

# CUPE 1263 NEWSLETTER

CUPE 1263 office (905) 732-4989



Created by  
Dianne Parker  
Susan Schmidt

## Special Interest

### Articles:

- Campaigns
- Arbitration
- Green Shield new Health and Dental Plan Carrier

### Editorial Team:

Sue Schmidt  
Dianne Parker  
Karen Marion  
Bonnie Robison  
Cathy Pirson

**Welcome** to the first edition of our quarterly CUPE 1263 newsletter.

We are excited to present this newsletter as a communication tool for sharing information, stories and much more.

Our editorial team is eager to ensure that our newsletter remains humorous, lighthearted while at the same time providing useful and pertinent information.

We welcome contributions from everyone. If you wish to contribute an article or have an upcoming newsletter e-mailed to you, please contact us at [cupe1263.1@bellnet.ca](mailto:cupe1263.1@bellnet.ca) or your unit officer in the home.

We will be putting copies of our newsletters in the lunchrooms at all Regional and Private Homes.

## Arbitration

2007 was a busy year for bargaining. The Regional Municipality of Region of Niagara and the Negotiating Committee worked extremely hard to move forward in negotiations and to bring a settlement forward to the membership. Most of our members are aware that our date for Arbitration was January 25, 2008.

As of the date of this newsletter, we have heard nothing of an award.

All collective Agreements that go to arbitration are only for 2 years. This means that at the end of 2008 the Region Municipality of Niagara will be in negotiations again.

We hope that you have enjoyed this first issue.

Our success will be dependent on your interest and feedback.

We look forward to your views and contributions.



**Susan Schmidt with Fred Hahn**  
(Secretary Treasurer of CUPE Ontario).

### Lundy Manor

Arbitration date is April 25, 2008. The Bargaining Committee throughout negotiation and conciliation tried unsuccessfully to get a settlement to take back to the membership of Lundy Manor.





## Lets Communicate

*What do you want to see in our newsletter?*

We're paying attention...

Our Union and Editorial team are very interested in knowing what you would enjoy seeing in our newsletter.

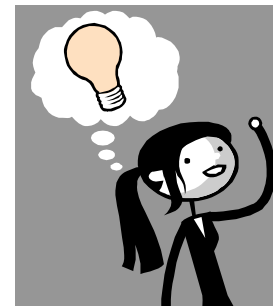
It is our goal to ensure that it's your input that will structure your newsletter, and it's your questions that get answered.

Each home will have a suggestion box in the lunch room. Feel free to put as many suggestions in as you wish.

*Don't wait*; submit your ideas now, so

we can get started on our next newsletter.

*The Editorial Team*



## Team Work

*What we would like!*

We need budding cartoonists to draw some cartoons involving all departments.

If you have a good story or idea you'd like to share with us contact us.

Don't be shy about writing as our editorial team will assist you if needed.

Take good pics? Share them with us. Send them via e-mail and we'll share it with our fellow brothers and sisters in our newsletter. Remember a good

picture is worth a thousand words.

Have you worked with someone who you feel needs recognition in the workplace? Let us know about it.

We're excited and will be eagerly waiting to hear from you.

*The Editorial Team*

*"Win a \$50.00 gift card for Dining Out."*

## Name our Newsletter

Got an idea for an eye catching name for your newsletter?

We're looking for an exciting name that will catch our readers' attention.

Submit your entry no later than July 31, 2008 via e-mail at [cupe1263.1@bellnet.ca](mailto:cupe1263.1@bellnet.ca) or by Fax (905) 732-5126

Any tie breaking will be decided by

drawing the winner out of a hat.

The winner will receive a \$50.00 gift card for dining out.

Good Luck to everyone!

*The Editorial Team*

## One Thousand Dollar Bursary



CUPE 1263 is proud to grant a one thousand bursary each school year. Any member in good standing of CUPE 1263, and their children, would qualify to apply for this bursary.

This bursary is open to any proven student at any post-secondary training or educational facility.

All qualified applicants will be decided by drawing a name out of a hat.

If the applicants' and or their parents wish to be in attendance they would be most welcomed.

First time applicants would always have a priority for the bursary. However if there are no new applicants previously successfully applicants could apply again for a second bursary, with a cap being placed on two time winners.

Applications must be received no later Oct 1<sup>st</sup> and must include acceptance from the institution as a full time student.

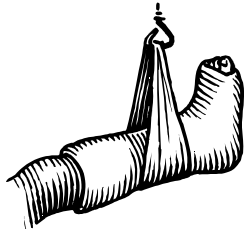
We will be posting reminders on our CUPE board in the fall

*Cathy Pirson*



## WSIB

*What's a work-related injury or illness?*



Work-related injuries or illnesses are those caused by physical, chemical, or biological hazards in the workplace. They can also include psychological trauma resulting from work.

Note that your employer must pay you a full day's wages for the first day of the incident: WSIB coverage begins the first working day after the injury or illness occurs.

doctor or hospital. Your employer is responsible for providing transport to medical treatment and may have to call an ambulance, or assign someone to accompany you.

Your employer needs to know about your injury or illness to provide help and take measures to prevent these kinds of illnesses or injuries again.

Fill out an employee incident report immediately and copy a report for your own records.

Check you union board for the names and number of CUPE's Chief Compensation Officer or the Homes re-instatement rep.

*Karen Marion*

## Green Sheild

As of April, 1<sup>st</sup>, 2008 we now have Green Shield as our new Health Care Provider.

If any employees are having problems with their plan, please contact Human Resources

Ask to speak with Sue Herbai. (905) 984-3609.

***"Register for Plan Member Online and be Entered to win an iPod"***

If your injury or illness is serious go to a

*“Submit your questions through your unit officer, stewards or suggestion box in your home.”*

*“There will be 91 Resolutions and 17 Constitutional Amendments”*



*We put the “CARE” in Health Care.*

## Q & A

**Q** An employee with less seniority than me always seems to be getting more scheduled hours than I, or I’m not getting called for replacement shifts. How do I get this to stop happening?

**A** First of all I can’t stress enough that these scheduling problems are to be discussed directly with the D.O.C. or A.D.O.C.

If the problem is not resolved then you speak with your steward who will proceed with a formal complaint within 5 days.

If the formal complaint is denied then a grievance is filed.

*Bonnie Robison*

## CUPE Ontario Annual Convention

The 45<sup>th</sup> Annual Convention will be held from May 21st-May 24th in Niagara Falls, Ontario.

Delegates attending from CUPE 1263 are as follows;

Bonnie Robison  
Diane Cromier  
Chris Wiley  
Pam Smith  
Dianne Parker

Cathy Pirson  
Sharon Bezotosny  
Martha Overholt  
Jaimie Wagner

Conventions held in Niagara Falls always draw a large number of Delegates. With this year being an election year, we will be at full capacity.

The Convention Theme last year was: “Time for Change”.

Building on that, our Theme this year is, CUPE: “The power that Makes Change”.

Your own 1263 members will have a voice in the direction the action plan takes.

## Campaign

One year ago, CUPE Ontario and the Ontario Health Coalition pressed Health Minister George Smitherman to establish an average of 3.5 hours of care per day per resident. This is the standard that Alberta, New Brunswick and Manitoba are striving to achieve.

One year ago the Minister promised to implement a staffing and care standard. Instead the government is running yet another consultation led by Shirley Sharkey.

Elderly and frail residents of Ontario’s long-term care facilities continue to wait because, the Minister has failed to establish staffing and care standards despite repeated promises.

CUPE Ontario’s surveys among its members found that over 86% of front line caregivers have worked short handed anywhere from once to 20 times a month. 15% say that they have not been able to meet all resident care needs each day because of understaffing.

CUPE Ontario launched a Radio Campaign in support of the Valentine’s Day Lobby; Radio ads ran from Feb 11-17<sup>th</sup> in various cities. Public awareness needs to continue!

**It’s time for the Ontario government to give seniors the dignity and respect they deserve.**

# Unit Officers and Stewards

## Private Homes

*Gateway Residential and Community Support Services of Niagara*  
**Dan Murdoch** Unit Officer  
**Sandra Malletta-Todd** Steward  
**Martha Carpenter-Gibson** Steward

*Lundy Manor*  
**Anne Livingston** Unit Officer

*Niagara Ina Grafton Gage*  
**Sharon Bezotosny** Unit Officer  
**Sandra Orr** Steward  
**Harold Gray** Steward

*Niagara Retirement*  
**Mary Daley** Unit Officer  
**Jennifer Reay** Steward

*Tufford Nursing Home and Manor*  
**Diane Cromier** Unit Officer

*Valley Park*  
**Darlene Devouge** Unit Officer  
**Marlene Pierce** Steward  
**Sharon McDonnell** Steward

*West Park Health Centre*  
**Pam Smith** Unit Officer  
**Dennis White** Steward  
**Kim Willard** Steward  
**Melissa Whiting** Steward

*Plymouth Cordage*  
**Jennifer Scaduto** Unit Officer  
**Cathy Pirson** Steward

**Regional Homes**  
*Deer Park Villa*  
**Trudy Ohme** Unit Officer  
**Ildico Kocsis** Steward

*Gilmore Lodge*  
**Joyce Weaver** Unit Officer

*Linhaven*  
**Wendy Guignard** Unit Officer

**Christine Gretzinger** Steward  
**Joyce Ashley** Steward  
**Anne Marie McLaughlin** Steward  
**Greg Bourdon** Steward  
**Kim Neal** Steward

*Meadows of Dorchester*  
**Martha Overholt** Unit Officer  
**Julie Friesman** Steward  
**Tanya Moore** Steward  
**Debbie Deguire** Steward  
**Deb Foster** Steward

*Northern Point*  
**Donna Morin** Unit Officer

**Joe Aliamo** Steward  
**Evelyn Lacharity** Steward  
**Darlene Moreau Bowyer** Steward Steward  
**Abby Warner** Steward

*Rapelje Lodge*  
**Dianne Parker** Unit Officer  
**Darlene Fralick** Steward  
**Jaimie Wagner** Steward

*Upper Canada Lodge*  
**Carolyn Smith** Unit Officer  
**Sharon Brazeau** Steward

*Woodlands of Sunset*  
**Debbie Smith** Unit Officer  
**Gert Meijer** Steward  
**Leslie Schneider** Steward

CUPE 1263 needs Stewards in Gilmore Lodge, Shorthills, Tuffords, and Lundy Manor. If interested call the Union Office.

# Compensation/Pension Officers

Chief compensation Officer  
**Karen Marion**  
 Compensation/Pension  
**Chris Wiley**  
**Sharon Bezotosny**  
**Debbie Smith**

Reinstatement Reps  
*Upper Canada Lodge* **Brenda Schultz**  
*Linhaven*  
**Luc Noel**  
**Brett Williams**

*Deer Park Villa*  
**Trudy Ohme**  
*Meadows of Dorchester*  
**Martha Overholt**  
*Woodlands of Sunset*  
**Brenda Gaudreau**

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Were on the Web!  
[www.cupe1263.on.ca](http://www.cupe1263.on.ca)

#### Executive

President  
Susan Schmidt

1<sup>st</sup> Vice- President  
Marilyn Wagner

2<sup>nd</sup> Vice-President  
Bonnie Robison

Recording Secretary  
Chris Wiley

Secretary Treasurer  
Cathy Pirson

Sergeant-at-Arms  
Jaimie Wagner

Trustees  
3 yr Brenda Gaudreau  
2 yr Terry Robins  
1 yr Kim Neal

Chief Compensation/Pension  
Officer  
Karen Marion

## MPP's

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Email: [pkormos-co@ndp.on.ca](mailto:pkormos-co@ndp.on.ca)

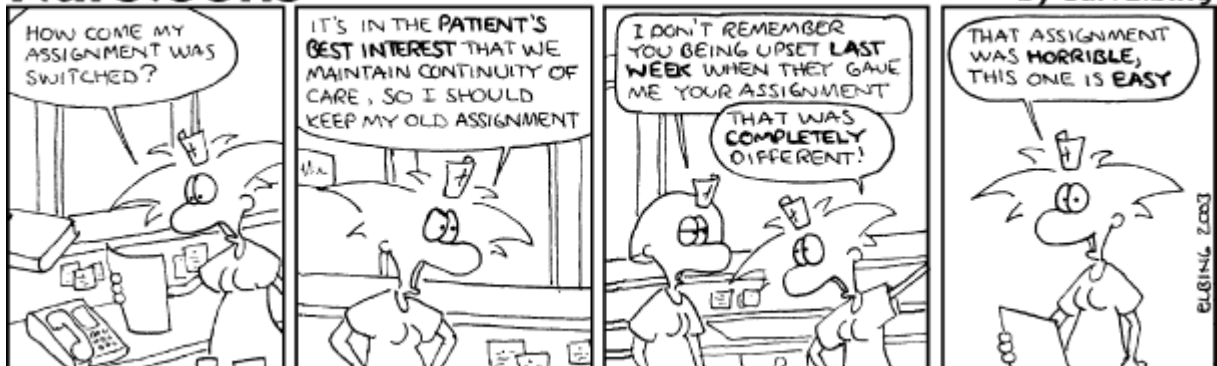
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Minister of Transportation  
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We would like to say a special thank you to Carl Elbing who has graciously given us permission to use his Nurstoons.

## Nurstoons



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