

## *Working Together to Strengthen our Local !*

### Inside this issue:

1. Why should I make sure that I have signed a membership card?
2. Full time Local Presidency celebration draw for signed members.
3. What are some of the perks of OPSEU membership
4. Frequently Asked Questions
5. Returning to work after a non occupational illness or injury
6. Contacting a union steward
7. What's new??

### *Gift Card Prizes*

*1 prize of \$100  
4 prizes of \$50*

### *Time to Celebrate!*

*Thanks to all members who came out February 6th 2013 to elect your local executive.*

*Since elections, we have grown our signed membership by 30+ members!*

*As a result, your local executive applied to have a full time president working on your behalf — — approval was granted by OPSEU on March 18th 2013 and full time book off will soon be official.*

*To celebrate we will be entering all signed members into a draw for 1 of 5 gift certificate prizes.*

*See page 2 for more details.....*

**What does it mean to be a signed union member?**

**...see page 2**

## Why sign a membership card??....



- You can participate in the meetings of your local and elect your executive
- Vote on ratification of collective agreements
- You can serve in an elected position in your local such as a steward or a member of your bargaining team
- You can take advantage of member discounts (see page 3)
- You can receive information from

### ? What does OPSEU do for me ?

1. Negotiates with the employer regarding terms and conditions of employment.
2. Represents members when there is a dispute between a member and the employer.
3. Helps protect our rights in the workplace.
4. Addresses the issues of concern for us as residents of Ontario.

## Celebration Prizes....

### How am I entered into this draw?

- ⇒ If you are a signed member of Local 215– You will be automatically entered into the draw.
- ⇒ If you have not signed a membership card– It is not too late.....contact a union steward to fill one out....see the steward contact list– page 5
- ⇒ Not sure? Those members who have not yet signed a membership card will receive an email to give them adequate time to join in on this opportunity.

**Draw Date: to be announced for a date in May or June.... we will keep you posted!!**

## Membership Perks!

Visit [www.opseu.org/benefits](http://www.opseu.org/benefits) to find many discount programs available to you. These include:

- \* Special CAA discounts
- \* BAKA wireless cellular discounts
- \* Fallsview Indoor Water Park Stay 'N' Splash special rates
- \* Via Rail discounts
- \* Ontario Science Centre
- \* Art Gallery of Ontario



### *Frequently Asked Questions....*

#### **1. I am a regulated health care professional? Why do I need a union?**

There is no conflict between being a member of a regulated profession and a member of a union. The regulatory college protects the public; the union protects the professional. There are pressures facing both our regulated and non regulated professional members– such as workload which can impact quality service delivery. For our regulated health care professionals this impacts their ability to meet regulatory requirements.

#### **2. I have a concern. How does the union process work?**

All concerns need to be raised with the employer first so that they have the opportunity to address them. You should be familiar with the collective agreement and refer to this document to determine if your complaint is something violating the collective agreement. Seek the opinion of the steward in your work area. If the concern is not rectified and violates the collective agreement, there is the grievance process along with other options to help you.

#### **3. What if my concern is not a violation of the collective agreement?**

If your concern is shared by all members of your work area, you first need to address it with your manager. If there is difficulty resolving the concern, it may be appropriate to bring it to your labour management committee. Speak to the steward in your work area or contact a member of the labour management committee to arrange a meeting with members from your work area.

## Returning to work after an absence...

### What you need to know:

There are different requirements for occupational (workplace) injuries versus non-occupational illnesses or injuries. In this issue we will speak to non-occupational illnesses or injuries:

After being absent due to an illness or non-workplace injury for 5 consecutive scheduled shifts, you are required to have an Attending Physicians Report (APR) completed in order to return to work (a basic doctors note is not sufficient).

If your APR indicates you are to return in a modified capacity, *you are entitled to and should accept union representation during the return to work process*. A meeting will be set up with your manager and union representative before you return to work to ensure your duties meet your restrictions.

### Know your rights/obligations:

- ◆ There should be union representation.
- ◆ Your diagnosis is confidential and only to be shared with your permission. However, the nature of your illness, your restrictions, prognosis or accommodation needs must be shared with the employer and must be made clear and specific. The employer has limited rights to ensure sick benefits are used appropriately. Without proper documentation you can be denied benefits, accommodation or return to work. It is your responsibility to provide this documentation.
- ◆ Returning has to be “safe”. If you are unsure consult a union steward or an OPSEU worker on the Joint Occupational Health and Safety Committee (JOHSC) for your site.
- ◆ Your accommodation should be appropriate to your abilities/restrictions and supported by medical documentation (as long as it does not prove to be “undue hardship” for the employer)
- ◆ What you should know about Attendance Management Meetings: They are deemed legitimate for employers to manage their workplaces. If focused on non-culpable absenteeism– ie. they are non disciplinary in nature and supportive of good attendance.

**\*\*Note– case law supports the employer being able to discipline and/or terminate an employee who has a history of significant absenteeism if (a) the employer has demonstrated efforts to support the employee, (b) the employer has clearly stated expectations for improved attendance, and (c) the employee has not demonstrated improved attendance.**

## Local 215 Union Representatives

### GNGH/DMH

- ◆ Brenda Allan x 53772
- ◆ Mike Garner x 53364
- ◆ Jane Marie Page x 53930
- ◆ Dean Belcamino x 53450
- ◆ Theresa Houle

### WHS/PCG/ New Port

- ◆ Moira Montague x 33286
- ◆ Sonia Leggett x 33284
- ◆ Robert Tisi x 32507

### SCG/NTL

- Susan Goertzen x 46432 or 53410
- Lisa Morabito x 46267
- Chris Provias x 46211 or 46267
- Brenda Gilliam x 46267 or 46338
- Lorraine Maclean x 46716
- Lisa Smith x 46613
- Chris Parker x 46713
- Kerri Tunnacliffe x 33202
- John Chirico x 46333

### Labour Management Committee

- ⇒ Brenda Allan
- ⇒ Theresa Houle
- ⇒ Lorraine Maclean

## WHAT'S NEW?

Like our facebook page– search OPSEU Local 215 — or visit...

<https://www.facebook.com/#!/pages/OPSEU-Local-215/147184685454849>

..we will post updates and links to OPSEU central's website ....keep posted as we work towards our own website for Local 215!!

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President OPSEU Local 215  
& Senior Occupational Therapist

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