



## LOCAL 331

Winter 2010/2011

*It's Here!!!*

### *Collective Bargaining Agreement April 1, 2009-March 31, 2014*

*It all began with a Group of Seven elected by our members to bring us a Collective Bargaining Agreement we could proudly call our own. After a frustrating start at the tables, assistance of a conciliator was requested by the Parties and soon after. The Union, not willing to sacrifice member's rights and entitlements and the Employer holding steadfast on their position led to retaining Mediator/Arbitrator Stephen Raymond who made it his mission to conclude a lengthy process in the interest of both OPSEU Local 331 and Ontario Shores engaging both parties into further mediation until a minimal amount of issues remained.*

*Parties held firm in their positions refusing to give into demands including Wages, Report Time, President Leave, Pyramiding and Negotiating Committee which were arbitrated and awarded by Mr. Raymond.*

*Special thanks to our team and OPSEU Sector Negotiator, Sherry Weese for their perseverance and commitment to our membership.*

*More on Collective Bargaining Agreement p.3*

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Visit Us At...

[www.opseu331.org](http://www.opseu331.org)

Or In Person At:

Building 3, Level 2





## *President's Message...*

To the Members of OPSEU Local 331...

It has been a difficult year for our members here at Ontario Shores. I once heard that life was a little more than a series of "hellos" and "goodbyes." Never has this seemed so true. We continue to mourn the loss of several of our brothers and sisters. There are so many new faces in the Centre, I would like to welcome each and every one of you.

Changes introduced by this Administration are occurring at an alarming pace and frontline workers have been telling us for many months now they are exhausted by the challenges associated with these changes. Many describe their work areas as chaotic and Health and Safety issues related to violence in the workplace dominate the calls to the union office seeking information to their rights under the Collective Agreement and the Occupational Health and Safety Act.

Let me reassure our members that you do not need your manager's permission to contact your Union or your Health and Safety Representatives for any reason at any time.

The responsibility to police our Collective Agreement is the duty of every OPSEU member...as is knowing your rights and responsibilities under the Occupational Health and Safety Act.

Be Safe..Be Strong...Have Fun!

In Solidarity,

Karen Preston





# Collective Agreement Highlights....

## Term and Wages:

The term of the agreement is from April 1, 2009 to March 31, 2014 with wage increases of different amounts in respective years. The total wage increase over the term of the agreement is to be 7.5%.

## Local Time Off

The Local President will be on a paid by the employer leave of absence for his/her term of President.

## Negotiating Committee

The scheduled shifts of workers on the bargaining team to coincide with scheduled dates during the bargaining process including caucus/preparation/ratification meetings will be adjusted.

## No pyramiding

Adjustments to this language will allow an employee to be paid more than one premium.

## Report time

This time for a period of up to 15 minutes will be considered to be part of the normal daily tour now.

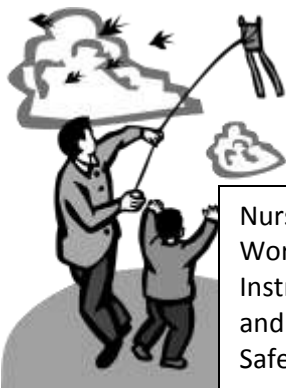
\*No changes made to benefits.

Nurses, Patient Care Attendants, Child and Youth Workers, Psychologists, Social Workers, Cleaners, Dietary Aides, Cooks, Clerks, Recreational Therapists, Vocational Instructors, Manual and Linen Workers, Drivers, Pharmacists, Librarian, Hairdresser and Dental Assistant. We are Leaders, Teachers, Caregivers, Instructors, Health and Safety Representatives and Stewards.

We are OPSEU Local 331.

This is Our Collective Agreement April 1, 2009 – March 31, 2014.

Hard copies of the new Collective Bargaining Agreement will be distributed when received by our Local.





## *Looking Back on 2010...*

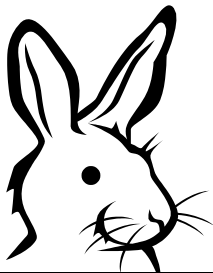
Drama, intensity and change... "The Year of the Tiger", nothing less than symbolic of our experiences at Ontario Shores in 2010. Bearing the drama of lay-offs, re-deployment, staff shortages, laundry closure, patient program losses and last but not least the implementation of MEDITECH, staff have risen to the challenge of these changes. The pursuit of "Excellence" does not come without sacrifice.

On the first week of March 2010, staff, patients and their families were devastated to find out that 40 frontline positions were being cut, laundry services outsourced, transportation services limited and patient programs once again affected. Although a number of the affected employees were able to fill vacancies and some to surrender to the recall list, laundry and linen staff were redeployed to housekeeping while three full-time staff and a seamstress continue in linen services. Hours for the part-time staff are expected to be significantly reduced.

Skill mixes have changed in Forensics and Patient Care Attendants have been erased from areas of the program. Dual Diagnosis Services has also seen changes to the skill mix. Beacon House Oshawa closed its doors to patient programs followed by Challenging Directions in Whitby. Transportation services for patients provided by the corporation were cut with the loss of two full-time driving positions, however, service for corporate travel and errands is still provided.

Then along came Phase 2 of MEDITECH. The implementation of electronic health records is well underway and is not without increased levels of anxiety, criticism and optimism all bundled together with anticipation for a better communication system and improved access to information for interdisciplinary teams.

Staff and patients are once again being victimized by layoffs. The Adolescent Program took a hard hit with layoffs to 28 Child and Youth Workers and are to be replaced by Nursing staff in the spring of next year. Beacon House, Homes for Special Care as well as Dual Diagnosis has been hit hard again with more changes and layoffs.



### **2011 Year of the Rabbit...**

*A temperate year with an unhurried pace.*

*Time will tell!*





## REGION 3 EDUCATION

### *Delta Grandview Resort*

### *Huntsville, ON*

OPSEU Region 3 does not hold back when it comes to education for its members. This year's classes have been held at the beautiful Delta Grandview Resort in Huntsville.

Although space was limited, participants took part in a variety of classes this year including Health and Safety Level 1 & 2, WSIB Level 1 & 2, Labour Management Committee, Mental Health—Challenging Stigma in the Workplace, Duty to Accommodate, Grievance Handling, Climate Change, Stewardship 1 & 2 and Challenging Bullying and Psychological Harassment In the Workplace .

Delta Grandview Resort satisfied taste buds with mouthwatering creations from the kitchen and customer service was a cut above the rest. Participants were able to enjoy the luxuries of the resort on down time, socializing with other members and their families, taking advantage of some R&R or simply enjoying the great outdoors and the nights were not complete without a little networking at the hospitality suite.

Education is also available thru your Regional Office when demands are high within your Local and can be arranged with the Staff Rep in your area.

The Orillia Office will be hosting the Region 3 Educational Workshops for 2011 which will be announced in the near future.



2011 Classes for Region 3  
begin May 28<sup>th</sup> & 29<sup>th</sup>

Location TBA soon

Hosted by Orillia



OPSEU Members participate in weekend classes at Delta Grandview

**OPSEU LOCAL 331 CHRISTMAS PARTY 2010...**



***And So it was...***

No doubt our members know how to have a great time by making our annual Christmas Party a huge success.

Guests of 2010 enjoyed a delicious meal served up by members of the Polish Veterans Hall and once again our taste buds celebrated. Kudos to DJ Mel Hennessy for keeping the dance floor alive resulting in many requests for Music City DJ Services to be featured again at next year's party and yes he we have him booked!

Hats off with many thanks to our stewards and volunteers for all their hard work and dedication making this year's party another enjoyable night.



# CONGRATS!



Numerous prizes were won by our many guests during spot dances. Special thanks to all of our sponsors for their contributions...**BelAir Travel, Lovell Drugs, Metro, First Choice, Panzerotto Pizza** and **Bob Blewett**, Director of Human Resources

And the winners are....

**Grand Prize—Marlene Denyer**  
*\$200 BelAir Travel Gift Certificate*

- **Deb Duguay—GPS**
- **Harold Singerling—Photo Frame**
- **Holly Olver—Metro & First Choice Gift Certificates**

**Limbo—Alma Siciliano and Amanda Palmieri**

**Ladies Watch—Lisa Lewis**

**Men's Watch—Rick Lewis**

*Congratulations to you all!*



For More Photos

Visit us at:

[www.opseu331.org](http://www.opseu331.org)

## Mark The Date...

**March 8<sup>th</sup> - International Women's Day**

**March 12<sup>th</sup> - Regional Election Meetings**

**April 6<sup>th</sup>-9<sup>th</sup> - OPSEU Convention**

**May 28<sup>th</sup> & 29<sup>th</sup> - Region 3 Education**

**September 17<sup>th</sup> & 18<sup>th</sup> - Region 3 Education**

**November 19<sup>th</sup> & 20<sup>th</sup> - Region 3 Education**

**November 26<sup>th</sup> - OPSEU Local 331 Christmas Party & Dance 2011**



SAFETY COUNTS...

One..  
Two..  
THREE..



### UPDATE ON HEALTH & Safety

Recently our team welcomed Valentina Slute to our Joint Occupational Health and Safety Committee. Val will be an asset in representing our members with her experience in workplace safety including the Workplace Violence Steering Committee, Health & Safety Basic Certification education and Health and Safety Level One.

Your representatives are motivated in keeping our workplace safe as well as ensuring everyone knows their rights and responsibilities under the Occupational Health and Safety Act. Members of the committee are posted on the Health and Safety Boards throughout the Centre and a list of your Worker Representatives are posted on all of the Union Boards in your work areas.

Should you have any questions or concerns regarding your health and safety please contact one of your safety representatives through switchboard:

*Alma Siciliano*

*Patti Lang*

*Yvonne Lewis*

*Valentina Slute*

*Jonathan Leung*

*Cathy Head*

*Julie Murray*

*Art Hawkrigg*

*Veronica Mayer*

*Troy Lawrence*



**SUDOKU**

			4		6		7	
			7	5		1		
	7					9		4
	5							7
7	1	2				3	5	8
6							1	
4		1					9	
		8		4	2			
	6		5		9			

**WORD JUMBLE**

Unscramble the letters below to form letters related to OPSEU:

I I D S Y O A T R L

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E R G C V A N E I

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E E T F B N S I

-----

C A T N D O E U I

-----

K E S Y O M H A S M T O

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Visit [www.opseu.org](http://www.opseu.org)





## Kitchen Creations....

### Spinach and Pomegranate Salad

#### Ingredients:

- 1 package (6 ounces) fresh baby spinach
- 1/2 cup shredded Swiss cheese
- 1/2 cup pomegranate seeds
- 1/3 cup slivered almonds, toasted

#### Dressing:

- 3 tablespoons canola oil
- 2 tablespoons sugar
- 2 tablespoons white vinegar
- 1 teaspoon poppy seeds
- 1/4 teaspoon salt
- 1/8 teaspoon ground mustard

#### Directions

In a large salad bowl, combine the spinach, cheese, pomegranate seeds and almonds. In a blender, combine the dressing ingredients and process until blended. Drizzle over salad and toss to coat. **Serves 6.**

### Salmon Loaf with Olive Cream Sauce

#### Ingredients

- 1 can (14-3/4 ounces) red salmon, drained, bones and skin removed
- 1 small onion, finely chopped
- 1/2 cup bread crumbs
- 1/4 cup butter, melted
- 3 eggs, *separated*
- 2 teaspoons lemon juice
- 1 teaspoon minced fresh parsley
- 1/2 teaspoon of salt
- 1/2 teaspoon of pepper

#### Olive Cream Sauce

- 2 tablespoons butter
- 2 tablespoons all-purpose flour
- 1-1/2 cups milk
- 1/4 cup chopped pimiento-stuffed olives
- 1/4 teaspoon of pepper

#### Directions

- In a large bowl, combine the salmon, onion, bread crumbs and butter. Stir in the egg yolks, lemon juice, parsley, salt and pepper.
- In a small bowl, beat the egg whites on high speed until stiff peaks form. Fold into salmon mixture.
- Transfer to a greased 8-in. x 4-in. loaf pan. Place in a larger baking pan. Add 1 in. of hot water to larger pan. Bake at 350° for 40-45 minutes or until a knife inserted near the center comes out clean. Let stand for 10 minutes before slicing.

Meanwhile, in a small saucepan, melt the butter. Stir in flour until smooth; gradually add milk. Bring to a boil; cook and stir constantly for 1-2 minutes or until thickened. Stir in olives and pepper. Serve with salmon loaf. **Serves 4.**

\* Olive Cream sauce is delicious on salmon filets as well.



**Bon  
Appetite!!!**

# Local 331

## EXECUTIVE OFFICERS

*PRESIDENT:*  
**Karen Preston**

*1<sup>st</sup> VICE PRESIDENT:*  
**Yvonne Lewis**

*2<sup>nd</sup> VICE PRESIDENT:*  
**Valentina Slute**

*CHIEF STEWARD:*  
**Patti Lang**

*SECRETARY:*  
**Kim Rushnell**

*TREASURER:*  
**Alma Siciliano**

### OPSEU LOCAL 331

Buiding 3, Level 2

Ext. 6478 or 6351

Email: [opseu331@bellnet.ca](mailto:opseu331@bellnet.ca)

Web: [www.opseu331.org](http://www.opseu331.org)

## ELECTED STEWARDS

**Carey Demarski – 6866**

**Roy Jones – 6190      Paul Carnaroli – 6190**

**Kim Rushnell – 6562**

**Valentina Slute – 6351      Susan Carey – 6070**

**Viki Hilton – 6070**

**Alma Siciliano – 6351      Dan Haskell – 6295**

**Mary Bloomfield – 6752**

**Roberta Malcolm – 6253      Meredith Marks –  
4256**

**Troy Lawrence – 6702**

**James Olver – 6242      Karen Preston – 6478**

**Yvonne Lewis – 6351**

**Patti Lang – 6351      Michelle Williams – 6730**

**Francis Areeckal – 6564**

**Denise Wagler-Allen – 6295      Patricia Coles –  
6253**

**Kerry-Ann Graham – 4256**

**Carl Slaman – 6190      Peter Mason – 6190**

**Brian Bangay – 6349      Mary Elliot – 6308**

Please contact your Unit Steward for assistance. If your Steward is unavailable contact the Union Office at extension 6478 or 6351 for further assistance.

# LAND THE BEST OF DEALS UNDER THE SUN!

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## MSC SPLENDIDA

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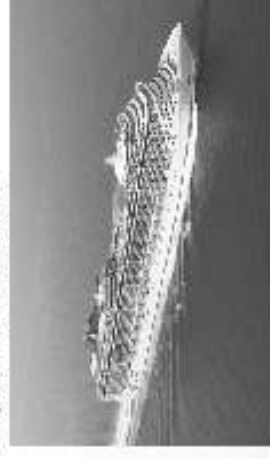
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