



**Executive
Committee
Local 229**

President
Andy Savela

Vice President
Katha Fortier

**Recording
Secretary**
Amy Rubino

**Financial
Secretary**
Jason Cummings

Trustees
Marg Arnone
Peter Sabourin
Suzanne Pulice

Sergeant-at-Arms
Barb Maki

**Director for
Outlying Regions
WEST**
Chris Millington

**Director of
Women's Issues**
Cherie McEvoy

CAW Council
Marg Arnone
Katha Fortier
Andy Savela
Amy Rubino
Jason Cummings

Collective Agreement Ratified in Northern Hospitals

Below: Members of the Local 229 Bargaining Committee are pictured with CAW Assistant
To the President, Bob Chernecki and National Staff Representative Tom Murphy
More inside on page 2



INSIDE THIS ISSUE:

Northern Hospital Group Bargaining.....page 2
Local 229 Representatives meet with MPP's.....page 2
Local 229 Members Attend Founding UPC Convention.....page 3
Election Committee Notice.....page 3
Local 229 Member elected to CNO.....page 4
Vice President Accepts National Staff Rep position.....page 4
Long term 229 member remembered.....page 4

VISIT OUR WEBSITE AT:

www.caw229.com

CAW CANADA LOCAL 229
101 N. Syndicate Ave. Suite 512
Thunder Bay, ON P7C 3V4
(807) 474-4229 ext. 5

EMAIL US AT:

caw229@tbaytel.net

Northern Hospital Group Ratifies 2-Year by 91%/Dec 04

CAW members of Locals 229 and 1120 in northern Ontario have voted overwhelmingly in favour of accepting a tentative settlement. By a margin of 91 per cent, some 1,600 paramedical, nursing and support staff at nine public hospitals accepted the settlement unanimously endorsed by their bargaining committee.

The affected northern Ontario hospitals include Sault Area Hospitals in Sault Ste Marie and St. Joseph's Care group in Thunder Bay as well as hospitals in Wawa, Nipigon, Marathon, Manitowadge, Geraldton, Elliot Lake and Atikokan.

The two-year agreement was reached after intense negotiations, at a time of considerable uncertainty in the Ontario hospital sector. It is the first negotiated master bargaining group settlement for hospital workers in the province, since the election of the Liberal government. The collective agreements expired on October 10, 2004.

Improvements in the collective agreements include a five per cent general wage increase over the two-year term as well as shift and weekend premiums; uniform and transportation allowances plus improvements to vacations, group benefits, and bereavement leave.

Among several innovative features of the settlement is a joint commitment between the hospitals and CAW local leadership to review injuries and absenteeism at these hospital workplaces. The CAW has committed its resources in ergonomics and workplace health & safety to reduce the incidents of accidents and injuries.

Barb Maki, Unit Chairperson for St Joseph's Care Group stated "Our members wanted a decent and fair agreement and didn't want to wait months or years to settle and we were able to deliver." She continued, "a 91% ratification proved the members were pleased with the result."

The bargaining committee was assisted by Local 229 Vice-President, Katha Fortier, National Staff Representative, Tom Murphy and Assistant to the President, Bob Chernicki.

Local 229 Representatives meet with MPP's/ Dec 04

Local 229 President Andy Savela accompanied by the Unit Chairs from the City Homes for the Aged met with area MPP's Michael Gravelle and Bill Mauro to discuss the redevelopment of the Dawson Court and Grandview Lodge Homes. "The goal here is to have all related areas of government work together to maintain the 300 publicly funded long term care beds in our community" states Savela. He goes on to say "all of the recent local development has been with those in the private sector despite a strong message that citizens overwhelmingly support publicly funded Health Care"

The issue of funding to agencies who provide support services to the developmentally challenged was also raised as many are running a deficit budget related to chronic under funding.

News from the Women's Committee

Special thanks goes out to all members who graciously donated items to our "Christmas Day for Faye". Special mention to Harbourview, Dawson Court, Grandview Lodge and Pioneer Ridge. Also a very special thank-you goes out to the V.O.N. who showed us the true meaning of Christmas. Food was also donated to the Christmas Cheer Fund. A food hamper was also sent to a CAW member who has fallen upon hard times. Amy Rubino, Unit Chairperson who delivered the food items stated " the family was overwhelmed by the generosity and kindness of this union."

Education Committee

Just a reminder that if any member is interested in attending education events sponsored by the National Union, application forms can be picked up at the Local Office. Your unit must have already negotiated PEL (Paid Education Leave). Also if at any time we have at least 20 members interested in receiving education on a variety of topics (Collective Bargaining, grievance handling etc) we can request for the National to send an instructor free of charge. If interested let Amy Rubino know by emailing her at the local office. Applications for Family education at Port Elgin are expected to be out in February. Contact the Local office if interested.

Local 229 Members Attend Founding

Union in Politics Convention/ October 04

CAW held the inaugural Union in Politics Convention October 15th to 17th at the CAW Education Centre in Port Elgin Ontario.

The Convention, attended by CAW activists and leaders from across the country, led to unanimous endorsement of the formation of Local Union in Politics Committees or UPC's which will take on politics with an 'issue-based' perspective versus a 'party-based' perspective. The intent is to better engage our membership in municipal, provincial, and national issues, and prepare them to work with each level of government, regardless of who is holding the power.

Local 229 President Andy Savela reported to the convention delegates that Local 229 is taking this committee very seriously. "We are well aware of how the political powers of the day directly affect the lives of our members, and have been successful in rallying our members to become more political, particularly around pressuring city council to rebuild two d-listed City Homes for the Aged." He continued, "The membership has really risen to this challenge, and I'm certain that they will do it again in other areas."

The Local 229 UPC will be led by UPC convention delegate, Andy Quarrel, who will be assisted by St. Joes Care Group Unit Chair, Barb Maki and Brother Savela. Members who are interested in this committee are asked to contact the local office.

Lakehead University Bargaining

Underway/ December 2004

The Lakehead University Bargaining Committee, led by Unit Chair, Heather Spivak, is optimistic a collective agreement can be reached early in the new year. The unit was issued a no board report from an Ontario Labour Relations Officer earlier this month, which will put them in a legal strike position, should they need it. Four more days of bargaining are scheduled in February. A unit meeting will be held to update the membership January 4, 2005.

YES Employment

Dates are set for negotiations of a first collective agreement in Jan & Feb 2005.

Superior North Emergency Medical Services (SNEMS) Committee Meets with Management/ December 2004.

SNEMS Bargaining Committee, Ed Fisher (chair), Jan Morrison, Randy Boomhower and Henri Vellieux, met in Thunder Bay December 14 and 15th with City of Thunder Bay management. Over the course of the two days, they exchanged proposals for bargaining, held three grievance meetings, and an extensive labour management meeting. A full report of the meeting has been sent to all stewards, but overall the committee was quite pleased with the dialogue and the results.

The SNEMS unit is unique in that it represents approximately 80 paramedics who work at 14 different ambulance stations throughout the district. The committee was assisted by National Staff Representative Tom Murphy, Local 229 President Andy Savela, and Vice-President, Katha Fortier. Bargaining is scheduled to resume January 27, 28, and 29, 2005.

Victoria Order of Nurses Sets Bargaining

Date/ December 04

Because of a review of home care services in the province currently being undertaken by the Ministry of Health and Long Term Care, the Victoria Order of Nurses has requested CAW Local 229 enter into bargaining for a one year agreement, to coincide with a one year extension they are being offered to provide services.

Bargaining has been set for January 7, 2005 and will be led by Unit Chair, Geri Chivers-Wilson.

Notice from the Election Committee George Saarinen.

Notices have been sent to all Unit Chairs to post at your workplace regarding the upcoming elections for our local.

Nominations will be taken by fax or email to our CAW Local 229 office until Monday Jan 3, 2005 until 4:00 pm. Nominations will also be accepted at the January 3, 2005 General Membership Meeting. Nominations are for the following positions: Vice President : One (1) to be elected, Sergeant at Arms: One (1) to be elected, CAW Council Delegate: One (1) to be elected.

City Ambulance Ratifies Agreement/Oct 04

After bargaining with a 100% strike mandate, paramedics with the City of Thunder Bay ratified a three year collective agreement that will see increases of 18.1% over the term, with 11.1% in the first year.

Bargaining committee members, Pat Dixon (chair), Jeff Monas, Randy Oleski, and En Kurm unanimously endorsed the agreement, particularly since the employer had backed off of concessions, and were offering a wage package that would move them closer to their southern Ontario counterparts.



Local 229 Member, Kathy Cook Elected Vice-President of the CNO/2004

Hogarth Riverview Manor staff RPN, Kathy Cook was elected Vice President of the College of Nurses of Ontario earlier this year.

Cook has served several terms on the College Executive Board and brings a wealth of knowledge and experience to her leadership role. Cook says that this role offers her a unique opportunity to bring an understanding of the profession and practice settings. "I am able to participate actively in the College decision making process, and act as a liaison for those decisions."

As Vice President, she not only provides leadership to Council, but represents the Council at several tables including the Registered Practical Nurses Association of Ontario, the Canadian Practical Nurses Association, and the Joint Provincial Nursing Council, where they are currently working on a new initiative to identify barriers to practice, with a report due in June of 2005. Cook plans to run for one more additional term on the CNO executive.

City Homes Bargaining Update

The bargaining committee continues to meet with the employer in hopes of reaching an agreement. More dates are set for Jan. & Feb. 2005.

Jasper Apartments

The bargaining committee has exchanged proposals with the employer. Dates are pending.

Catholic School Board With a 100% strike mandate the bargaining committee is currently meeting with the employer. Future dates are set for Feb. 2005.



Local 229 Vice President Accepts Position in Windsor with CAW National Union.

Katha Fortier will be moving to Windsor to represent a variety of units including Health Care for the National Union. Local 229 President Andy Savela stated "having had the opportunity to work with Katha out of this local and knowing her abilities and commitment to working people there is no one more deserving of this opportunity". In speaking with Katha she stated "I am looking forward to the challenge that is ahead but will miss the members and activities of 229". Katha will continue to be a great leader of our union and will be greatly missed.



Long Time Union Activist Alice Popowski Remembered/ November 04

Geraldton Hospital Office and Clerical Unit Chair, Alice Popowski (pictured above on far left) passed away at her home in Geraldton last month after a lengthy battle with cancer.

Sister Popowski was a long-time union activist and was strongly involved in the move to CAW. Throughout her illness she remained committed to representing the members in her workplace as unit chair, and had hoped to attend the most recent round of bargaining. Brother Chris Millington, Outlying Area Director on the Local 229 Executive, represented the CAW board at her funeral.

