation Pension Officer.

Nurstoons

by Carl Elbing



www.nurstoons.com

HCWCC 2008 Sudbury

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2nd Vice-President
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Recording Secretary
Terry Robins

Secretary Treasurer
Cathy Pirson

Sergeant-at-Arms
Joyce Ashley

Trustees

3 yr Kim Neal
2 yr Brenda Gaudreau
1 yr Joanne Norton

Chief
Compensation/Pension
Officer
Debbie Smith

Sudbury hosted the 2008 Conference for the Health Care Workers Coordinating Committee, 14 delegates from CUPE 1263 attended. Members attended workshops regarding Pensions, Bullying

in the Workplace, Innocent Absenteeism Health and safety, WSIB, Bargaining Equality, Professional Practice Issues, and the Collective Agreement.



Thank-you to everyone that has been so supportive of our Newsletter, but we still need your ideas. What do you want to see as part of your Newsletter? You can e-mail your requests and ideas to cupe1263.1@bellnet.ca