

Developmentally Speaking

A newsletter for OPSEU's developmental service workers - Sector 2
March 2008

Bargaining conference for 2008

By Cassiey Moeller, Communication Representative

The 2008 Bargaining Conference was opened with greetings from the Sector Chair, Sue Walker on behalf of the Sector Executive; from Patty Rout First VP/ Treasurer of OPSEU; and by a warm recorded message from OPSEU President Smokey Thomas.

This was followed by a recap of the changes in Developmental Services over the past year. Much recognition went to the members of seven locals who put themselves on the line by going on strike over the past summer. This included a moving PowerPoint presentation, which is available through local presidents or OPSEU staff representatives. In the breakout sessions we discussed how we can continue to build on the success of the past year.

The day ended with an overview of common demand sets for the units bargaining over the next year. These are available from your local presidents or staff representatives.

Congratulations to Erin Rice of Local 714 (Community Living Thunder Bay, Sector 2A) and Daniel Roy of Local 664 (Cochrane-Temiskaming Resource Centre, Timmins, Sector 2C) on their election to the Coordinated Mobilizing Committee.

Bargaining conference calls will start in March 2008. There will be a rotation of times from day to evening to accommodate the large number of shift workers there are in the sector.



Welcome to our newly-organized members

- Registered Nurses, Ongwanada, Kingston, 2006
- Community Living Campbellford/Brighton, 2006
- Gananoque and District Association for Community Living, 2007
- Elmira and District Community Living, 2007
- Anago (Non) Residential Resources Ltd., 2008
- Stratford Community Living (Part-time), 2008

If we can assist your unit in any way please contact us.

Thank you to the OPSEU Organizing Unit and OPSEU members who assisted with the organizing! The great job you are doing in Developmental Sector is greatly appreciated.

Communication Strategy

By Cassiey Moeller, Communications Representative

Members of the Developmental Services Sector say that an area that needs improvement is our communication strategy as a sector.

We, as the Sector Executive, are working to provide members with open and effective methods of communication. As Communications Representative, I am committed to build on strategies enacted and planned for by my predecessors, and to provide for new opportunities.

The OPSEU web site has space dedicated to recognizing and updating our members at www.opseu.org/bps/development/splash.htm

The union's main web site at www.opseu.org has some good general information about OPSEU as well. We have created a sector e-mail address that is checked frequently:

opseu.sector2ex@gmail.com. We are looking at some good ideas from the previous Sector Executive and Communications Representative.

I'm also looking for more content for newsletters. Some ideas for locally-generated stories are:

- Participation in a charitable drive by your unit.
- A celebrated community activist in your unit.
- New trends in your work place that could show up around the province.
- A grievance award that might be helpful to others in the sector.
- Pictures of your gatherings and events.

As we develop our e-mail address base, members will receive regular e-mail updates and newsletters as available. To be added to this group, please send your name, local number, workplace, and e-mail address to: opseu.sector2ex@gmail.com

I have added the contact information of the Developmental Sector Executive members. I look forward to hearing from you.

Mark it on your Convention agenda

The Developmental Services Sector caucus will be held Thurs. April 17, 2008 Please refer to your convention packets for room details. Hope to see you there!

Here's to you! Appreciation Day 2008

Appreciation Day is an annual event to honour the work you do in Developmental Services. You bring your heart to work with you every day. This is time to recognize it! Send in a story about your celebration, and any pictures you may have to op-seu.sector2ex@gmail.com and we will add them to the Appreciation Day bulletin.

Linda Pulfrey

The members of Local 380, Community Living Huntsville, are asking our brothers and sisters to donate generously to a trust fund for the seven-year-old daughter of our departed sister Linda Pulfrey.

Linda, a 38 year old single mother, was headed home on Oct. 31, 2007 to take her daughter trick-or-treating when she died in a car accident.

Linda generously shared her smile, time and heart with all who had the pleasure of meeting her. She was an important, caring member of our team. Linda filled a room with her laughter, supported her co-workers with her strength of spirit and showed kindness to the people we support.

Linda will be sadly missed by her teammates in Huntsville, but more importantly by her child. So we ask you to help build Ashley's trust fund, as she grows without parents to guide her. We know we can't take away her pain, but perhaps we can help her attain some of the things Linda so dearly wanted for her precious daughter.

Thank you all for your generosity. Donations can be made to the following:

Trust Acct for Ashley Pulfrey, daughter of Linda Pulfrey: Bank of Nova Scotia
Acct # 65276 05568 82

Meet your new DS Sector Executive Members

Kelly Petman, Vice-Chair, (Sector 2A), Local 366
I have worked at Community Living Huntsville for 19 years. I have a university degree in Social Welfare, and years of experience working with people with disabilities. I have been vice-president of my composite local, mobilizer, steward, and attended more educationals than I can remember. I look forward to learning even more, and representing the sector wherever I can. Please, feel free to contact me. If I don't have the answer, I can get it.

Silvana Cacciatore-Roy Vice-Chair, (Sector 2B) Local 738
I work at Avenue II Community Programs in Thunder Bay. I would like to welcome everyone in Sector 2b to please contact me with any questions or concerns. I would really like to know what is happening in our sector and make sure any concerns are being addressed. Looking forward to hearing from you.

Beth Collier, Vice-Chair, (Sector 2C) Local 511
I work at Surrey Place Centre in Toronto. First elected as a steward in 2002, I became president of OPSEU Local 511 in 2006. I ran for an Executive Board member position in 2007. It was a great experience, bringing together a team and taking the time to determine what your beliefs are and where you want to fit in within OPSEU. It is great to be

involved in the union movement and to continue to build it and make the entire labour movement stronger. It is an honour and privilege to serve as one of your vice-chairs of the Developmental Services Sector.

Cassie Moeller, Communications Representative, Local 702
I work at Kenora Association for Community Living (KACL) where I have worked providing support to adults with developmental disabilities in several different programs. I became involved through my work with the Ontario Health Coalition and our local Kenora Health Coalition in 2002. I am a steward in my workplace and Local 702 secretary. I am proud to hold the position of Communication Representative on the Developmental Service Sector Executive.

Sector dues are due for 2008

Please make cheques payable to Developmental Services Sector. Bring to convention, or mail to: .

Developmental Services Sector
C/O Scott Collins
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Developmental services workers are dedicated, but won't back down when it comes time to stand up for the services people count on. Photo courtesy Local 448.

Workplace Violence

By Violet Stringer, Health and Safety Representative

Workplace violence is on the rise in many sectors. When people hear the words violence in the workplace the first thoughts may go to corrections or healthcare, but as developmental services workers we know that we face violence every day. The focus of the Community Services Divisional Council is to stop workplace violence. It is our plan, through education, to assist you to prevent violence in your workplaces.

Important components in a workplace violence prevention program must have management commitment. This is best communicated through a written policy.

A written policy will include: what behaviours are considered inappropriate and unacceptable in the workplace; what to do when incidents occur; and how to report these incidents.

Employers must be committed to dealing with violent incidents by putting preventive measures in place. Some examples of these measures include: preparing a daily work plan; identifying designated backups and contacts; using a buddy system; and protocols around not entering any situation or location where you feel threatened or unsafe.

I will keep you updated.

Message from the Chair

By Sue Walker, Chair, Developmental Services Sector

Your new executive was elected at the BPS Conference in June 2007. We have met three times, to work on bargaining and other issues for 2008 and 2009.

I would like to say goodbye to Chris Moore, Local 554, vice-chair 2B, Peggy MacDonald, Local 433, bargaining representative and Kyle Pearson, Local 740, communications representative. Thank you for your hard and dedicated work on behalf of the Developmental Services Sector and our Sector Executive.

I would also like to welcome new members on the Sector Executive, who are hard at work on your behalf. Kelly Petman, Local 366, vice-chair 2A; Silvana Cacciatore-Roy, Local 738, vice-chair 2B; Beth Collier, Local 511, vice-chair 2C; and Cassie Moeller, Local 702, communications representative.

Developmental Services, Sector 2 Executive

Chair, Sue Walker

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(Sector 2b), Silvana Cacciatore-Roy
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In Memory of Linda Pulfrey

- Trudi Belrose~ Local 380