



# THE VIEW

FROM

# Local 2

Volume 7, Issue 1

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## SEIU Canadian Council Convention

2008 - Halifax

A strong Local 2 BGPWU delegation led by President Cam Nelson attended its

election at the International Union Convention in June.

Together they will form the Executive of the Council of Presidents for the AWCC.

special thanks is owed to the Security staff including those that came in early to cover, and for all their hard work at Rouge Valley in building the great reputation that our Local 2 members have with all the hospital staff, Physicians and Volunteers.

bership and provides long term security for the brewery and our members" said Branch Local 1 President Dave Bridger.

Read the letter from Rouge Valley to the Security Staff on our website.

Visit our website to view the article from The London Free Press regarding the Labatts new agreement.

## New Agreement at Labatts, London, ON

Early negotiations resulted in a new 7 year agreement at our flagship Labatt London Brewery and our Branch Local 1. The agreement was highlighted by numerous improvements to our members work/life balance as shift changes were made easier, rotating shifts limited and vacations made more accessible. On the monetary front senior employees will be offered an early retirement package of 800 hours pay, all employees will receive a \$2,000.00 signing bonus and wages will be increased by \$1.57/hour with variable incentives potentially adding a further \$1.94/hour. Pensions for current employees will be increased by \$50/month in each of the last four years while Life insurance increases to \$95,000.00 during the life of the contract. New employees will start at \$22.00/hour and will receive wage increases of \$1.47/hour with variable increases potentially adding a further \$1.88/hour. New employees will be in a defined contribution pension plan that will see both the employer and the employee contribute 5% of base earning to the pension.

## Major Bargaining Victory at ARAMARK

Our members employed at ARAMARK Canada Ltd. (Confederation College) recently ratified a Memorandum of Settlement which contains significant gains in several areas of the collective agreement. The four year deal provides for increases of 9.75% in year 1, 7.75% in year 2, 3.8% in year 3 and 2.8% in year 4 for a total wage increase of 24% over the term. The settlement also contains provisions which requires the Employer to compensate lost wages during negotiations for the renewal collective agreement and paid time to attend the Unions Executive Council/Annual Training Conference. Additional highlights include a Dental plan and Drug Card (which becomes effective the second year of the term), Family Day, Employer-paid medical certificates, increase in mileage and strengthened job posting language. Business Agent Jeff Rooney, commented: "one of the biggest challenges in negotiating wages for low income earners has been to maintain or increase the spread between wage rates and minimum wage - this memorandum clearly achieves this important priority." Excellent work!

"The agreement was ratified by more than 93.5% of the mem-



first ever SEIU Canada Convention on April 21 - 23 in Halifax. The Convention was highlighted by inspiring speeches from Stephen Lewis and our International Union President Andy Stern.

The delegates unanimously endorsed a new vision and plan of action for SEIU Canada during the next four years. The delegates amended the Canadian Constitution and more importantly established a new Atlantic, Western and Central Canadian Council representing all Canadian Locals outside Quebec and adopted an ambitious agenda for growth with a target of adding 60,000 new members during the next 5 years and for significantly increased political action.

A leadership team was elected for the new Council - Sister Sharleen Stewart, President Local 1, was acclaimed as our International Vice-President, Sister Barb Cape, President Local 308 our International Executive Board Member and our own Local 2 President Cam Nelson was endorsed as a candidate for International Executive Board on the Andy Stern slate for

## Team Work Leads the Way at ROUGE VALLEY

On April 16<sup>th</sup> 2008 the security staff at Centenary Hospital along with the nursing staff of the Emergency Ward faced a serious and dangerous situation when a patient inflicted serious wounds to himself with a steak knife. Security, Nursing and Police reacted quickly and professionally to this situation. The situation was quickly diffused, and the patient restrained and attended to.

There were some injuries to security and nursing, but everyone seems to be doing well. "When I received a call on my cell phone that day I new something was wrong, and immediately went to the Hospital to offer assistance" said Bob Hearn, Security Officer and Chief Steward at the hospital.

If it wasn't for great TEAM work that day, the situation could have become even more dangerous. A lot of thanks have come to the security department from that incident

Bob concluded by saying a very



The DREAM TEAM: Oliver Johnson (most senior guy in the department, 30 years seniority), Salvador Caruncho (chief steward), Michael Shapiro and Totaram Aklu (charge officer).

*Congratulations*  
*Michael Shapiro*

Michael holds the position of Steward at the Western site of the University Health Network. Michael has been accepted into Osgoode Hall Law School at York University and will commencing his studies in September, 2008.



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## Bargaining Victory McMASTER UNIVERSITY Hospitality Members

On the heels of the successful "Living Wage" collective agreement achieved by the Physical Plant bargaining unit, our BGPWU members at McMaster Hospitality Dept. voted overwhelmingly to ratify their new collective agreement incorporating the same history-making pattern settlement. As a direct result of the Union's Living Wage campaign, Satellite employees (the lowest wage earners) will receive an impressive wage increase in their hourly rate from \$12.36 to \$15.02 over the term of the three year deal. In addition, the reinstatement of benefits for retirees was an important bargaining priority which was successfully achieved. The new contract also provides general wage increases of 2.75% in each year, strong job security, enhanced job posting provisions, increased benefits entitlement, staffing levels protection, and many other substantial improvements. Congratulations to the Negotiating Committee for a job well done!

## Bargaining Breakthrough for Local 2 School Board Members

At press time, a provincially-negotiated framework has just been reached between the Ontario Ministry of Education, school board employers, and the various Unions across the province, including our SEIU Local 2 BGPWU members at Superior-Greenstone DSB, Superior North Catholic DSB, and CSD catholique des Aurores Borealis. The Framework Agreement provides for 3% wage increases in each year of a four year deal, dedicated funding for additional benefit improvements, dedicated funding for Support Staff Professional Development, and - a historic first - dedicated funding to offset any potential Support Staff reductions as a result of declining enrollment. In addition, a separate funding envelope has also been negotiated increasing the number of paid days for Education Assistants from 188 to 194 per year.

Local negotiations will still take place as usual within each school board regarding collective agreement items not covered under the Provincial Framework. Without a doubt, the Framework Agreement constitutes an extraordinary achievement for all maintenance and custodial workers, secretaries, education assistants, and other support staff of Ontario school boards. Many thanks to SEIU Local 2 members Len

Carlson (Superior-Greenstone), Rachelle Mayer (Aurores borealis), Phil Desilets (Superior North Catholic), Business Agent Jeff Rooney, and Secretary Treasurer Ted Mansell for their impressive negotiating skills in these ground breaking provincial negotiations. Well done!

## New Agreement at STRATHCONA

On January 10th, members at Strathcona Hotel, ratified their new five year Collective Agreement including: wage raises of \$2.25 over the life of the Contract, \$350 Signing Bonus for full-time and \$75 for part-time, and Family Day was added to the statutory holidays. Up to 6 days of paid education leave.

## Triumph at ABILITY JANITORIAL

Despite a fierce and concerted effort by this Employer to break the newly-unionized workforce at Ability Janitorial in Ottawa, these hard-working, largely immigrant workers stood strong by ratifying their first collective agreement and subsequently defeating an orchestrated decertification vote. Although this struggle was first and foremost about achieving dignity and respect for these exploited workers that clean federal government buildings,



they also secured new and much-needed benefits such as paid bereavement leave, paid Union leave, seniority and job posting provisions, income protection while awaiting federal security clearance, and an additional .20/hour on top of their already-scheduled minimum wage increases.

A very special thanks to SEIU National Organizer Todd Ferguson and Local 2 Legal Staff as well the federal NDP, Ottawa Labour Council, and PSAC members that rallied behind and publicly supported our Ability Janitorial members. It has been a long and difficult battle.

**Congratulations on achieving this well-deserved victory!**

## New Agreement at GUARDSMARK

Guardsmark employees ratified a new three year Collective Agreement, which placed their current benefit package into the SEIU Benefit Trust, and provided an improvement in sick day entitlement as well as 6% over the life of the agreement in wages. Well Done.

## News From BC-Local 244

On February 24th at Vancouver Art Gallery a protest rally was held to include women ski jumpers in the 2010 Olympics in British Columbia. Pictured below on the left is **Harry Bains** NDP MLA Surrey Newton (Olympic Critic), **Mike McDonald** (Branch Local President) and on the right is **Peter Julian** NDP



MP Burnaby Edmonds (Olympic Critic). It's hard to believe that in this day and age, women ski jumpers are not allowed to participate in the Olympics. SEIU Local 2 BGPWU is proud to be working with the provincial NDP in their fight against this injustice to female athletes.

SEIU Local 2 BGPWU works closely with and appreciates the support of the provincial NDP in our on-going Justice for Janitors Campaign in British Columbia.

### Good News on the Organizing Front

**Justice for Janitors (Toronto Campaign)**  
Toronto - The Justice for Janitors campaign registered two important victories early in 2008. In February, workers at **Bee Clean** were successful in winning city-wide union recognition and in April a lengthy organizing and legal fight culminated in a similar victory for workers at **Hallmark Housekeeping**. Since the Justice for Janitors movement was launched in Toronto eighteen months ago over 1000 workers have united under the banner of SEIU local 2 BGPWU

**Gaming**  
Workers at Amtote, a subsidiary of Magna Entertainment Corporation, voted overwhelmingly to join SEIU last April. The workers, who maintain tote machines at racetracks across the province, met on May 22 to develop contract proposals and elect a negotiating committee.