

OPSEU Local 464 Newsletter

ISSUE #01
January 2024

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Happy New Year

Editor: M. Flowers

Welcome to the first issue of a newly re-convened Communications Committee Newsletter! The goal of this newsletter is to keep OPSEU 464 members informed about important dates, provide ongoing education to members about the contents of *our* collective agreement, how to enforce it, and update members on changes that affect them.



It is my hope that our members will find this format helpful and informative.

Bargaining Update

As outlined in an email sent in November, your bargaining team has been meeting regularly to prepare our proposal to the Employer.

Dates to bargain with the employer have been secured on January 16, 18, and 31 and February 1, 13, 14.

The bargaining team is committed to keeping you informed throughout this process. Please remember that bargaining itself is confidential, and as such, there is only so much information that can be shared prior to arriving at a tentative settlement and/or arbitrated award.

Understanding Our CA

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

Problem: Have you ever opened your paystub and find you are missing pay for hours owed? If the total amount owed is equal to, or more than 3.75 hrs of your regular hourly rate, payroll must complete an off cycle pay, if requested by a member, within 48 hours.

For example, if your hourly wage is \$35, anything you are owed more than \$131.25 (ie. $35 * 3.75$) must be paid to you within 48 hrs, if you request it.

It does not matter if the amount is the result of overtime, premiums, regular hours, or a combination.

Solution: Contact payroll for an off cycle payment. If payroll does not pay within 48 hrs, or refuses to cut a cheque, notify our Chief Steward who will contact the payroll manager.

Collective Agreement (CA) Article that applies:

26.04 (...) Any omission on the employee's pay due to a Hospital error equivalent to, or greater than, three and three quarter (3.75) regular hours and not covered by the above process shall be paid to the employee within forty-eight (48) hours of the employee notifying the staffing department of the error or the next business day in the event of a weekend

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Financial Update

OPSEU 464 believes in supporting our local community and charities through outreach and financial support. The budget for donations is determined annually and is presented to members at a General Membership Meeting (GMM) each year to be voted on and approved/accepted. Annual Budgets are typically presented at the February GMM.

Each year during the holidays, our Local Executive Committee votes to provide donations to a variety of charities based on needs in the community and the health of the union finances. Here is a list of the groups who received a donation for the 2024 Holiday Season.

- Cornerstone Housing for Women - \$1000
- Operation Christmas Cheer - \$500
- Ottawa Mission - \$500
- Shepherds of Good Hope - \$1000
- The Ottawa Food Bank - \$1000
- The Snowsuit Fund - \$500

Did you Know?

Fast Facts about OPSEU 464 Members:

- More than 2400 members
- More than 100 unique job titles
- More than 150 departments
- Members spread across 17 campuses

OPSEU 464 is more than any one individual or elected position. All members have a role to play to help hold our employer accountable to our Collective Agreement and advance the goals of the entire Membership.

The Safety Corner

When and Why Members Should Fill out Incident Reports in SLS. Contributor: T. Van Dongen

When an employee is involved in an incident where they are exposed to a hazard, or have had a near miss, regardless of whether an injury has occurred, a Safety Learning System (SLS) incident report should be completed.

Injuries to report may include slips, trips and falls, collisions with or being struck by an object, exposure to hazardous or infection agents, MSK injuries, violence and harassment, fire or explosion, mental health issues, exposure to radiation, or motor vehicle accidents. If no injury occurred, but was a 'close call' or 'near miss', there is a category for Good Catch that should be completed.

Incident reports should be completed as close to the time of the event as possible, when details are fresh in your mind. If an injury results in lost time from work, a report is critical - especially if a report will be submitted to WSIB for financial compensation for time off or therapy costs resulting from treatment.

Incidents should be reported to your manager and the Joint Health and Safety Committee will be informed so their members can review the report.

It is important to fill out SLS forms because the employer is required to take all measures necessary to ensure the safety of workers under legislation of the Occupations Health and Safety Act.

Reporting incidents helps drive change - having violence flags applied to patients or visitors who engage in violent verbal or physical behavior, help direct recommendations for prevention, and ensure interim and permanent measures are put in place to ensure worker safety.

If an incident is not reported, it's like it didn't happen. Take time to fill out reports and reach out to

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tchafe@gmail.com if you need help, have questions or concerns.

Featured Biography

Introducing our New President: Alain Trudel

Background: I have been working at TOH since '93 starting as a Medical Radiation Technologist. For 30 years, I have held various roles such as General Duty Technologist, Quality Control Technologist, and am currently the Clinical Coordinator for MRT(R) students from Algonquin and Boreal Colleges.

Union Involvement: My journey w OPSEU 464 began in 2009 as a steward and I took the Steward 1 Course in 2011. I have tried to stay active within the local while balancing work and home life.

Biggest challenge so far: One of the challenges in my current role as president lies in the vastness of our local, making it a challenge to connect with everyone across multiple sites. However, I am committed to overcoming this challenge one day at a time by using technology at its fullest.

Goals for 2024: I am looking forward to a new collective agreement for our local, and finding new ways to engage our membership.

Personal Life: I've been happily married for 26 years and am blessed with two amazing twin daughters. I find joy in traveling, and aspire to explore more in the years ahead. Adding a touch of charm to my life is my Havanese dog, Kobe.

In the spirit of collaboration and unity, I look forward to working together with you for the betterment of our local at The Ottawa Hospital.

Lunch and Learn Opportunity

OPSEU 464 Communications Committee will soon be hosting Lunch and Learn Events to help members build a better understanding of your rights under the CA.

Please contact communications@opseu464.org to set up a time and place for a short presentation about commonly misunderstood articles in the collective agreement. Questions specific to your work area will also be answered.

Lunch and Learn opportunities will be limited to the six (6) groups for the 2024 year, will be booked as a first come, first served, and will be open to OPSEU 464 members only. Confidentiality of discussion and anonymity with the employer is assured.

Executive Positions

President: Alain Trudel

Chief Steward: Sophie Roy

Return to Work Officer & Secretary: Heather Allen

Treasurer: Vanessa Lawlor

VP Civic: Jordan Elliott

VP General: Melanie Flowers

VP Rehab: Una Wallace

VP Riverside: Lisa Hadley

Upcoming Dates

February 15, 2024 - General Membership Meeting

April 6, 2024 OPSEU Regional Meeting

April 25-27, 2024 OPSEU Annual Convention

Spring/Summer General Membership Meeting (bylaws)

Fall General Membership Meeting (Elections)

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

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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.