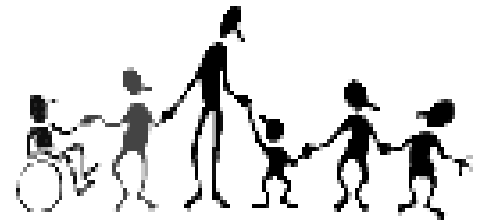




# Developmentally Speaking

Winter 2003



A newsletter for and by OPSEU Developmental Services Sector members

## Developmental Services leadership development course

by Annette Hansford

This very intense and exciting sector specific workshop focuses exclusively on issues within our sector and work places, as well as on how we can mobilize within our units, across our regions, and provincially. This course has now been held in Regions 2, 4, and 7, and is anticipated to be held for all OPSEU Developmental Service Sector units across the province, by region, within the coming months.

Each region will be setting up a contact list to be shared amongst their units, in order that coordinated mobilization can be made possible. Anyone who wants to be on their region's list (and did not sign on at their Leadership Dev. Meeting) need only submit their name, home phone number, address, and e-mail address to Annette Hansford, at [nettyh@hotmail.com](mailto:nettyh@hotmail.com), or phone me at (613) 634-0352. It is very important that at least one contact person be listed from each unit.

The comments made following these sessions have been extremely positive, with overall themes of increased motivation, progress made with regards to coordinated bargaining and linking with other units, and a sense that this was the most effective and productive course attended with OPSEU.



We encourage all units who are still waiting for their Leadership Development Course to ensure that they have representatives in attendance. This course is only being offered to us once, and we want all units included so that no one feels left behind or out of the loop. In order for our sector to move ahead, we must all be involved and help make it happen. ◀

**U-rated newsletter:** CEP 1092 / CALM -- **WARNING!** This newsletter is rated "U" (for union). It may contain some material that management will find offensive. It is produced solely for the entertainment and information of union members. If you are management, proceed at your own risk!

# Health & Safety

## Latex Gloves

*by Violet Stringer, Local 448; Sector H&S Rep*

When we talk about Occupational Health and Safety in the Developmental Services Sector, working alone, violent clients, proper lifting and back care are what comes to mind. It is important not to lose sight of these issues, however at the same time we should be aware of other hazards we encounter at work. The following information is from the WH&SC "Resource Lines" on latex gloves. It is estimated that more than 10% of Canada's health care workers are now allergic to latex. This sharp rise stems from universal precaution measures advocating the use of gloves in order to protect workers from infection.

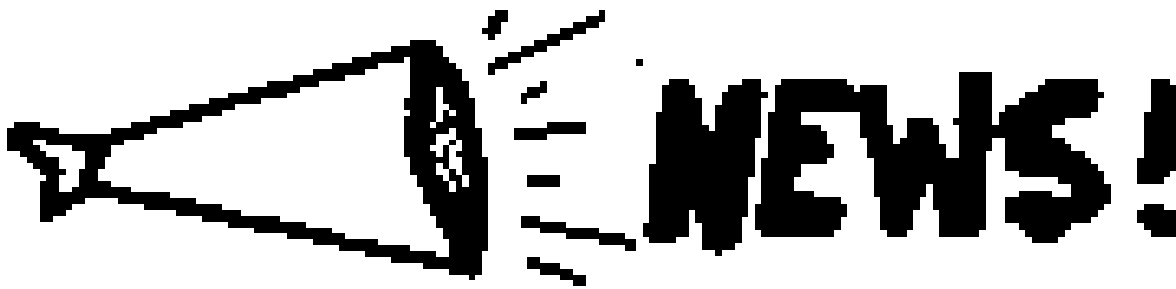


Certain proteins in latex can cause a range of mild to severe allergic reactions. Products containing latex include hospital supplies (catheters, wound drains, etc.), emergency equipment (disposable gloves), personal protective equipment (gloves, surgical masks, goggles, etc.), and office supplies (rubber bands, erasers).

Workers are exposed to latex by direct contact and inhalation. Glove powder acts as a carrier for these proteins that become airborne and can be inhaled. Reactions can vary from localized rashes, sinus and eye irritation, to general allergic reaction of the skin or respiratory system. Rarely, swelling of the face, lips, and airway may progress to shock and potentially death. The most common reaction associated with skin exposure is contact dermatitis. This is characterized by dry, cracked and split skin.

A number of non-latex glove materials are available for use. These include neoprene, and thermoplastic gloves. If you or any of your members suffer from any of these symptoms, insist that your employer provide you with one of these non-latex alternatives.

For more detailed information on latex gloves, contact your nearest Worker's Health and Safety Centre. ◀



## Pay Equity Update

December, 2002

In November 2001, OPSEU, CUPE, OACL and OASIS met at the Pay Equity Commission to argue that COMSOC is responsible to pay out the pay equity dollars owed to transfer payment agencies. They have also launched a Charter Challenge on this issue, which is still in the discovery stage, awaiting document exchange.

In May 2002, five days of hearings were scheduled to be heard at the Commission, but have been postponed until May 2003. Should the Tribunal find in favour of the Ontario government, the Unions are prepared to take the case to the Supreme Court of Ontario. On the other hand, should the Union's arguments prevail, the Ministry will be responsible to fund these agencies with the pay equity dollars.

*Fran Downie*

## Developmental Services Bargaining Meeting

There was a great response from the units in our sector who will be bargaining a new contract in the coming year. Twenty-four units were represented at our sector's first ever bargaining meeting, held Dec. 5 at the International Plaza Hotel in Toronto.

The staff put together a great seminar within a very short time frame, the Executive Board having only approved the monies at the Oct. 23/24 Board meeting.

The purpose of the meeting was to discuss common issues across the sector, and to begin to develop a shared bargaining direction for those units in bargaining in 2003. The results will be evaluated and shared with all units in the sector at the BPS Conference in June 2003.

*Annette Hansford*





## Local 676 Greater Sudbury ACL

March 13, 2000 was the day in which the 154 members of Local 676 were welcomed into the OPSEU family. This newly organized local was about to face challenges that would change their lives forever. Telling the boss that we wanted a say in our working conditions and a fair wage was not going to be easy. Our executive director had been making all the decisions for the past 25 years, and was not going to give up any supremacy. We sent six members to the region 6 BPS bargaining school, and began to prepare to fight for our first collective agreement.

The members elected our first executive that consisted of 12 stewards, and they grabbed all the education that OPSEU could provide. Our demand-setting meeting had an overwhelming turnout of members who all wanted the same thing – WSIB to be reinstated.

Bargaining began in December of 2000. Talks broke off over the WSIB issue and the members gave their bargaining team a 96% mandate supporting a strike to get a good contract. With a mediator on the scene, the strike deadline was set for midnight January 24, 2001. Bargaining began at 1 p.m. on the 24<sup>th</sup> and continued until 12:30 a.m. the next morning, when the employer finally gave in to workers compensation. The deal was ratified with an 86% vote in favour.

With the first collective agreement in place, the stewards were eager to police the contract. Over the past year, 55 grievances have been filed, with four resolved at stage two, nine resolved in our first mediation, four more at the second mediation, and the rest have been sent on to arbitration. A new

executive director and a new director of community services have replaced the old, but the learning curve continues to be a slow one.

Over the past two years the battles with the boss continue to go to war, but with the



enthusiasm of this membership, their commitment to enforcement and union solidarity, success is inevitable.

*Fran Downie*

## Local 115 Community Living, Tillsonburg

I wanted to share the settlement received at Tillsonburg for Community Living members here. We negotiated a three-year contract to reflect a 2 per cent increase each year. Mileage rates are 35 cents per km April 1, 2002 and 38 cents April 1, 2004. RRSP contributions by the employer will increase by ½ per cent April 1, 2003, and by ½ per cent April 1, 2004. All other benefits and working conditions were maintained.

I want to ask members for copies of their medication policy as the one we are working with is 20 years old. We need to work with the management team to update this. If anyone is willing to share, please e-mail me at [njohn@sympatico.ca](mailto:njohn@sympatico.ca) or mail a copy to Nancy John, 72 Beckett Blvd., Tillsonburg, On. N4G 5N3.

*Nancy John*



## Local 151 Elgin ACL

We have finally received the HLDAA arbitrated award we were waiting for. It is generally a very good deal, but a lesser increase if you are a high seniority S.C. 2. Some of the highlights include

- 1) 3 per cent wage increase each year for five years, beginning April 1, 2000
- 2) reduction from 12 to 5 years to reach maximum wage grid rate for Support Co-ord.
- 3) an additional \$.50 per hour wage increase in the first 3 years for S.C. 1s
- 4) employer paid benefits for regular part-time workers (64 hr+)
  - \$10,000 life insurance coverage, 100 per cent employer paid
  - extended health, 75 per cent employer paid
  - dental, 50 per cent employer paid
- 5) ODA fee schedule – awarded current schedule minus one year
- 6) increase in paid vacation entitlement for both F/T and P/T

The award includes the employer's requirement/commitment to Pay Equity and establishes the following hourly wage grid after 5 years:

|                        |           |
|------------------------|-----------|
| Support Co-ordinator 2 | \$18.4919 |
| Support Co-ordinator 1 | \$16.4181 |
| Volunteer Co-ordinator | \$17.5113 |
| Night Support Asleep   | \$ 9.2156 |
| Cook / Housekeeper     | \$12.6163 |
| Van Driver             | \$12.5814 |

My personal thanks are extended to all bargaining unit members for their assistance in gathering accurate data and documentation for our hearings and to Steve Crossman for his presentations(s) on our behalf.

*Annie Robert  
President / Negotiating Team Member  
Local 151*

## Region 7 Developmental Services News

Developmental Services Leadership Development Program was held in Region 7 in November, with Carol Whitehead from campaigns, Michelle McColl MDT-Staff Rep. (Thunder Bay), and DS executive members Sue Walker and Helen Riehl facilitating this very successful educational. The group, which consisted of representatives from Avenue II, Lutheran Community Care (738), Lakehead ACL (740), Atikokan Association for Dev. Disabilities (725), and the Kenora ACL (702), networked ideas around mobilizing and contract enforcement. Identifying key issues for Development Services in Northern Ontario was a priority; the groups are committed to staying connected in the future.

Contract negotiations for Avenue II, Lutheran Community Care and the Lakehead ACL were settled in 2002, expiring in 2005. All the agreements are beginning to mirror each other in wages and working conditions. Working together, these groups can support each other with enforcement and mobilization leading towards their next round of talks. Jan Pilley, Staff Rep. in Thunder Bay, and the bargaining teams deserve a round of applause for their efforts in negotiations.

Locals 738 and 740 will be planning activities to stay linked in Thunder Bay. Stewards from both locals enjoyed a very successful grievance handling workshop, facilitated by Michelle McColl, and post-holiday dinner on January 25th at the Thunder Bay Regional Office.

**Bargaining talks have broken down at Kenora ACL!** There has been no movement on wages, which currently sit at \$14.50 for a F/T counselor. They are heading to conciliation on Feb. 23 and 24, and have

*(please see Region 7, pg. 6)*



## Local 433 Ongwanada

Greetings from Local 433 !!! We are a local with approximately 290 members. We represent 2 bargaining units - Ongwanada and Gananoque Association for Community Living. We've been pretty busy with Local business but there are a few things that have happened over the last year that we want to share.

First, and most important, we have settled our pay equity dispute. We filed for a review with the Pay Equity Commission back in 2000 when the employer refused to maintain pay equity after our male comparators in CUPE received an arbitrated settlement. We won our review and the employer was ordered to pay. They appealed that decision and we were headed for the Tribunal.

Two weeks before we were scheduled to present our case, the employer approached the Union and wanted to settle. In August of 2002 we signed a memorandum of settlement and the payments were made on October 31, 2002. The payments to members of the bargaining unit totaled about \$2 million. The employer was given permission by the ministry to borrow money and run a deficit budget. The employer also borrowed an additional \$1

million to pay managers and non-union employees a lump sum equal to the

percentage received by a residential counselor. The Union has certainly voiced their opinion about this. In these times of cutbacks and closure of group homes, we felt that it was irresponsible of them to pay managers and non-union a payment that totals more than bargaining unit members received.



In July of 2002 we had an arbitration scheduled to resolve a harassment and discrimination grievance that was filed in 2000. There was a group of individuals (women) who felt that the employer was harassing them and discriminating against them based on their union activities and other activities that were planned outside working hours. There was a settlement as a result of discussions on the day of arbitration and it was ordered that the employer conduct mandatory workplace harassment training for all managers (including the senior managers) and Union stewards. These sessions took place in October of 2002 and were facilitated by Tony Griffin, a lawyer working for the Ontario Human Rights Commission. This was great education for everyone and we hope it will make it clear that harassment and discrimination should not be tolerated in the workplace or anywhere else. I would recommend to anyone with a grievance of this type to ask for training sessions such as these as part of the settlement desired.

*Peggy MacDonald  
President, Local 433*

## Region 7 (cont. from pg. 5)

started strike preparations. **Make sure to check out KACL's bargaining bulletins posted on the OPSEU website ([www.opseu.org](http://www.opseu.org)) to follow their progress.**

They are planning a strike support social on Feb. 22. To give support or donations, contact Allison Cartwright at 1-807-547-3053.

Atikokan and District Association for Developmental Services is preparing for bargaining in the spring; watch for updates. They will be watching closely to see what happens in Kenora.

Hoping everyone had a safe and joyous holiday season!

Stay Connected  
Michelle McColl



# HUMOUR



## The Big Shake-up!

A company, feeling it was time for a shake-up, hires a new CEO. This new boss is determined to rid the company of all slackers. On a tour of the facilities, the CEO notices a guy leaning on a wall. The room is full of workers and he thinks this is his chance to show everyone he means business!

The CEO, walks up the guy and asks - "and how much money do you make a week?" Undaunted, the young fellow looks at him and replies, "I make \$200.00 a week. Why?" The CEO then hands the guy \$200 in cash and screams - "here's a week's pay, now GET OUT and don't come back!"

Feeling pretty good about his first firing, the CEO looks around the room and asks - "does anyone want to tell me what that slacker did here?" With a sheepish grin, one of the other workers mutters - "Pizza delivery guy".



\*\*\*\*\*  
**HELP! I'M TRAPPED IN THE EVIL PARALLEL UNIVERSE!**  
\*\*\*\*\*

In the Evil Parallel Universe businesses know that supporting charity is good for business because they can make a huge profit from it.

The Sterling, Colorado, Wal-Mart store which agreed to a drop-off box for the annual holiday Toys for Tots campaign took all the donated toys out of the box when the box was filled and put them back on the shelves for resale asking the organization volunteer who complained to prove that the toys hadn't been placed into the box by shoplifters.

"I've been keeping an eye on that box every time I went to Wal-Mart, and was so excited as it slowly began to fill. Over the weekend I heard that it was nearly full, so I went to pick it up. I was devastated when I found it empty," said Susan Kraich, the organization volunteer.

The store manager defended his decision to put all the toys back on the shelf saying, "We had no way of knowing whether or not those items had been paid for."

Ho. ho. ho.

*ABC News Channel 7 (Denver, Colorado) 5-Dec-02*



## Sector Dues Structure

100 members or more per unit = \$100

100 members or less per unit = \$ 50

In the case where payment of dues would put a unit in a position of hardship, an appeal can be made before the D.S.S. Executive for consideration to waive the dues. This appeal can be made in writing to any Sector executive member.

Any unit that does not remit dues (not including those granted an exclusion) will be able to attend sector meetings, but cannot vote or run for any sector positions – voice but no vote.

As of January, 2003 the Sector has just over \$1,300 in the bank. The following locals have remitted dues as of April 1, 2002: 144, 146, 221, 249, 433, 448, 664, 676, 738, and 740.

**Reminder: Dues are due on or before the BPS Conference in June/03.**

*Brock Suddaby*

# Why Dues?

Bylaws for the Developmental Services Sector were presented and voted on at our Divisional meeting in 1994. The new dues structure was then included in the bylaws. They amounted to \$50 for units with 100 members or more, and \$25 for units with less than 100 members.

This bylaw was never enforced, due to the fact that OPSEU Corporate paid all of the sector expenses, and there was no real need for dues in our sector at that time.

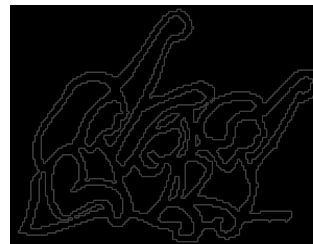
At the Developmental Services Sector meeting, during Convention 2001, a request was made to all locals for donations towards a computer, as the Sector had not enforced the due's bylaws. A letter was given to all members who attended this meeting, as well as being mailed out to Local Presidents and Unit Stewards in August 2001. We received donations from only 3 locals.

Therefore, the issue of enforcement of the dues bylaw needed to be put back on the table for discussion, in order to be able to meet the Sector's needs.

At our last DSS meeting, on Nov. 4/01, during the BPS Conference, a lively debate was held, many motions made, many motions defeated, until the final motion, after being thoroughly discussed, was carried.

This motion stated that "any unit with less than 100 members remit \$50; any unit with more than 100 members remit \$100."

*Sue Walker*





## Executive Members' Bios

|  |  |
|--|--|
| <p><b>Sue Walker</b></p> <p>Vocational Support Worker,<br/>Oaklands Regional Centre<br/>President, Local 249, 15 years<br/>Sector Chair, 5 years<br/>huckwalker@sympatico.ca<br/>(905) 574-7445</p>  | <p><b>Helen Riehl</b></p> <p>Residential Counselor,<br/>Cochrane-Temiskiming Resource Centre,<br/>President, Local 664, 11 years<br/>Schedule II rep., 8 years<br/>PWC member, region 6<br/>hmrl664@ntl.sympatico.ca<br/>(705) 264-8870</p>  |
| <p><b>Fran Downie</b></p> <p>Greater Sudbury ACL, 9 years<br/>President, Local 676, 3 years<br/>ACL rep., 1 year<br/>(705) 693-9094</p>  | <p><b>Carolyn Elder</b></p> <p>Participation Lodge, 9 yrs.<br/>Vice President and<br/>Bargaining Team member, Local 235<br/>Sector Bargaining rep., 1 year<br/>(519) 794-3867</p>  |
| <p><b>Violet Stringer</b></p> <p>Residential Counselor,<br/>Pathways to Independence, Belleville, 6 yrs.<br/>Local 448<br/>MCSS Joint H&amp;S committee, 1994<br/>Local H&amp;S committee member, 24 years<br/>Instructor, Workers Health &amp; Safety Centre<br/>Sector H&amp;S rep., 1 year<br/>(613) 476-4533</p> | <p><b>Annette Hansford</b></p> <p>Residential Counselor,<br/>Ongwanada, Kingston, 20 years<br/>President, Local 433, 1996-2002<br/>Chair, Kingston Area Council<br/>Executive member, Kingston Labour Council<br/>Sector Communications rep., 1 year<br/><a href="mailto:nettyh@hotmail.com">nettyh@hotmail.com</a><br/>(613) 634-0352</p> |
| <p><b>Brock Suddaby</b></p> <p>Vocational Support Worker,<br/>Oaklands Regional Centre, 13 yrs.<br/>Vice-President, Local 249, 6 yrs.<br/>Sector Secretary/Treasurer, 4 yrs.<br/>(905) 315-7902</p>  | <p><b>Melanie Hamilton</b></p> <p>Transitional Support Worker,<br/>Lutheran Community Care Centre<br/>Bargaining Team member, Local 738<br/>Community Services rep., 1 year<br/>melanieh@tbaytel.net<br/>(807) 346-7596</p>  |

## Calendar of Events

### Developmental Services Executive Meeting

OPSEU Head Office  
January 16/17, 2003

### Leadership Development Training Workshop's

Regions 1,3,5,6 – To be announced

### OPSEU Convention

Sheridan Hotel, Toronto  
April 3-5, 2003  
Dev. Serv. Members Caucus  
Apr. 3 @ 5 p.m.  
(a short info. sharing session)

### Developmental Services Executive Meeting

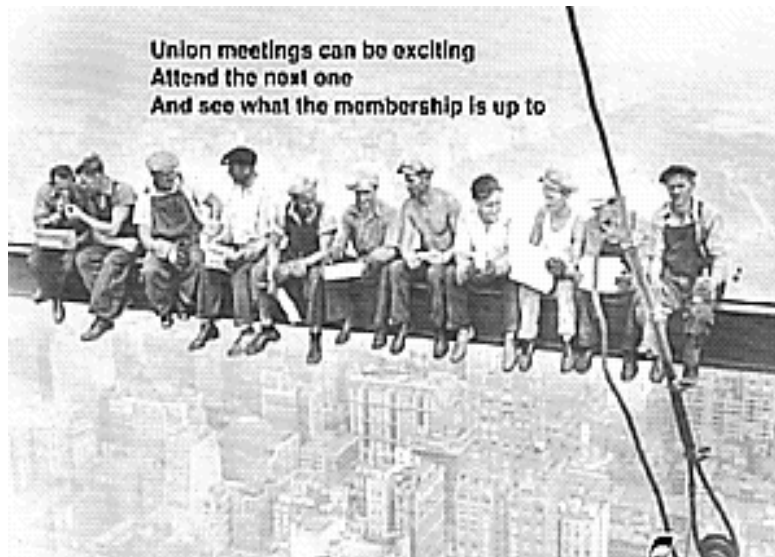
OPSEU Head Office  
April 1,2, 2003

### BPS (Broader Public Service) Conference

Regal Constellation Hotel, Toronto  
June 6,7, 2003  
A condensed version of the newly-  
developed Developmental Services  
Health and Safety Course to be  
presented to participants.

### Developmental Services Sector Meeting

Airport Hilton Hotel, Toronto  
June 8, 2003



## From the Editor:

I would like to thank all those who submitted articles for this newsletter. This publication is **for** the members, written **by** the members. Everyone is welcome to submit an article about their workplace, local negotiations, letters to the editor, or any information on issues that are of interest to us all. Please note the submission deadline for the next issue. I will send a reminder notice out to all members who have provided me with their e-mail address. If you would like to be added to my e-mail list, please send an e-mail to my address seen below.

### Spring Newsletter

deadline: **March 16, 2003**

All submissions welcome at:

[nettyh@hotmail.com](mailto:nettyh@hotmail.com)

or 725 Grouse Cres.

Kingston, ON

K7P 1A1

(613) 634-0352

# Who's worth more?

## Pay equity issues persist

Group Home worker Anita Hughes vows pay equity for all North Bay Association for Community Living (NBACL) members. For the past six years, Anita has fought for minimum pay equity of one percent per year for all workers. NBACL employees have had no pay increase since 1992. Anita started asking questions after the 1996 OPSEU convention, where the pay equity issue was identified.

"The NBACL received bump-up dollars in 1993, but has had nothing since then," says Anita. Since November 2000, a committee consisting of union and management members has been re-evaluating job descriptions. They are now ready to assign values to each.

Once pay equity amounts are decided, all current and former NBACL employees must be contacted. This includes estates of deceased workers in an attempt to deliver their pay equity.



This year, a quarter of a million dollars will be available for the NBACL to apply to pay equity. Anita says more funding may become available before the end of March 2003. Similar amounts for the next three years will help achieve Anita's goal of pay equity for all. Or at least, she hopes, to have the process up to date.

*Veronica Weir*  
*Mohawk College, Local 240*

(reprinted from *The Reporter*, the "Coming in New" Class of 2002's newsletter, OPSEU's Editor's Weekend)

