

OPSEU LOCAL 143 NEWSLETTER



April 27, 2007

NEWS

Our Staff Representative Jill Morgan will be away on sick leave. Our thoughts are with Jill at this time and we wish her a speedy recovery. Filling in for Jill is a familiar face, Marisa Forsyth. Welcome back Marisa we know you will do a good job.

PAY EQUITY UPDATE

The Pay Equity Team met for two days, April 16 and 17, 2007, to review the Pay Equity Plan. During our review we discovered some procedural issues that the team was not comfortable with. After speaking with Anne Wallace our Pay Equity Consultant from OPSEU, she agreed with our concerns. She has forwarded this information to our Legal Counsel and we are awaiting a response which we hope will be soon. The Pay Equity team is committed to ensuring the integrity of the Pay Equity Act is met. As soon as this is sorted out the plan will be posted. Cheryl Huver will send an email to let members know when the Information Sessions will take place.

CONTRACT NEGOTIATION UPDATE

We met with the Conciliator on April 25, 2007. The Employer tabled their offer which was unacceptable and offensive to the membership's demands. Due to the two sides being so far apart, a no board report was filed and we will be proceeding to Arbitration.

EMPLOYEE RELATIONS COMMITTEE

The Local Executive Officers the Union meet with the Human Resources Director once a month to review issues that are currently or may affect staff. We present these issues in an effort to find solutions to these issues and also to be proactive in averting any potential difficulties in the workplace. If you have any issues in your work area that you feel could be addressed through this committee please forward your concern(s) to one of the Executive Officers listed below. Please keep in mind that grievances are not addressed through this committee.

ACCOMMODATIONS IN THE WORKPLACE

Any employee returning to work on an Accommodation (modified work) will meet with their manager, the Human Resources Director and possibly the Employee Health Nurse. Also present should be your Union Steward and/or a Union Representative. The Employer should make you aware of your right to Union Representation. If however the Employer has not made you aware this right, feel free to ask to have a Union Representation to attend your meeting. Also you will be asked to sign the agreement. You do not have to sign the agreement in the meeting.

You can let the Employer know that you will be consulting with your Union Representative to review the agreement..

ATTENDANCE AWARENESS PROGRAM

The Employer met with the Union to discuss the resurrection of the Attendance Awareness Program. The Employer stated that the goal of the Program will be to reduce absenteeism (sick time) and in turn reduce operation costs. We were told that the Windsor Regional Hospital's Sick time is 20% above the Provincial average for Hospitals and 40% above Hotel Dieu Grace Hospital's Sick time. We were also informed WRH's sick time was not due to issues with morale.

Manager's have now been put on notice that they will be required to counsel employee's who are 1.25% about the corporate average of sick time on a monthly basis. The Attendance Awareness Program can be found in the Policy Library on the WRH Intranet.

For any employee that is asked to attend a counseling session due to absenteeism a Union Representative should always be present. If your manager asks to meet with you without Union Representation, you have the right to refuse until Union Representation is available. The Employer informed all the Unions that they intend to aggressively pursue those individuals who they believe are abusing sick time.

Please be aware that your Physician's notes should be submitted to the Employee Health Nurse, and never to your Manager. Your medical condition is confidential, and having your Manager know your private information is not always in your best interest.

LOCAL EXECUTIVE MEMBERS

President: Gary Van Nest Ext. 74010 email gvannest@wrh.on.ca

Vice President: Michele Buchanan Ext. 52266 email michelle_buchanan@wrh.on.ca

Treasurer: Roy Costa Ext. 58595 email rcosta@wrh.on.ca

Secretary: Cheryl Huver Ext. 76570 chuver@wrh.on.ca

UNIT STEWARDS

Candy Novosad Rehab/Rec/Western Ext. 72410

Carlo Giovanatti Physio/Western Ext. 75207

Karl Peterson Windsor Regional Children's Centre/Western Ext.74013

Dan Broderick Respiratory/Met Pager 792-1406*06

Todd Dutot Community Mental Health Clinic/Western 257-5125

Lise Nadeau Byrne Residential Rehab Ext. 76509

Donna Keegan Problem Gambling Services 254-2112

SHOP STEWARDS

Mary Ann Bender Physio/Western

Donna Danelon Windsor Regional Cancer Centre/Met

Joe Dias Windsor Regional Children's Centre/Western

Geri Sandre Windsor Regional Children's Centre/Western

HEALTH AND SAFETY REPRESENTATIVES

Leslie Price Social Work/Met

Carlo Giovanatti Physio/Western

Donna Danelon Windsor Regional Cancer Centre

Joe Dias Windsor Regional Children's Centre

CONGRATULATIONS

I would like to thank the Dress code committee, who, through their hard work, were able to resolve a grievance at the Windsor Regional Children's Centre.

INTERESTING.....

The Hospital has recently rehired a consulting company by the name of Health Care Management (HCM). Consultants will look at ways in which they can find efficiencies in order to decrease operational costs. Senior Management has informed us that Managers will be meeting with staff in order to discuss how to maximize these efficiencies.

Speaking of efficiencies, the Union thought you would find it interesting to know the salaries of Senior Management of the Hospital (The Sunshine Club)The following figures are the 2005 and 2006 Salaries.



2005 Salaries/2006 Salaries

BROGA MARY Exec. Dir., Family & Children's Services **\$103,842.48/ 103889.76**
DICKIE CAMERON Integrated VP, Finance/CFO **\$186,252.96 /\$191,609.40**
FATHERS MARK Corporate Comptroller **\$102,195.18/ \$106,342.98**
GIRASH MARTIN President/CEO **\$249,593.70 /\$261,531.22**
GRUNDNER AL Exec. Dir., Malden Park Ctr. **\$118,500.00/ \$155,875.28**
MARSHALL KEVIN VP, Facilities **\$118,072.08 /\$120,728.52**
MUSYJ DAVID VP, Corporate Services & Medical Affairs **\$186,252.96/\$191,609.40**
RUDZINSKI DON Chief, Professional Services **\$154,900.92/ \$175,202.02**

With some of those raises, they must be quite efficient.

In Solidarity,

Gary Van Nest President Local 143