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Editor's Note

Editor: M. Flowers

Despite a recent, brief return of Winter, Spring has arrived! With snow still on the ground, it's hard to believe the first day of Spring was actually March 19!

For many, Spring brings a sense of newness and hope and an opportunity to start preparing flower beds and vegetable beds, make plans for summer vacations, and begin looking forward to the warmer months ahead.

Within OPSEU/SEFPO, Spring holds the promise of Annual Convention in Toronto. This year, Local 464 is again sending a full contingent of delegates and alternates, as elected by the membership, to participate in the union's highest ranking authority. It is at Convention that delegates debate and vote on policies and constitutional motions that define and reshape our Union.

Define and reshape - exactly what spring does to the landscape after the dormancy of winter. I hope all of you are as excited as me to see what changes next.

IT'S LIKE WINTER IS REALLY MAD AND KEEPS STORMING OUT AND THEN COMING BACK YELLING, "AND ANOTHER THING!"

Bargaining Update

Your Bargaining team is pleased to announce that a tentative deal has been reached with the Employer and Ratification Vote will take place on April 22 - 23, 2024.

As outlined in the bargaining communique last week, your bargaining team is currently drafting a summary document of the proposed contract which will be shared on April 19th, along with the Memorandum of Settlement

Three information sessions will be held on April 22, 2024 (12:00 - 1:00 pm, 3:00 - 4:00pm, 7:00 - 8:00pm) to discuss the details of the proposed contract and members are encouraged to attend these sessions for further information.

Your Bargaining team appreciates patience and understanding through this extended negotiation period.

Did you Know?

OPSEU Local 464 offers a hardship fund for members who, as a result of unforeseen and uncontrollable circumstances, find themselves in a challenging financial situation

Applications can be found on the OPSEU 464 website under Resources - Hardship. Members who apply to the OPSEU 464 hardship fund are also encouraged to apply to the Regional OPSEU

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Hardship Fund (Region 4) and can also find that link on the OPSEU 464 webpage.

Submitted applications are reviewed by a hardship committee whose members are informed of the reason for the application but *rarely* the applicants personal identity. Applications are reviewed and decisions are guided by established criteria and based on need.

Understanding Our CA

Tips to better understand the collective agreement and how to solve common issues.

Problem: The rules about how premiums can be charged are confusing. Can someone explain pyramiding and what it applies to?

Answer: At its core, no pyramiding means a member is not allowed to stack multiple premiums at the same time - on the same shift. However, pyramiding does not apply to wage entitlements like shift premium, call-back or standby, as outlined in the article below

Article **18.08** **No** **Pyramiding**

Premium payment (including both overtime and holiday premium payment) shall be calculated and paid under one provision of this Agreement only, even though hours worked may be premium payment hours under more than one provision. In such circumstances the highest premium will be applied. The provision of this clause will not negate any entitlement to shift premium, callback, standby, or weekend premium.

For example, a member is scheduled Monday - Friday 08:00-16:00. The evening staff calls in sick and the day shift member agrees to stay for the

16:00-00:00 shift. Assuming this was the only overtime in the pay period, the member would claim normal overtime hours (4hrs @ 1.5x's wage, and 3.5 hrs @ 2x's) for the evening shift - along with the evening premium entitlement. Because the member is scheduled to work at 08:00 the next day, they can also claim PCR 4 hrs @ 1.5x's *on their next shift* since there was less than 12 hours between shifts.

No pyramiding means premiums can't be earned concurrently, but one premium *can* trigger another for the next scheduled shift and would not constitute pyramiding.



Featured Biography

Introducing Local 464 Health and Safety Officer:
Teresa VanDongen (Chafe)

I am a Life Skills Counsellor working with the Acquired Brain Injury Program at the Robin Easey Centre. I have worked in The Rehabilitation Centre, as a Behavior Therapist on the Acquired Brain Injury team, and at The Robin Easey Centre with the Transition Service where I assist patients in their transition home after sustaining a brain injury. This year marks my 31st year working in the field of Brain Injury!

My involvement with OPSEU 464 began about 10 years ago with the Joint Health and Safety Committee (JHSC) and was elected as Health and Safety Officer 8 years ago. I love all things Health and Safety and have been the Labour Co-Chair of the JHSC at the General Campus for 6 years while

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also chairing the Violence Prevention Working Group for the last 3. If you have taken NVCI training at TOH, I was likely your instructor, having taught more than 4000 hours since 2015. I have achieved the designation Meritorious Trainer with the Crisis Prevention Institute, having taught since 2011. I love health and safety work and I am proud to be the steward representing colleagues at the Robin Easey Centre. I have enjoyed attending OPSEU conventions several times, sat on the Hospital Professional Provincial Executive for 2 terms, and have attended a dozen OPSEU educational weekends. I am proud to be part of the OPSEU 464 Bargaining Team in 2024.

Outside of work, I love to cook and bake (especially homemade pies), grow flowers and veggies, sing, and play guitar, and I love to give back to my community. I am the youngest of 11 children and I recently married Eric (a retired OPSEU 464 member and the love of my life). I am proud of my Dutch heritage and my newfound appreciation of French culture. I love helping colleagues to make a safer workplace and holding our employer to account when it comes to safety. I am happy to help by answering questions, visiting any worksite to see the safety issues, and providing information to make our OPSEU members safe in the workplace.

Upcoming Dates

April 22, 2024	Information Sessions for Proposed Contract
April 22 - 23, 2024	Ratification Vote (Electronic)
April 25 - 27, 2024	OPSEU Annual Convention
Spring/Summer	General Membership Meeting (bylaws)
September 26, 2024	General Membership Meeting (Executive Elections)

Executive Positions

President: Alain Trudel

Chief Steward: Sophie Roy

Return to Work Officer & Secretary: Heather Allen

Treasurer: Vanessa Lawlor

Health and Safety Officer: Teresa Van Dongen (Chafe)

VP Civic: Jordan Elliott

VP General: Melanie Flowers

VP Rehab: Una Wallace

VP Riverside: Lisa Hadley

We Want to Hear from You!

We would love to hear your ideas

Have a question you'd like answered? Suggestions on information you'd like to see? Looking for ways to get involved in the union? Want to feature your profession for our members to learn about? Email us at communications@opseu464.org

Respectful Communication Only

Please keep in mind the communication committee is a group of *volunteers* who are interested in keeping members informed as much as possible. Please be patient with email response times and keep all communication respectful. Aggressive, rude, or harassing behavior will not be tolerated.