



CUPE LOCAL 4891 NEWSLETTER

Term: Spring | Issue 2 | APRIL 2020 <http://4891.cupe.ca>

PRESIDENT'S MESSAGE

Thank you to all our **workers with CUPE 4891** working at Regeneration Community Services. I am so proud and grateful for all the sacrifices you all make each day as you provide vital services to our clients. Especially during this COVID-19 public health crisis, your dedication and courage demonstrate your commitment to the clients you support and the communities you keep healthy and strong. I would like to remind you that you are part of the largest public sector union in Canada. Being part of CUPE provides all of us with resources, support, and guidance to ensure our rights are protected. This is more important than ever, especially since the Provincial Government enacted powers for some workplaces under the "Emergency Management and Civil Protection Act". What this means is that in some workplaces such as hospitals, long-term care facilities, and the developmental service sector, orders have been put in place by this emergency legislation that allow employers to override Collective Agreements.

As of April 22, 2020 Community Mental Health & Addictions sector is now included as part of this Emergency Order. Your Executive Committee at CUPE Local 4891 continues to stay updated on changes being made at the provincial level through email, teleconferences and Town Halls conducted by CUPE Ontario. At CUPE Ontario, the Legal Department in conjunction with Health & Safety Specialists are researching and analyzing information and providing it to our local in the form of Fact Sheets and other forms of communication to ensure we are up to date on the latest information. We welcome any members who would like to participate in these teleconferences and Town Halls, to stay up to date.

Janette Krajci, President, CUPE Local 4891

PAY EQUITY

All current CUPE 4891 members should have received their **Pay Equity** Money owed from 2019 to March 31, 2020. You will also receive an individual accounting of how this pay equity money was calculated and the pay adjustment starting April 1, by the end of April 2020. As you all are aware there are retroactive monies owing from the period from 2013-2019. The Union Pay Equity Team continues to work diligently to ensure these monies owed will be paid out in a fair and timely manner. A big thank you to the dedication of the union members of the Pay Equity/Joint Job Evaluation Committee - Janette Krajci, Andrea Jakaitis, Helen Anceriz, Jaqueline Anderson in addition to the guidance and support of our CUPE Pay Equity Specialist and our National Servicing Representative. As we move forward with these negotiations we will update you on our progress.

Executive Committee Members:
Janette Krajci: President
Andrea Jakaitis: Vice President
Patricia Koine: Sec. Recorder
Andrea Jakaitis: Acting Secretary
Treasurer

LABOUR MANAGEMENT COMMITTEE

The Labour Management Committee continues to meet every two months, to bring issues of concern in the workplace at this meeting. Welcome to our newest member to this committee, Nicole Forget, who joins Janette Krajci and Andrea Jakaitis for the Union. Minutes of the meeting are circulated via email and posted on Union Bulletin Boards at each work site. Please note, the employer implemented a new policy regarding Casual staff who have not worked within 6 months and are not on an approved leave will be removed from the Casual roster and their employment will be severed. If you are a Casual worker and are not getting called for shifts please contact Janette Krajci, President CUPE 4891 or Andrea Jakaitis, Vice-President CUPE 4891.

BARGAINING

The Union bargaining team will be meeting with the Employer via teleconferencing on May 21 to resume bargaining a new collective agreement. A tremendous thank you to our union members on the bargaining committee, Andrea Jakaitis, Jennifer Bober, Janette Krajci and CUPE National Representative.

HEALTH & SAFETY COMMITTEE

Health and Safety is an essential part of the important work that CUPE and CUPE locals and members do to ensure a safe and secure work and workplace environment for everyone. Occupational health and safety committee members and representatives play an important role by advocating for a healthy and safe work and participate in recognizing, evaluating, and recommending controls to hazards found throughout the work and the workplace.

Worker's Rights - The 3 R's

1. The right to know the health and safety hazards related to work
2. The right to participate in decision making of health and safety at work
3. The right to refuse unsafe work

COVID-19 UPDATE

The Ontario provincial government has extended the state of emergency to May 12th. This means that all the restrictions on movement/physical distancing in our communities remain in place. We continue to adhere to the precautionary measures: washing hands with soap and water frequently, not touching your face, coughing/sneezing etiquette, and using appropriate personal protective equipment (PPE).

Local 4891 Health & Safety Worker Reps:

Jacqueline Anderson, Anton Dzyubenko, Patricia Koine.

UPDATES, EVENTS & UPCOMING EDUCATION

February 26- March 1

CUPE SPRING SCHOOL

Janette Krajci: H & S Level II
Andrea Jakaitis: Sec. Treasurer
Helen Anceriz: Steward Series
Martha Salazar: Trustee
Patricia Koine: H & S Level I

April 28, 2020

National Day of Mourning for
Workers Injured or Killed on the Job.

May 1, 2020

International Worker's Day

Special Announcement:

In an effort to do our part to contain the COVID-19 pandemic and to ensure the safety of members and staff, all CUPE Union Education workshops are cancelled until June 30, 2020. If you have any questions, please contact your Local's President.

SOLIDARITY TIP

"Studies have shown that health and safety conditions tend to be better at workplaces where unions are strong."

-Workers Health & Safety Centre - OHS Training