



President's Report

January 2020

Welcome to 2020! Thank you to all of our Members who came out to join us for our Healthcare Support Workers/Holiday Meet and Greets. Everyone who attended and signed in or signed a CUPE Membership card was entered into a draw for one of our left over Strike! Hoodies or a bag. Over the next month names will be drawn and will be called to make arrangements to get their prize.

My Secondment to Local 204: On Monday, January 27th I will be going onto an extended leave of absence from CancerCare to work with Local 204. I will be acting as a Union Support Officer (USO) which is much the same as a labour relations officer. My LOA is in place for 2 months (ending on March 27th). During this time there will be no changes to our Local as I will remain in my union position until the transition into Local 204 has occurred and a Unit VP and Chief Shop Steward have been elected.

My job in ColonCheck has been posted as an indefinite term. Any Clerks interested in applying please do. FYI – as this is a new job the wage scale is not listed. The wage is the same as the Senior Communication Clerk (now Charge Clerk) as listed in the current Collective Agreement.

Workplace Health and Safety (WH&S): CCMB now has several workplace Health and Safety committees. The employees sitting on the committees are: MCC – Collette Lafreniere Thompson; St. B and COPS – April Mell and Ravinder Garcha; Screening Programs: Linda Harder; SMD Building – vacant. There is currently nobody from CUPE sitting on the SMD committee. If one of our Members who are assigned to SMD as their worksite and you are interested on sitting on that WH&S committee please let me know. These committees will not change with the transition into Local 204 as they are workplace specific, not local specific.

All WH&S committee members are provided with 2 days of training, CUPE will provide further training, there is one meeting every 3 months and a few inspections need to be completed. Overall, this is usually a committee that does not take too much time.

Grievances over the years: During the vote campaign I was asked to prepare a short report of the grievance wins for CUPE/CCMB. The report that I prepared goes back to 2013, when I wrote my first grievance for Local 1550 CCMB. Below is a quick outline of all the grievances written and their outcomes for our bargaining unit. These are just the formal grievances, Step 2 and higher.

The informal Step 1 and non-grieved issues have included: out of scope workers at CCMB doing the work of our bargaining unit of which several jobs have been brought into scope; complaints of other employees from other departments and agencies doing our work which has brought about shifts in some of work, transfers from other facilities and departments; proper pay; hour changes; and regular issues arising from the Collective Agreement.

Current outstanding grievances:

7 x Individual 3 x Policy/Estoppel 2 x Group (JJE)

Closed Grievances Since September:

9 x Individual – Upheld 2 x Policy – Upheld 1 x Individual – Withdrawn

Grievance Summary

2013 - 3 grievances submitted 1 – Individual - Upheld (win) 2 - Withdrawn	2014 - 9 Grievances submitted 5 - Individual - Upheld 1 - Policy – (Vac bonus week) - Upheld 2 - JJE - Upheld (both jobs reclassified and wages adjusted) 1 - Withdrawn
2015 - 11 Grievances submitted 7 - Individual - Upheld 2 - Policy – (Sick Time) - Upheld 2 - JJE - Arbitration - jobs reclassified and wages adjusted	2016 - 9 Grievances submitted 8 - Individual - Upheld 1 - Policy/Estoppel (past practice – roll over OT) - Upheld
2017 - 12 Grievances submitted 5 - Individual - Upheld 2 - Individual JJE - Upheld, job reclassified and wages adjusted 1 - Group - Upheld 1 - Policy - work of the bargaining unit - upheld 1 - Policy - Security Checks - Upheld 1 - Policy - HIM Classifications - Central Table wide arbitration - Outstanding 1 - Withdrawn (choice of Member)	2018 - 24 Grievances submitted 17 - Individual – 10 Upheld; 4 Withdrawn due to 1 being upheld; 1 Withdrawn; 1 outstanding 7 - Policy - Work of the bargaining (2x jobs were brought into scope - upheld; 2x CUPE duties were taken away from out of scope jobs; 1 red circled salaries and transfers - upheld; 1x Work of the bargaining unit (going to arbitration); 1x perm staff applying for casual positions (outstanding)
2019 - 14 Grievances submitted 9 - Individual - 3 upheld; 6 outstanding 2 - Policy/Estoppel (Benefit payment when on RTW program; Flex time) - outstanding 2 - Group - JJE - outstanding 1 - Withdrawn (due to prior grievance being upheld)	

Respectfully Submitted by

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