



JERRY DIAS NATIONAL PRESIDENT • PETER KENNEDY NATIONAL SECRETARY-TREASURER • RENAUD GAGNÉ QUEBEC DIRECTOR

Challenges and opportunities at the 2016 Unifor Health Care Conference



Over 180 delegates, staff and guests attended the 2016 Unifor Health Care Conference held at the Port Elgin Family Education Centre. The three day event held on May 13-15th, 2016 featured remarks by Unifor National President Jerry Dias, as well as Alan Sable, Regional Director, UNICARE Americas who brought a global perspective on the care economy.

Prof. Pat Armstrong from York University addressed gender issues in the care economy and the role within health care of women in the care economy. The key note speaker, Henrietta Van Hulle, Executive Director, Health &

Community Services at Public Services Health & Safety Association (PSHSA) addresses the conference around the challenges and opportunities in preventing workplace injuries, illnesses and fatalities. Rebecca Brown from Tend Academy concluded the conference with a well-received presentation on Compassion Fatigue & Burnout as preventable and avoidable costs of caring.

The conference was especially well-received by those in attendance in their evaluations; many finding the blend of small group “World Café” session; workshops and plenary presentations as a strong inspirational, informative and

insightful mix. The conference plays a critical role within the work of Unifor in the health sector; allowing activists and leadership to build and refresh the bonds of solidarity and friendship across the country while developing the capacity and desire to deepen our understanding and activism in ensuring safer health care workplaces.

IN THIS ISSUE:

- **Health Accord campaign wraps up**
- **Bargaining with Extendicare opens**
- **Taking on the Trade Deal**
- **OHC Hospital Cuts**
- **Sault Ste Marie settlement**

An ambulance for Nicaragua



Nancy McMurphy reports on the ambulance fundraiser at Health Care conference

In the course of the Health Care conference, Local 302 president and NEB member Nancy McMurphy spoke of the incredible efforts of a part time paramedic, Jen Cripton. As mentioned in a previous Pulse story, Jen has been crowd-funding to raise \$12,000 to purchase and ship a used ambulance to Nicaragua.

At the time of the conference Jen was just over halfway. The appeal from Nancy McMurphy to delegates as the hat was passed around and the matching contributions by Locals raised a further \$5,725 contribution to the campaign - sending Jen over the top in terms of her goal. "We should never be surprised by health care workers reaching out to assist others because that is the fabric of their very being," Unifor National President Jerry Dias told the conference.

As Jen wrote on her GoFundMe post, "Thank you thank you thank you!! We have reached \$12,000! My Union in Elgin has stepped up and paid the balance!! Special thanks to Nancy McMurphy, Jerry Dias, Bruce Dickie, Jim Reid, and Kari Jefford of Unifor! I'm incredibly humbled by your generosity! This truck is your Nicaragua!!"

Cripton was both overjoyed and overwhelmed by the support and generosity of the members of her union. Follow her continuing journey at www.jennifercripton.com.

Master Bargaining with Extendicare opens following 2016 Nursing Home conference

At the conclusion of the Health Care Conference, some 90 delegates stayed in place at the Port Elgin Family Education Centre for the 2016 Ontario Nursing Home Bargaining Conference. Unifor began another cycle in preparation for negotiations to improve the working lives of our members in the nursing home sector with a sector-wide discussion of priorities and approaches.

Locals 302, 504, 8300, 1359 & 2458 representing over 1,200 employees at Extendicare nursing home across Ontario then developed and tabled proposals at the opening of their negotiations with Extendicare on June 20th, 2016. Local and master bargaining is scheduled for the week beginning June 20th -June 22nd and thereafter on June 27th -June 29th at the Sheraton Hotel, Toronto.

New members welcomed

We would like to welcome 19 workers from South East Toronto Family Health Team who recently voted to join Unifor. These new members work in Toronto, ON and provide clinical support and administration at the primary care family health team.

They join over 32,000 members from health and community services sector represented by Unifor, Canada's largest private sector union with more than 310,000 members in every major sector of the economy. If you know of workers interested in joining Unifor, please call 1-877-495-6551 or email organize@unifor.org

Health Accord campaign wraps up

Just a friendly reminder that cards must be delivered to the Unifor National Office not later than June 30, 2016.

For those in the Toronto area, drop by the Downsview Festival (Keele and Wilson) for a campaign wrap-up event on Sunday June 26 where we will be joining Locals 112 and 673 and others from 12 noon to 5 pm to engage the community in Health Accord postcard signing.

To obtain more information including a Backgrounder to the issues raised by the campaign, check out www.unifor.org/healthaccord.



Jim Kennedy, Local 27 gathers postcards at picnic



Shauna Wilcox gathers postcards at Atlantic Regional Council

Atlantic Regional Council convenes in St. John's

Unifor members working in health care gathered in St. John's Newfoundland and Labrador from across the Atlantic provinces on the weekend of June 16th for their annual regional council. The event provides a venue for discussion on a range of topics that will direct the actions of local unions in the coming year.

Guest speakers at the Council presented on several critical issues including the impacts of austerity budgets introduced by provincial governments as well as the dangers posed by the Trans-Pacific Partnership (TPP) - the two key issues facing our sector.

Trade the TPP Imagining a fair trade future



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Taking on the Trade Deal

Unifor played a central role in raising concerns about the TPP during the 2015 federal election, and helped define the debate about the deal. Since then, our efforts and analysis of the deal have expanded as we continue to have significant concerns about the TPP. Check out the Unifor Backgrounder to the TPP at:

http://www.unifor.org/sites/default/files/attachments/final-tpp_backgrounder_fin.pdf

Unifor has also prepared sector-by-sector reports on how the TPP will affect many parts of the Canadian economy, including the health sector.

Check out the health sector summary at:

http://www.unifor.org/sites/default/files/attachments/health_revised.pdf

Recent events and statements

Nursing Week 2016

Unifor salutes all nurses during National Nursing Week 2016 - recognized from May 9 to 15 in 2016 across Canada.

<http://www.unifor.org/en/whats-new/briefs-statements/nursing-week-2016>

PSW Day 2016

On May 19th, 2016 Unifor saluted the many thousands of Unifor members employed as Personal Support Workers (PSWs) on occasion of the Ontario celebrations for Personal Support Worker Day.

http://www.unifor.org/sites/default/files/brief-statements/psw_day_2016.pdf

Unifor marks Paramedic Services Week 2016

Unifor salutes the exceptional courage and compassion of all paramedics on occasion of Paramedic Services Week, being recognized from May 22 to May 28, 2016

<http://www.unifor.org/en/whats-new/briefs-statements/unifor-marks-paramedic-services-week-2016>

May 17, International day against homophobia and transphobia

On May 17th Unifor recognized the International Day against Homophobia and Transphobia - an especially timely observance in light of the horrific act of violence directed at the LGBTQ community in Orlando, Florida. The Orlando mass shooting is a stark reminder of the danger of homophobia and transphobia and the violence that members of the LGBTQ community face every day. The Unifor statement in the wake of the event emphasized renewing our efforts to put an end to hate-based violence and continue to push for stronger gun control legislation.

Please check the list of pride events taking place across the country and join us: www.unifor.org/lgbt



Defending quality of care and paramedic EMS services



Unifor Local 302 paramedics from Medavie Elgin EMS rally in support of Chatham-Kent paramedics

Paramedics from Local 302 employee at Medavie Elgin EMS travelled to support their sisters and brothers working at Chatham-Kent Medavie on June 13. Joining them were some 200 paramedics, Unifor members and community supporters rallying against a recommendation by the city to merge Fire and EMS services and potentially eliminate 30 paramedic positions. Earlier this year, the District of Sault Ste Marie decided to bring paramedics represented by Unifor Local 1359 back in-house after a decade of the City Fire Department operating the EMS service.

OHC Hospital Cuts referendum campaign

Buses from as far away as Windsor brought together folks from across communities throughout Ontario to Queen's Park on May 31. They gathered to deliver 94,000 marked ballots cast in a public referendum to stop devastating hospital cuts. Referendum results showed 99.6 per cent of voters cast their ballot against the cuts. Organized by the Ontario Health Coalition, the voluntary referendum involved Unifor members and retirees who volunteered to collect votes in over 40 key local communities as part of a larger provincial lobbying campaign.

Unifor, as a member of the Coalition, helped deliver the message that Ontarians oppose cuts to hospitals and health care. The referendum also affirmed that voters favour restoring services, funding and staff to meet health care needs. "The crisis in health care is simply unsustainable," said Unifor's Ontario Regional Director Katha Fortier. "Ontario has dropped below all of the other provinces in

hospital funding, and smaller community hospitals have been hardest hit as there aren't as many front-line workers or resources to fill the gaps."



Ken Lewenza and Natalie Mehra present ballots to Queen's Park

Unifor wins grievance on shift and weekend premiums

An arbitrator has agreed with Unifor following arguments from National Rep Robert Buchanan at Revera Dover Cliffs represented by Local 302. Unifor had argued at the hearing on April 14, 2016 that shift and weekend premiums could be paid on the same hour. The contract stated that there was no 'pyramiding' of premium pay, and Buchanan was successful in convincing the arbitrator that the 'no pyramiding' language did not preclude employees from receiving both an evening premium and weekend premium for the same hours worked. In the words of the award, "evening premium and the weekend premium to have unique temporal contexts, and are for separate and sufficiently distinct purposes. There is an insufficient overlapping of purpose ..."

Settlement avoids lengthy labour board delays

Members at a retirement home in Sault Ste Marie will be voting whether to accept the terms of settlement for their first collective agreement rather than waiting many more months for a complex labour board hearing to conclude. The employees of L.L.B. Management Group at Pathways Retirement Home in Sault Ste Marie joined Unifor in 2014 and have been negotiating their first collective agreement with the support of National Rep Fred Bond.

As part of the recent settlement, both parties agree to withdraw labour board complaints, including a HLDAAs determination to clarify if interest arbitration under the HLDAAs applied to the retirement home. Farah Baloo from the Legal Department has been assisting in the mediation and the resulting on-going negotiations.

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