



THE VIEW

FROM

Local 2

WELCOME 2016

A Labour Renaissance

The OFL (Ontario Federation of Labour) convention took place in Toronto on November 23-27th 2015, attended by thousands of members from unions across Ontario.

During the convention many active organizing campaigns were announced and the members were

\$0.25 effective October 2015, \$0.25 in October 2016 and \$0.30 effective October 2017.

In respect to any future minimum wage increases (no matter what amount), the Union successfully negotiated an additional guarantee that members will always earn no less than \$0.50 above the minimum wage. Members will always receive the minimum wage increase without a decrease in the wage differential (known as the "ESA+" formula).

For these previously non-union employees, they now also enjoy a paid personal day as

well as a \$2.00 per worksite per day "gas/transit premium" for any employee working at multiple sites. Employees are now entitled to 3, 4 or 5 weeks of paid vacation (instead of the previous max entitlement of only 2 weeks). Paid bereavement leave, paid coffee breaks, expiration



CANADIAN FUTURES COMMITTEE

Back in late October, SEIU Local 2 hosted the first Canadian Futures Committee meeting.

This gathering was attended by the leaders of all 5 Canadian SEIU Locals. The group was presented with the SEIU International Futures blueprint developed over the last 2 years. In addition, the group heard a presentation based on the current and future Canadian demographic trends.

The Canadian leadership worked together to discuss and develop a plan to utilize the blueprint document. Each group made commitments to the achievement of certain goals. The Canadian Futures committee will next meet in May 2016 at our SEIU International Convention.



asked to participate and rally with their brothers and sisters in support of these campaigns.

The largest rally was in support of the 'Fight for \$15" and a Union" campaign. Led by SEIU International in the US, the 'Fight for \$15" and a Union" has become a rallying cry for low wage workers in the US, Canada and around the world.

Hundreds of OFL delegates together with Local 2 members and staff marched to Queen's Park where fast food workers spoke movingly about the struggles they face trying to survive on poverty wages.

The picture above was taken at the rally where Local 2 supported our brothers and sisters in their fight.

Historic First Collective Agreement for Niagara J4J Members!

Our newest members in Niagara (employees at Bee Clean) recently ratified a first Collective Agreement in late November 2015, which made for an early and pleasant Christmas gift for these members.

Highlights include wages increases of \$0.25 retroactive to April, another \$0.25 retroactive to September,

dates for discipline on file, job posting provisions, layoff & recall rights, paid jury leave and limits on work load are other key contractual provisions now enjoyed by these newest Niagara J4J members.

Said Chief Steward Yetti Hardman *"What an amazing difference in our lives since becoming unionized! Our members are so impressed with SEIU Local 2 and this exceptional first contract."*

Not surprisingly, the Collective Agreement was unanimously ratified.





**FIGHT FOR
\$15 & FAIRNESS**

In Nova Scotia we are continuing to stand up and oppose a Provincial government who had introduced and legislates such things as Bill 148, which takes away the right to fair and collective bargaining from public sector members.

We need a fair minimum wage, so we will be hitting the streets of Nova Scotia to take a stand against low minimum wage with the "Fight for \$15" campaign. Yes, here in Nova Scotia the minimum wage will be raised to \$10.70 on April 1, 2016 but this is not a wage that some of our members can live on without working more than one job.

As always we are stronger together.

In our on-going efforts to continue to maximize value for our members, SEIU Local 2 is pleased to announce that our members will have access to a savings program. This program will include discounts from many providers and access to a broader Union savings program. To find out more details please go to our website and click the link at www.seiulocal2.ca/savememoney



See also the Union Savings Flyer attached to this newsletter.

BARGAINING UNIT UPDATES



Linda Smith of SA Windsor at her recent Retirement Party (standing, 5th from the right)

Salvation Army — Windsor

After 32 years of devoted service as a Salvation Army employee in Windsor, Ontario we extend our best wishes for a long, happy and well-deserved retirement to SEIU Local 2 member and former Union Steward Linda Smith. Thanks again Linda for all the great memories as a fellow co-worker, Union member, Union Steward and above all, a good friend. After more than three decades on the job, we will miss you very much.

Heavenly Rest Cemetery

Our members at Catholic Cemeteries in Windsor recently went through a difficult round of negotiations. The Employer tried to force an annual bonus structure instead of percentage wage increases and ultimately tabled a Final Offer reflecting the same. In response, the membership unanimously rejected the Employer's Final Offer and voted to authorize strike action. The fight was on.

With the assistance of a Ministry of Labour, the Union was successful in reversing the Employer's position at Conciliation. Highlights of the settlement are as follows: improved bereavement entitlement including great grandparent, great grandchild, and grandparent of spouse, 3 days bereavement for aunt and uncle, winter clothing for grounds including long johns, winter footwear, winter rain gear, and a winter coat every 24 months, increase in safety boot allowance to \$200 and most notably, 1.5%

wage increase in each year of the 3 year deal.

Not surprisingly, the Tentative Agreement was overwhelmingly ratified

EWAO-ATEO Ground Breaking First Provincial Agreement

SEIU Local 2 has been actively involved in the first round of Central Bargaining in the Education Sector since the passage of Bill 122 which mandated two tier bargaining for all education workers. In early 2014 SEIU Local 2 joined with six other trade unions representing education support workers to form the EWAO-ATEO (**Education Workers' Alliance of Ontario – Alliance des travailleuses et travailleurs en education de l'Ontario**). Our Council of Trade Unions was able to secure a table at provincial central bargaining, and commenced bargaining with the Trustee Associ-



EWAO-ATEO — At signing of first provincial central agreement November 21, 2015

ations and the Province in June of 2015. This undertaking was enormous and stretched over two long years. The EWAO-ATEO reached an agreement with the Province and the Trustee Associations on November 21, 2015.

The agreement represents a landmark in the education sector for many reasons. Central issues, including all matters related to monetary compensation, will now be bargained directly with the Province and the Associations. Over the course of the past two years we have built a strong coalition within the EWAO-ATEO. We remain dedicated to ensuring that the move to province wide bargaining continues to support and enhance the rights of education workers.

Halifax— Local 902 Board Meeting

A united group stands strong for the rights of all SEIU Local 2 members of Nova Scotia. These board members come from all over the province along with invited guest Danny Cavanagh, Newly elected President to Nova Scotia Federa-



FULL BOARD: From left to right back row: Jean Williams - Dykeland Lodge, Christine Young - TriCounty School Board, Steven Cameron - Dalhousie, Penny Foster- TriCounty School Board, (invited guest: NSFL President, Danny Cavanagh), Catherine Reteff - Mellville Gardens. From left to right front row: Jacqueline Swaine - South Shore School board, Troy Acker - Acadia, Shawn Coates - Casino.

tion of Labour with the passion and determination to make their unionized workplaces better for all. Together they educate, protect workers rights and create solidarity within the entire Union.

Halifax—Caritas Assisted Living Facility

The members at Caritas, run by Shanenx Corp., voted overwhelmingly in favor of their first Collective Agreement. Although this is a two year contract, ending October 31, 2016 the negotiating team were successful in negotiating one year of retro pay. The wage increases are; 2% effective November 1, 2014 and 2.5 % effective November 1, 2015.

After negotiations, an election was held for new unit representatives. Congratulations to all who have stepped up to assist their fellow members.



Elected Caritas representatives: Sandra Ettinger Emily Brundige Flora Pittman and Mary Sommerfeld