

Update on the Collective Agreement

As of March 11th 2010 both the Ottawa Hospital and CUPE 4000 came up with a new 3-year contract effective September 2009.

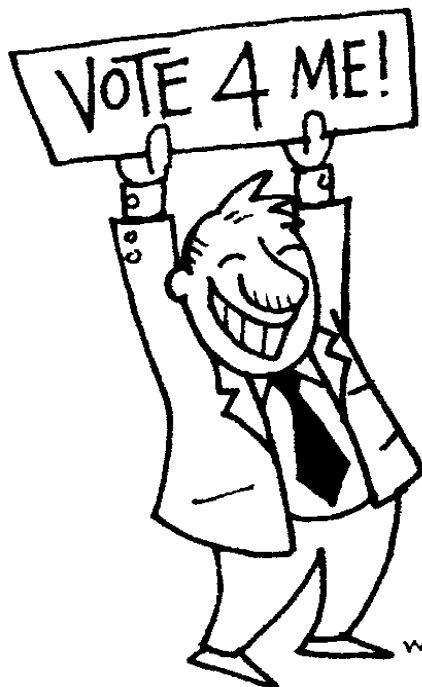
This tentative deal was overwhelmingly ratified by the members on April 8th. It took the OH until May 7th to respond to this vote. Now they want to go back on their word and nullify what they agreed upon. Even when they signed this deal they knew very well that they would not get much of a budget increase. The OH needs to honour this tentative agreement. CUPE 4000 has no choice but to use the Hospital Labour Disputes Arbitration Act to enforce this tentative deal. CUPE 4000 will not give up without a fight.

The Publicity Committee

September elections

Our next General Membership meeting will be coming up on Sept. 14, 2010 at 1505 Carling. During this meeting nominations for the site positions will take place. The positions that are available are that of the 2nd vice presidents, the chief stewards and the directors. Have a fabulous summer and see you in September.

Erika Trommershausen



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In This Issue

- ♦ **Collective Agreement**
- ♦ **CUPE Elections**
- ♦ **Barriers to women**
- ♦ **CPP is changing**
- ♦ **Work Law**
- ♦ **President's message**



“Barriers to Women” Reflections on a course

This was a highly intense five-day experience with 11 exceptional women. We learned a lot.

One of the women who really impressed me was...Buffy Saint-Marie, an Amerindian who has gone around the world with her songs and who speaks of people who want justice for women.

During the course, we read several historic documents concerning women and their achievements to date. We did some exercises that helped us

Cont'd from above

benefits before you turn 65. Now, you have to stop working altogether, or at least reduce your earnings, if you want to begin drawing CPP benefits early. For anybody retiring after 2011, that will no longer be the case.

Continuing to contribute to CPP even while drawing benefits Under the current rules, if you are drawing CPP while still working, you do not have the option to continue contributing.

Under the new rules, if you are between 60 and 65 and decide to begin drawing CPP benefits while continuing to work, both you and your employer will have to keep making CPP contributions.

The good news is that the continuation of contributions will increase the benefits that you receive, potentially to an amount

better understand the position of women today. This course helped me understand that there is still a long way to go if injustices done to women are to be stopped and for women to be recognized for their real value ...To this end, both women and men are in need of more education in order to ensure the well-being of women.

In my case, this course helped me to have greater confidence in myself and to discover my talents as a woman.

Lise Mainville
CUPE 4000

even higher than the “maximum” benefit of \$11,210.

If you are older than 65, drawing CPP benefits and continuing to work, you can voluntarily continue to contribute to the CPP, which will also increase your benefits. If you choose to keep contributing, your employer will be required to keep contributing as well.

Decreased benefits for early take-up; increased benefits for late take-up

Traditionally, CPP benefits have been lower for those who choose to begin drawing them before turning 65.

Under the new rules, those benefits will be reduced even further. Between 2012 and 2017, the reduction for drawing prior to age 65 will go from 0.5 per cent per month times the number of months that the pension is taken before age 65 to 0.6 per cent per

The CPP is changing by Corinne Carey/The Stand/NSGEU/CALM

THE FEDERAL government is on the verge of making changes to the Canada Pension Plan (CPP) that will affect the retirement benefits of all Canadians.

Generally speaking, the changes will reward those who choose to hold off on collecting their CPP benefits until after they have turned 65 and slightly diminish the benefits to those who choose to begin collecting their benefits early.

The proposed changes, which could be in force by the fall, affect in four main areas.

Removal of the work cessation test The work cessation test will be eliminated in 2012, making it easier for you to begin drawing CPP

month.

Likewise, CPP benefits have traditionally been higher for those who choose to hold off on drawing benefits until after turning 65. Between 2011 and 2014, those benefits will be increased even more: from 0.5 per cent per month that the pension is taken after age 65 to 0.7 per cent per month. These benefit increases stop accruing once you turn 70.

♦ Corinne Carey is the NSGEU's Pension and Benefits Officer.

This article adapted from Canadian Association of Labour Media's website

Work Law

"Union members aren't Kleenex" by Mikael Swayze/CALM

WHEN A fleet coordinator at the Greater Toronto Airport Authority (GTAA) was fired in 2004 for allegedly claiming sick leave fraudulently, she filed a grievance. Arbitrator Owen Shime recently awarded her more than \$500,000 because of the lack of cause and the high-handed manner in which the employer fired her. In addition, he found that employers of unionized employees have a duty to act in good faith in carrying out management functions.

The worker, a Public Service Alliance of Canada member, was a 23-year employee of the GTAA with

judge for themselves the grievor's medical condition solely on the basis of the video evidence.

The arbitrator wrote in his conclusion: "Employees are not like tissues to be used up and then thrown out at a whim into the bin of low level employment or unemployment. Employees, particularly those such as the grievor, who have been long term local employees, are entitled to both a reasonable consideration of their seniority and work record and to a reasonable investigation of their conduct before being discharged and accused of dishonesty."

He also found there is an "obligation on the employer not to conduct itself, without reasonable and proper cause, in a manner calculated and likely to destroy or se-

no prior record of discipline or absenteeism. She suffered a work-related injury in the fall of 2003, took two days off work and was referred to a physiotherapist. However, she needed surgery. She had the surgery in February 2004 and was given a note saying she would be off work for four weeks.

She lived with a fellow GTAA employee who was off sick at the time and was under covert surveillance by the employer. The employer decided to also place the grievor under surveillance. They saw her running a few errands and seeming not to suffer any discomfort. They asked for more medical information and that she return to work sooner. Fearing being terminated, as her partner had been, she returned to work a week early.

riously damage the relationship of trust and confidence between employer and employee."

She was suspended and on March 24 she was terminated.

Because of the surveillance and the GTAA's refusal to believe her and her doctor and physiotherapist, she was referred to a psychiatrist who diagnosed her with Post Traumatic Stress Disorder (PTSD) and with betrayal trauma. Here was a 23-year employee with a perfect record, "stalked" by her employer and then fired while legitimately off sick. Her PTSD originated from previous assaults.

However, the re-emergence of her PTSD symptoms was entirely a result of her firing.

The arbitrator found her testimony and that of her doctor and physiotherapist compelling. He was particularly critical of the fact that GTAA management saw fit to

• Mikael Swayze is a staff representative with CUPE 3902 and CALM Secretary-Treasurer.

Taken from CALM website



Come on, Mayor Miller, admit it:
You're ecstatic that we spent the big bucks to bring this G20 show to Toronto, aren't you!

President's Message

To the Membership of Local 4000,

We will be in arbitration on September 22nd 2010, concerning the collective agreement, that the Ottawa Hospital signed with the Union on March 11th, 2010. Both sides agreed to recommend ratification of this agreement. The Union proceeded to ratify it on April 8, 2010. The Ottawa Hospital's board of director's and senior management did not accept the recommendation of ratification, its negotiation team had agreed upon; do too the fact the provincial government's budget for 2010 recommended that salaries in all public services contracts be frozen for a period of two years. Our legal council has advised us that this legislation does not apply to our situation. The union and Ot-

tawa Hospital had a signed agreement, prior to the provincial government's budget, which only needed to be ratified.

The employer is acting in bad faith; I am very disappointed with their position. How this will change bargaining in the future, remain to be seen. Recently during staff appreciation week (we believe if you appreciate your staff you would have honoured the agreement) Cupe handed out t/ shirts and armbands at the three Ottawa Hospital Campuses in protest of the renegeing of the signed agreement. We are looking into the legality of wearing the t/ shirts and armbands on the first day of the contract arbitration hearing, as a silent protest. The web page has been updated and will continue to be updated on a regular basis. We have also put the sunshine list on our web page; the list has all employees that make

over 100,000 a year. I added up the salaries of the CEO, COO and 8 Senior Vice Presidents, their total combined salaries for one year comes to 3.5 million dollars!

Bruce Waller
President
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The Newsletter is looking for talented individuals to contribute cartoons or artwork. If you have anything you would like to see published please contact the union office 613-722-0652 and leave a message for the editor.

