



Unions

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DO IMPORTANT WORK FOR WORKING FAMILIES

Sometimes we lose sight of just how much unions have done and are doing to make the lives of working Canadians better. At a time when Unions are under attack by both big business and right wing governments I think it is time to remember.

pline. Through their Union, workers have a real say in their workplace.

Unions have also played a critical role in our Society. We led the fight for and won health care for all Canadians. We fought for and won employment standards legislation throughout Canada. We fought for and won high quality public education and services.

After winning pensions for many of our members Unions fought for and won the Canada Pension Plan and Old Age Security for all Canadians.

Unions fought for and won the 40 hour work week and brought you the weekend.

By raising the wages and benefits of their members Unions redistributed the wealth of the country and created the middle class.

Today, all these gains are under attack as big business and the Tories try to strip away the benefits won by working people over generations and redistribute the wealth of the country back to the richest among us.

Indeed the Tories are attacking the very institution of Unions in an effort to prevent workers from both keeping the benefits that they have won in the past and stop them from winning more in the future.

It is time to remember what our Unions have done for us and to fight to keep them doing it!

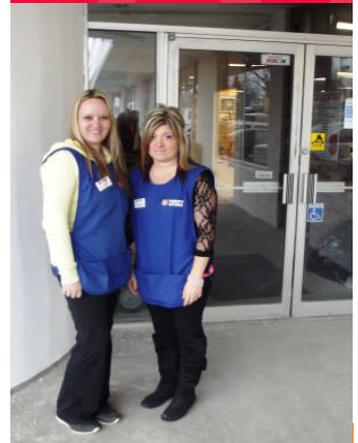
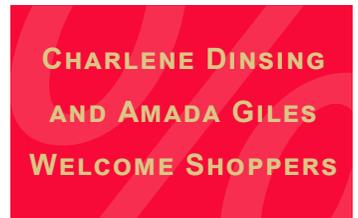


Unions have benefitted all working people and not just their members but it is the members who have profited the most. Despite the great recession Union members continue to earn higher wages and enjoy greater benefits than non-Union workers working in the same industries and sectors. We enjoy more holidays and vacation time.

We are virtually the only working people who have any kind of employer pension plan.

These monetary benefits are, of course, only part of the benefits that Union membership brings.

Union members have greater job security and protections against unjust employer disci-



Charlene who had just transferred from the Salvation Army Dalhousie Store in Brantford stands with Amanda welcoming shoppers to the new Brantford Salvation Army Charing Cross Thrift Store. The new store, which opened its doors to customers late January, is considerably brighter and larger than the existing store. We look forward to seeing how this new location helps improve the Salvation Army's good works.

Bargaining Unit Updates

On the 7th April, our members at **SODEXO, Confederation College** site, voted overwhelmingly in favour of ratifying a new 3 year deal. A few of the details are a 2% wage increase in each year of the contract, and the following benefit increases:

- ♦ Vision from \$100 to \$250/2 years
- ♦ Dental co-insurance to 90% (was 80%),
- ♦ Dental maximum from \$1,000/year to \$1,500/year, and
- ♦ The addition of inserts for orthopaedics.

On April 3rd, **Hunt Brothers (Eurest/Compass)** in Peterborough ratified a 3 year deal, some of the highpoints included increases of 1.9%, 2.3%, and 2.2%, increased vision care benefits by \$50 (from \$150 to \$200), expansion of the scope of the agreement to cover another municipality and a \$25 gift card for food purchase on December 15, 2013.

On March 1st, a 3 year agreement was reached at **Unicco Belleville**. Some of the details:

- ♦ Wage increase 2.3%, 1.8%, and 1.8%
- ♦ Employees to receive one sick day / year, starting July 1, 2014
- ♦ \$100 lump sum paid on March 1, 2015
- ♦ Increase in Life Insurance and AD&D from \$25,000 to \$35,000

- ♦ New vacation entitlement with 20 years of service (4 weeks at 8%).

On February 27th, after the union defended against a number of concessions sought by the employer, the **Peterborough Humane Society** ratified a new Collective Agreement for a 3 year term. Along with wage increases of 2%, 2%, and 2.5%, there is an important expansion of the scope clause from the City of Peterborough to the County of Peterborough.

Nova Scotia School Board Employees Reach Tentative Agreement

On April 10th 140 members of Local 2 who are employed by the South Shore Regional School Board, in Nova Scotia, reached a tentative agreement with their employer.

Improvements included wage increases of 2%, 2.5% and 3% over three years. Other gains included increases in vacation, sick leave, personal leave as well as numerous other items. A ratification vote will be held shortly.

Staying Alive

As the industry's biggest Union, SEIU Local 2 has played a leading role in generating intense political pressure to prevent job losses associated with the cancellation of "Slots for Tracks". Our political action and lobbying efforts were rewarded when the Ontario government agreed to provide temporary transition funding while new revenue sources are being identified.

As of April 1st, the Slots revenues cease and 100% of the wagering revenue will be diverted to fund the prize monies ("betting handle"), leaving racetrack operators with no income to cover operating costs.

The transition funding is intended to cover operating costs in the short-term as the industry recon-

figures its operations. This will allow live racing to continue for the next two years.

Local 2 is pleased to report that funding deals covering the vast majority of our racetrack members have now been achieved at Woodbine, Mohawk, Western Fair, Fort Erie and Flamboro. Only one track (Kawartha Downs) has announced it could not negotiate/secure sufficient funding and has cancelled live racing.



In foreground are tripartite Transition Panel Members (and former Cabinet Ministers) John Snobelen, Elmer Buchanan, and John Wilkinson.

Awards & Decisions

On March 20, 2013, the Ontario Labour Relations Board issued a decision in which it granted extensive remedies to the Union's members at Les Residences Kaba & Leonard in Ottawa.

In the first unfair labour practice case, the company refused to accept the collective agreement, and the Board ordered that the terms be implemented. Shortly after the Board's decision, the employer moved a significant portion of its operations out of the Province of Ontario.

Following this, SEIU Local 2's lawyer, Bruce Price, filed a further unfair labour practice and the Board ordered the employer to resume full operations in Orleans, Ontario, as well as the following:

- ♦ That the employer offer each affected employee the option of reinstatement, with no loss of service or seniority, OR the option of severing the employment relationship with a payment of one month's wages for each year of service or portion thereof.
- ♦ That the employer compensate all employees for all losses suffered.
- ♦ That employees be paid for each subsequent week that the employer refused to adhere to the Board's decision.

To view the full Award please visit our website.

Well done Bruce.

Activists Wanted

Go to www.seiulocal2.ca/activist

ocal 2 needs your help to fight the Tories



On February 27th and 28th over three hundred cleaners who work for GDI Facility Services in Halifax voted by a margin of 2 to 1 to form a union with SEIU Local 2. The vote follows a nine month campaign in which the employer mounted every conceivable legal obstacle to thwart workers efforts to form a union.

"The company did everything they could to try to stop us from joining SEIU Local 2 but we were determined to see it through." said Debbie Desxieux.

The newly organized SEIU members say they intend to take their fight for better wages and working conditions to cleaners at other Halifax cleaning companies:

"This is just the start of the Justice for Janitors movement in Halifax. We won't rest until every cleaning worker in Halifax is united in the fight for a better future." said Rob Mailman.

SEIU Local 2 Members of the Security Department at **St. Michaels Hospital** (Lawrence Brown, Marlon Morris, Lorne Bone and Kyle Weir) were honoured by Toronto Police Services for their exemplary work in keeping the hospital and our community safe.



This is the second year in a row that our members have been so honoured. In 2012 members; Cameron Dale, Lee Zavagno, Cynthia Munn and Nathan Hum; were recipients of this honour.

Congratulations!

Break thru at McMaster

Over the last number of years, our members at McMaster have experienced tough times as the University pursued a strategy built around the threat to contract out the work of our cleaning and hospitality bargaining units. While Local 2 has successfully resisted the threat and fought two successful strikes to keep the work done by our members, the difficult contract negotiations, and a very poor labour relationship with management have all taken a toll on our members.

However, a significant change for the better has been taking place with the University over the last year. A large numbers of grievances have been settled positively; member engagement has taken place via surveys and round table discussions, and spending initiatives by the University put into place.

The overall labour relationship has improved dramatically. This has led to valuable dispute resolutions for our members and a significant improvement in the University's willingness to listen to our real issues

Amongst the settlements there has been a significant reduction in discipline, opening of opportunities via job postings or new training programs, such as the gardener's settlement, and even the agreement of the University to provide summer

work for many of our seasonal Hospitality members.

As a result of the hard work of your Union committees new initiatives like the "Sick day" program are being implemented for all our members .

None of these changes came easy. More work remains to be done, and a number of other opportunities are on the horizon and are currently being worked on, including other job assignment possibilities and a continuing Living Wage campaign.

Building on this change in environment, SEIU Local 2 is working hard to continue to develop it's plan for improvement as we head into our next round of bargaining in 2015.

