

# *IN SOLIDARITY*

*April 15, 2004*



## *Convention*

## *Update 2004*

### **Live and Let Live Fund Award Local 594**

**T**he David Kelley HIV/AIDS Community Counselling Program - in recognition of its dedicated work in providing counselling and supports to persons infected or affected by HIV/AIDS - is the first recipient of the Live and Let Live Fund Award. Program staff are members of OPSEU Local 594.

This program is named after the late David Kelley — a social worker, activist, and advocate for gay men, lesbians, gay youth and people living with HIV/AIDS.

The program is part of the Family Service Association of Toronto. This program provides professional individual, couple and family counselling to anyone living with or affected by

HIV/AIDS, along with group work, hospice or hospital visits as needed.

Their commitment and dedication is stated in their mission statement, “In an environment that celebrates diversity, our mission is to help empower lesbians and gay men, as well as adults infected and affected by HIV/AIDS, and enhance their participation in their communities and in the broader society.”



### **Brought to you by *IN SOLIDARITY***

This is the eleventh year that the editorial committee of *In Solidarity* has produced the daily updates. We will provide a record of Convention events and happenings.

**Who we are:** Len Mason, Local 737; Laurie Sabourin, Local 438; Larry Farr, Local 559; Suzanne Clancy, Local 240; Ken Palmer, Local 456; Katie FitzRandolph, OPSEU Public Affairs; and Jamie Tocker, Executive Board Liaison.

# Rainford Jackson Education And Development Fund

## Council of Agencies Serving South Asians

This year's winner of the Rainford Jackson Award is The Council of Agencies Serving South-Asians (CASSA). It is an umbrella organization that supports and advocates on behalf of South Asian agencies, groups and communities. CASSA was established in 1988 and is committed to the elimination of all forms of discrimination from Canadian society.

CASSA provides information to government and policy-making organizations regarding South-Asian communities and is a point of reference for community organizations and agencies addressing the needs of South-Asians.

This organization shares information and promotes understanding of the diverse issues facing South-Asian agencies, groups and individuals.

CASSA provides community education, technical support training and development support to member agencies and promotes recognition of the diversity of South-Asian communities.

CASSA functions as a social planning body by researching, identifying and analysing the needs of the South-Asian communities and effecting social change.

It also helps to empower the South-Asian communities to eliminate all forms of hate-crime, racism, and discrimination from Canadian Society.

*This award honours a former board member who died too young. Rainford Jackson was a Region 1 activist with a strong interest in education and human rights.*

## Honorary Life Members

### Bill Kuehnbaum

Bill Kuehnbaum has been the longest serving Executive Board Member in OPSEU's history, and is a former First Vice-President/Treasurer.

Bill has served OPSEU in many capacities over the years. He was elected to the Executive Board in 1978 and served under four OPSEU Presidents. He led the CAAT Academic Bargaining Team in successful rounds of bargaining, including the 1984 strike. Bill became the Regional Vice-President for Region 6 in 1986, the same year he ran for President of OPSEU. Bill made an incredible contribution to OPSEU.

### Linda McDowell

Linda McDowell was a developmental service worker and OPSEU activist from the early 1970s (CSAO days) until her retirement in 1999. She was president of Huronia Regional Centre's local for over 15 years. She served on the Executive Board in Region 3 for one term.

She is president of the Orillia and Muskoka Labour Council, a labour representative on the EI Board of Referees and the labour representative on the Simcoe North NDP Riding Association Executive. She is also a member of the Orillia Service Area Council. Linda McDowell walks the talk of trade unionism.

### Jim O'Leary

Brother O'Leary has been active in OPSEU for 31 years and retired in 2002 from the BPS employer, London Health Sciences Centre.

He was local president for 14 years, served on the Medical Division Executive and was elected three times to the Medical Central Bargaining Team.

Jim spent 16 years on the Constitution Committee and was a delegate to area and labour council for many years.

Brother O'Leary has acted as a staff representative, instructed at educationals and participated in nearly every union campaign.

### Paul Dunseith

Paul spent his career in the Ontario Public Service (OPS) working in both Regions 1 and 2. Paul was a PM Mechanic and a Transportation Enforcement Officer with the Ministry of Transportation.

Paul served as the president of Local 118 for many years. He served as chair on the Ministry of Transportation MERC and CERC teams.

Paul worked on many OPS Maintenance Wage Teams including chairing the 1992/93 team. He sat on the Central Bargaining Team and was a member of the OPS Social Contract Bargaining Team.

## Human Rights Awards

# Mohar Budhram wins individual award

Mohar was born and raised in Guyana (formerly British Guyana). He is one of nine children. Mohar got most of his values and inspiration from his grandfather who immigrated to British Guyana from Uttar Pradesh, India as an indentured labourer to work in the sugar plantations. His grandfather always referred to his grandsons by the all-inclusive term “brother”, a common practice among East Indians.

Brother Mohar received lessons of the labour movement from his father. His father was a union steward for more than 30 years with the National Union of Public Service Employees (NUPSE) in Guyana.

After graduating from high school, Mohar was a member of the Guyana Public Service from 1967 – 1976 before immigrating to Canada. He then joined the Ontario Civil Service in 1976 and became a member of the Ontario Public Service Employees Union. He is currently employed as a Youth Worker at the Kinark Child and Family Services.

He has 20 years experience in Provincial, Regional and Local human rights, including past chair of the PHRC and OPSEU Region 2 Human Rights Committee.



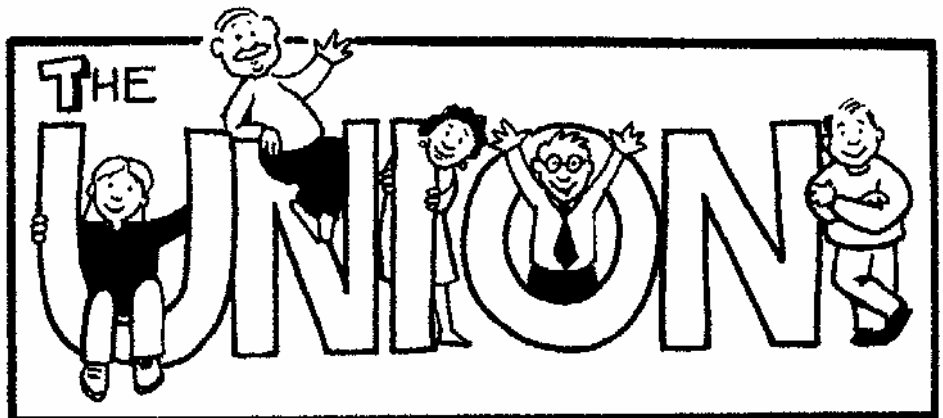
# Local 274 achieves workplace equality through education

Local 274 is comprised of approximately 175 OPSEU members who provide case management services to the Region of Hamilton through the Hamilton Community Care Access Centre. The members coordinate home care services through the Ministry of Health and Long Term Care, plan and assess people services mainly through home visits.

Local 274 have educated their entire Executive (stewards and officers) in Duty to Accommodate and the Ontario Human Rights Code. They designated a “Return to Work” steward who is knowledgeable and up to date with current case law on Duty to Accommodate. Preventing the harassment of workers on sick leave through a policy grievance against the employer resulted in the ratification of a new collective agreement which included much of the requested settlement.

They have forced the employer to monitor and eliminate workplace violence and harassment for employees requiring accommodation.

Local 274 learned that prevention and education is the key to success. Human rights infractions have a human cost that can never be remedied. Creating a culture where violations do not occur is the goal.



## Health and Safety Awards

### Health & Safety Award shared by two: Locals 575 and 581

In March of 2003, the members of Local 575 (Hospital Professional Division Staff) and Local 581 (Support Workers Members) were facing the daunting task of dealing with a deadly virus - SARS.

The Local Executive Committees knew they had an enormous responsibility to protect workers under the Health and Safety Legislation during Phase 1 & 2 of the SARS outbreak.

Immediate communication with OPSEU included both the staff rep and the Health and Safety Representatives from our organization. A plan was

implemented to maintain daily contact with these individuals to ensure coordinated efforts. The local demanded immediate Health and Safety meetings with the Employer.



Due to the unknown origin of the virus, issues of protection of pregnant and immune suppressed workers became a top priority. Negotiations took place with the employer to ensure staff from the Grace had been in 10 day quarantine before entering the Scarborough Hospital. Staff from the Grace Hospital received appropriate training and orientation regarding the protocols in place for SARS.

### John Lewis makes a difference in workplace safety

John Lewis was very involved with Health and Safety for 20 years as a member of Local 331.

He was a member and/or co-chair of the local Health and Safety committee. He was a member and later a co-chair of the Health and Safety team of the Ministry of Health.

John does training at the Workers' Health and Safety Center and has been part of Level 1 & 2 committees. He has taught Health and Safety law at Durham College Night school and for schools run by the CLC, the OFL and his local labour council.

He is involved with the Young Worker Awareness Program in schools, and is currently working with Young Worker Awareness for Children with Special Needs. He will soon be involved preparing the manual for the WSIB program for special needs kids.

