

# THE INFORMER



CAW LOCAL 1106—HEALTHCARE

Issue 3

SUMMER 2011



# THE INFORMER

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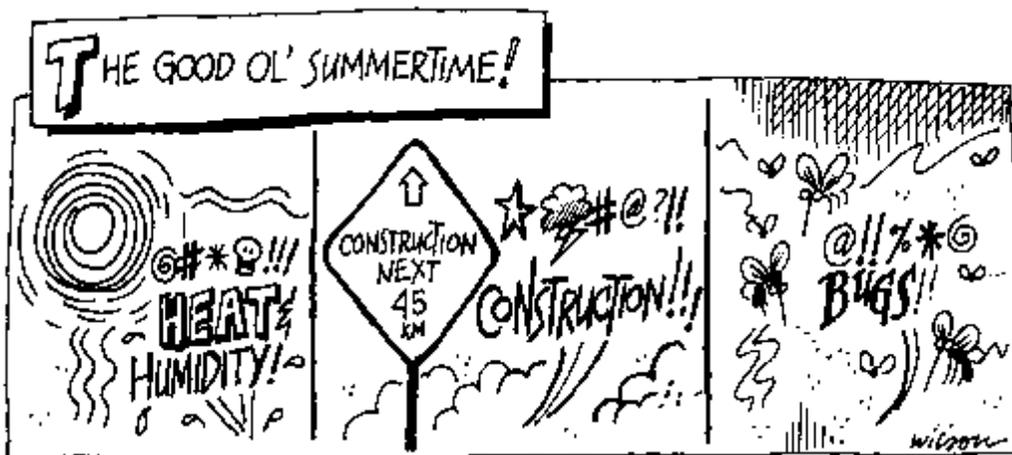
**Top Left:**  
Bill & Judy McLachlan,  
Ruth Pryce, Mary Shooter, &  
Dave Eales

**Top Right:**  
Hazel Pratt-Paige

**Centre:**  
Eunice Ramsay

**Bottom Left:**  
Ruth and Rhoney Pryce

**Bottom Right:**  
Shelley Tapsell



Page 2

CALM—June 2011



CALM—June 2000

## PRESIDENT'S REPORT:

### BARGAINING UPDATE:

Revera—Columbia Forest:  
Has date set for arbitration, October 5<sup>th</sup>, we will get the group back together to go over the outstanding issues in September and finalize what will be going forward to the arbitration.

Eventide Home:

The Salvation Army announced that they have ten different health care providers interested in taking over Eventide Home. Hopefully there will be some good news for the employees who are waiting to hear about future plans for the home.

Victoria Place:

Had another successful picket on July 11<sup>th</sup>. These employees refuse to accept that cutting hours and losing full time jobs will not affect the residents care. This employer (Revera) is making the same type of cuts in many different locations. Cutting full-time jobs and increasing casual positions, that have no benefits for employees, is not what our members expect from this employer as we head into bargaining in September.

Carressant Care Harriston-Nursing Home:

Have dates to bargain in September after long delays. The committee will meet before hand to get their monetary proposals ready for negotiations.

Winston Park- Nursing and Retirement:

Have dates to bargain. There will be four different CAW locals taking part in master bargaining with this group.

### ORGANIZING:

We have an ongoing campaign trying to organize Fairview Mennonite Home in Cambridge. The Labour Board held a workplace vote on Monday June 27<sup>th</sup>. The result was forty (40) yes- forty (40) no, with eighteen (18) sealed ballots. There are a number of different options that need to be considered before we proceed further. Brother John Aman and Brother Kim Adams, from the organizing department, are reviewing the different scenarios and will make a decision by July 20<sup>th</sup>. We should be able to welcome these new members to our local very soon. I would like to thank Brother Doug Aitchison for all his hard work on getting the cards signed and making it possible for these workers to be in a position to make the decision to join the CAW.

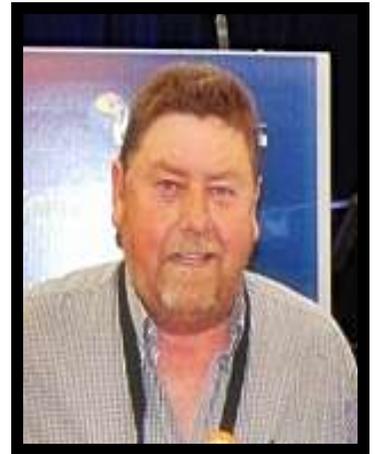
### ONTARIO HEALTH COALITION:

The Ontario Health Coalition is having a rally at Queens Park on September 13<sup>th</sup>. The rally has a number of objectives to put forward before the Provincial election in October. Comprehensive health care for Ontario patients and seniors-improved access to services in our communities and equitable, non profit, public care. We need to send a large delegation to this rally to make sure that healthcare is a priority for our political parties. The working conditions of front line health care workers also needs to be addressed, from continually working short and the two year wage freeze. We need members to sign up as soon as possible to make arrangements for transportation to Toronto for this important rally.

The Health Coalition also has a pamphlet we will distribute to our members – Everything You Ever Wanted To Know About Healthcare and Taxes. We need to get these out before the election as Ontario now funds our hospitals less than almost anywhere else in Canada.

### LOCAL OFFICERS MEETING:

The local officers met on July 8<sup>th</sup> to go over a number of issues dealing with local 1106. One of the topics discussed was the accusations made at the general membership meeting on June 20<sup>th</sup> on a conflict of interest on where officers do personal banking and where Local 1106 has a bank account. I want to make this clear, *no* officer in this local has benefited in any way because of our Local 1106 account. If any member wants to see financial information (other than the monthly reports) just make an appointment to come in to the office and review *any* financial documents, officers wages, expenses and mileage or anything paid by this local. When this local was formed, this group of officers wanted to make sure that all finances were open and all financial reports covered exactly what information the membership **wanted. That's why we have** one of the most detailed financial reports of any local I have ever been part of. As Brother Rouse stated in the membership meeting, we will meet with any workplace in our local that has questions or concerns about any conflict of **interest or "kickbacks"**.



**Bill McLachlan  
President**

As I stated at the membership meeting, I have been banking at Scotia bank for twenty five years. Local 1106 started banking at the Scotia Bank on Courtland Ave for a very simple reason, it was the bank that was nearest our office on Courtland Ave. If anyone has any questions or concerns please feel free to contact me.

In Solidarity,  
President Bill McLachlan  
CAW Local 1106



# THE INFORMER

## PUBLIC SERVICES ARE UNDER ATTACK:

Well it needs to be talked about, not just at the coffee table and behind closed doors but with friends and family out in the open. The public services we provide are among a great deal of public services that are under attack. We are living in a time where the essence of public policy is to cut taxes. This is evident at all levels of government. What we can see as the result of this relentless push to the bottom is the cuts to the services we provide to the community. There are those that say that spending is out of control, we need to reign in spending. Actually government spending as part of the economy has dropped from 53% in 1992 to 39% in 2008. No Problem there.

There are those that say our deficit is growing out of control. Canada has the best financial books in all of the 20 richest countries in the world. We have the lowest total debt levels. Projecting to 2014, our debt level as a share of the economy will be only 33%. Some of our world neighbors will be, Germany 81%, USA 85%, and Japan 142%. **So we don't have a spending problem and we don't have a debt problem, I bring you to the reason of this article.** We have a tax cut problem. In 1995 total tax revenue was 36% as a share of the economy. In 2008 it was down to 33%. This amounts to about \$50 billion less from revenue every year. That is \$50 billion less for hospitals, schools, mental health programs, childcare etc, all

because of tax cuts that benefit rich individuals and corporations a lot more than us working on the front lines. National Childcare was reported to only cost \$2.5 billion. A National Pharmacare program is calculated to cost \$10 billion with front line savings of \$19 billion in our pockets. Just think what having those programs would mean for us in Canada. Instead we got tax cuts. How much extra is in your pocket? The average Canadian family receives \$41,000 in tax funded programs and services each year. We all benefit from taxes more than we actually think about. Taxes put out fires, keep our communities safe, educate us and our children, provide health care, protect our food and water supply, care for our elderly and infirm.

Simply put we get benefits every single moment of our life. Our Hospitals are underfunded to the lowest amount in Canada. We have no minimum standard for care in our Long term care homes. We have an election on October 6<sup>th</sup> here in Ontario. We need to insist that Healthcare and public spending, not tax cuts are part of the Political parties platforms. We need to support and improve care not the status quo or tearing it apart more. We need a fair tax system that supports everyone and provides the care when and where we need it.

In solidarity,  
Shawn Rouse  
Financial Secretary



CALM—March 2008

Ontario Health Care  
**PLEDGE**

Put the care back in health care

The health care pledge is a democratic forum to identify and raise the issues that Ontarians care about leading into the provincial election on October 6<sup>th</sup>

<b>1</b>	<b>2.</b>	<b>3.</b>
<p><b>Make Your Voice Heard</b></p> <p><small>Represent the needs of jobs, life, family, education, environment and your own health. What you care about and what you're willing to do to improve health care in Ontario? Your issues will show up on the list on your ballot. You can vote on them on election day, and your Ontario's elected representatives.</small></p>	<p><b>Vote On It</b></p> <p><small>Once we have your key issues, they will be included on the provincial election ballot. In July 2011, you will vote on them to show us your priorities. Your priorities will become an election pledge.</small></p>	<p><b>Take The Pledge</b></p> <p><small>If you're disappointed, take the Pledge to help make your priorities for the health care election count. You will be able to see how many people in your riding have taken the Pledge. If thousands of Ontarians join in, we can make a difference this election.</small></p>

**Make this election matter for Ontarians.  
Help Build the Health Care Pledge at  
[www.votehealthontario.ca](http://www.votehealthontario.ca)**

IN THE PROVINCIAL ELECTION THIS OCTOBER  
**WE NEED CLEAR COMMITMENTS TO SAFEGUARD LOCAL HEALTH CARE SERVICES & IMPROVE ACCESS TO CARE**

Ontario's health care system is the top of the public agenda. Every political party will promise to fund and improve health care. But it's not enough. Ontarians need clear commitments on the issues that matter to us.

## MILLIONS OF CHILDREN ORPHANED BY AIDS IN AFRICA:

Our women's committee is honoured to have Leah Teklemariam from the Stephen Lewis Foundation come out and talk to the women of our local on the amazing work they do in Africa.

None of us who heard Esta, a nurse from the Panzi hospital in the Republic of Congo speak of the atrocities to women and children in the region will ever forget her dedication and passion for these women and children, often putting herself in great danger to assist them.

The grandmothers to grandmothers campaign has raised hundreds of thousands of dollars to help African grandmothers care for millions of grandchildren, orphaned by AIDS with no support. The women's committee of 1106 wants to help support these causes, and once you hear of these appalling conditions you too will be moved to want to help.

PLACE: 600, Wabanaki Drive, Kitchener.  
DATE: October 16th 2011.  
TIME: 2-4 pm.  
Refreshments will be served.

In Sisterhood  
*Yvonne Quigley*  
VP Women's Issues

For more information on the Grandmothers to Grandmothers campaign, visit:  
<http://www.grandmotherscampaign.org/>

HER DEDICATION  
AND PASSION  
FOR THESE  
WOMEN AND  
CHILDREN,  
OFTEN PUTTING  
HERSELF IN  
GREAT DANGER  
TO ASSIST THEM



Photo from: <http://www.grandmotherscampaign.org/>

### WOMENS SHELTER DONATIONS

It is not too early to be thinking about our donations to Mary's Place in December. Your local women's committee volunteers their time to make up to 60 baskets of toiletries and personal items for women who often have to leave their homes with only the bare essentials. We are told that our baskets are very gratefully received and may be the only gift that woman will receive at Christmas. Please be generous with your donations of toiletries and personal items. You can give them to your chairpersons or drop them off at 600 Wabanaki Drive any time. We thank all our members who generously give their time and donations for this worthy cause.

# THE INFORMER

## ANSELMA HOUSE-WOMEN'S CRISIS SERVICES-OPEN HOUSE:



On May 26th 2011, I took my daughter with me to Anselma House—**Women's Crisis Services** Open House.

I live close to this facility so I was able to watch Anselma House be built from the ground up into this incredible facility.

From the moment I walked into this building, my daughter and I were greeted warmly and were taken on a tour.

I must say, this is a beautiful safe house for women and children.

The security at this facility is

great. The comfort of the home is so warm and welcoming, which is so important for these women and children.

There is an intake room where the women and children would first go before being admitted. The bedrooms are equipped with cribs and extra beds if needed. The site also has family suits so a family can stay together in one room. They have a beautiful kitchen where women staying at the house are encouraged to cook their own meals and clean up once they are done. Laundry facilities are available. There is a wonderful play room for the children with lots of toys and little tables and

chairs to play at. There is a music therapy room, counseling rooms, and many more.

This home also has many support people under this roof, so the women and children at this house will receive the best care and abetment they need to heal from the terrible **happenings they've endured.**

As a crisis worker and an individual in our community, I would without doubt feel confident supporting any woman experiencing abuse in coming to this facility for support, and would leave there knowing that these women and children are in good hands—the hands of people who care and want these women and children to be able to heal, to be able to stand strong and find their voice again.

It was such a pleasure for my daughter and I to be able to attend Anselma House—**Women's Crisis Services Open House.** This facility is a wonderful service in our community!

In Solidarity,  
Shannon Tobin  
Recording Secretary  
& Crisis Intervention Worker  
with Crisis Services of Waterloo  
Region—CMHA

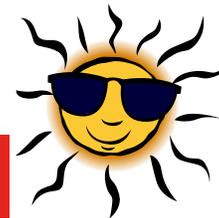


**Women's Crisis Services**  
of Waterloo Region

**24 HOUR CRISIS LINES**

**(519) 653-2422**  
&  
**(519) 742-5894**  
Toll Free  
**1-800-410-4482**





## HEAT STRESS—COOL SOLUTIONS:

GLOBAL CLIMATE change demands many responses. Workers certainly require increased protection to prevent occupational heat stress. The shock of a **bakery worker's death in summer 2001** drove this home.

Kim Douglas Warner, 44, died from heat stroke in Barrie, Ontario during a 12-hour day shift at a Weston Bakeries plant in temperatures estimated at 49° Celsius. Lack of water and rest breaks also contributed to the fatality.

**Warner's core body temperature rose** to a staggering 42.5°C at time of death.

The Canadian Auto Workers had been poised to negotiate their first contract with the employer. Hot working conditions were a major issue during the organizing drive. Two and a half years later Weston Bakeries was fined \$215,000 under the Occupational Health and Safety Act.

**Heat stress is the body's response** to extreme heat or to a hot environment. Heat comes from hot working environments, but it also comes from within the body itself. The harder the work, the more metabolic heat is generated inside the body. It is this combination of hot working environments and heavy manual work that poses the greatest threat.

To stay healthy, the body must maintain a constant core temperature of 36°C to 38°C regardless of external conditions. The body does this by gaining heat from food (calories) and muscular work or losing it through radiation and sweating. Rates of heat gain and heat loss must balance to maintain this constant body temperature. Most people feel comfortable when the air temperature ranges from 22°C to 25°C and the relative humidity is about 45 per cent. This range is neither too hot nor too cold.

As the body warms up after exposure to heat or exertion, blood is circulated to the skin, which increases skin

temperature and allows the body to give off its excess heat through the skin as sweat. Evaporation of sweat cools the skin, eliminating large amounts of heat.

Unfortunately, sweating does not cool the body unless the moisture is removed from the skin. Under conditions of high humidity, the evaporation of sweat is **decreased and the body's efforts** to maintain an acceptable core temperature may be significantly impaired.

Maintaining an acceptable core temperature is also difficult for workers exposed to excessive radiant heat, or those required to perform extremely physical work. Either way, when this happens we say the individual is **experiencing "heat stress."**

**Kim Warner's is but one of an estimated** 220 workers in Canada and the U.S. who die annually from occupational heat stress. Moreover, scientists tell us the worst is yet to come. A study released by Toronto Public Health and Environment Canada predicts heat-related deaths will double by 2050 and triple by 2080 as a result of global warming.

Workers most at risk include those working in bakeries, restaurants, laundries, mines, smelters and foundries, where temperatures can rise to extreme levels, particularly in the summer. During the summer, outdoor workers, such as roofers, road crews and surface miners are also susceptible to heat stress.

Older workers, those with medical conditions and taking certain types of drugs are also at a higher risk. For example, workers who take medications for blood pressure control may have problems when exposed to high temperatures.

Too much exposure in a hot work environment can cause a variety of acute health effects.

**Heat stroke happens when a person's** temperature-regulating system fails, and sweating becomes inadequate to keep the body temperature within normal. Symptoms include hot and usually dry skin that is red or spotted, a temperature above 41°C, mental confusion, delirium, convulsions or unconsciousness. If heat stroke is not treated immediately, permanent damage to organs or even death can occur.

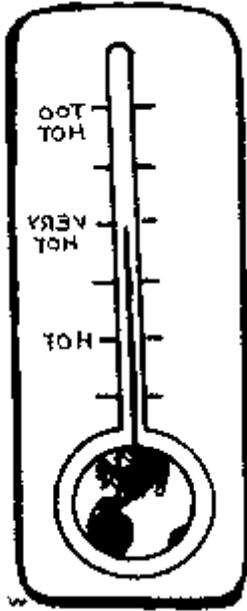
Heat exhaustion is caused by the loss of large amounts of fluids by sweating from continuous work in high temperatures. A worker suffering from heat exhaustion still sweats but experiences some or all of these symptoms: extreme weakness, dizziness, headache, nausea, vomiting, muscle cramps, breathlessness and numbness of the hands or feet.

Heat cramps are sharp muscle spasms that occur in those who sweat copiously in heat, drink plenty of water, but do not adequately replace the lost salt. Fainting, heat rash and transient heat fatigue are also consequences of prolonged exposure to hot conditions. Transient heat fatigue is a short and temporary state of physical and mental and emotional discomfort and can cause a decline in performance, alertness and safe working habits.

Like many other dangers, indoor heat stress hazards can be controlled at the source along the path, and with the worker. Controls made at the source of the hazard are the best way to reduce or eliminate heat stressors. Better building design and air cooling systems using renewable energy sources reduce worker risk and hot weather-promoting green house gas emissions. Mechanizing or automating some work procedures and installing better insulation for equipment like stoves and furnaces are two more ways to curb heat stress.

Atwork/IWH/CALM  
April 2011

# THE INFORMER



CALM—March 2008

## HEAT STRESS - COOL SOLUTIONS...CON'T:

Exhausting hot air and steam produced by operations and installing fans will help address heat issues along the path. However, fans have little benefit when relative humidity levels rise above 70 per cent, as little evaporation occurs. If air and skin temperatures are the same (36°C) or higher, moving air may actually heat up the body, especially if humidity is high. Controls applied to the worker are the least desirable. When it comes to heat stress though, particularly for outdoor workers, controls applied to

the worker are often the only option. These controls include:

- **wearing loose-fitting**, light clothing in less extreme heat, water-cooled jackets and air-cooled space suits for extreme heat, and reflective clothing in high radiant heat situations
- **scheduling heavy work** during the coolest time of day, assigning extra workers to heavy tasks, slowing the pace of work or postponing nonessential work
- **avoiding working in direct** sunlight wherever possible
- **taking frequent breaks in**

cool locations

- **providing cool drinking** water and slightly salted water in extreme heat. In the absence of proper heat stress controls and lack of response to expressed concerns, as a last resort workers should exercise their right to refuse unsafe work under the Occupational Health and Safety Act. **This isn't just** good advice—it literally saves lives.

• *Institute for Work and Health*

Atwork/IWH/CALM  
CALM—April 2011



**Caw local 1106  
Trip to  
Paramount Canada's Wonderland**

CLC -26th CONVENTIONAL CONVENTION:



**2011  
26th Conventional Convention  
Canadian Labour Congress  
May 9th to May 13th  
Vancouver Convention Centre  
Vancouver, BC**



# THE INFORMER

## CHILDHOOD CANCER:



(Article from The Post Newspaper—  
May 2011)

Hazel Pratt-Paige attended an inspiring presentation by childhood cancer survivor Stephanie Simmons recently. Pratt-Paige will be participating with others fundraising in Cops for Cancer May 26<sup>th</sup> at Hanover's Kinsmen Ball Diamonds. The following cancer information was provided by Steph and her family.

Cancer is the leading disease-related cause of death among children over age one in Canada. 1700 new cases of childhood cancer are diagnosed across Canada each year. Presently there are 10,000 children living with cancer in Canada today, 4,000 of them in Ontario. The cause of most childhood cancers is unknown and presently cannot be prevented whereas many adult cancers result from lifestyle factors and exposure to cancer-causing agents. Childhood cancers are more aggressive and they spread more quickly. There are 12 major categories of childhood cancers. Survivors are at significant risk for secondary cancers later in life. Cancer treatments **can affect a child's growth, fertility and endocrine systems, radiation to a child's brain can significantly damage cognitive function especially when given at a very young age.** Physical and neuro-cognitive disabilities resulting from treatment may prevent childhood cancer survivors from fully participating in school and social activities and eventually working. Believe it or not, kids miss attending school, where their friends are. Half of all chemotherapy treatments used on children are 25 years old. Less than 3% of the **National Cancer Institute's research budget went to all 12 types of childhood cancer.** Pharmaceutical companies fund over 50% of adult cancer research trials, but virtually nothing for **children's cancers.** Families who have a child diagnosed with cancer are often financially and emotionally **depleted. As much as 1/3 of a family's net income can be spent on out of pocket expenses, and in most cases**

one parent has to leave their job indefinitely. Childhood cancer occurs regularly, randomly and spares no ethnic group, social-economic class or geographic region.

Greater than 1 in 5 children die from their cancer. The death of a child is one of the most traumatic events a family might face.

Sixteen year old Stephanie Simmons from London attended C.A.W. Council at the C.A.W. Family Education Centre in Port Elgin with her family to present her Gold Ribbon Campaign to promote childhood cancer awareness and to honour kids who have lost their battle against cancer and to support children who are fighting or surviving childhood cancers. Stephanie is a brain tumour survivor and **although her prognosis is "cautiously optimistic"** she looks forward to the life she hopes she gets the chance to live. Because of their families **experience with Steph's cancer and the debilitating treatments, her two older sisters are attending post secondary programs to help other children and families. The family's strength, determination and hope for the future are truly an inspiration for all who attended.** The family was thankful for the support of their union, C.A.W. Local 1520, who set up a rehabilitation fund in London to help Stephanie to return home **and still receive therapies. Steph's campaign is asking Canada Post to create a commemorative Gold Ribbon postage stamp; presently their petition has the written support of over 20,000 Canadians.** They are also asking the Royal Canadian Mint to issue a Gold Ribbon quarter. Maybe one of these will be a symbol of hope and unity for the 10,000 kids living with cancer in Canada on any given day. Through the **Simmons' campaign efforts, they were able to arrange for the CN Tower to light up in GOLD for the day and night of Friday, September 16, 2011 to help promote Childhood Cancer awareness month in September.** They are partnering with Childcan and Coast to Coast Ride for Childhood Cancer Research, to make this a **"Day of Action and Awareness for Childhood Cancer"**. Five paediatric cancer support groups have also joined.

For more information please check out the websites:

[www.goldribboncampaign.org](http://www.goldribboncampaign.org)  
[www.facebook.com/  
GoldRibbonCampaign](http://www.facebook.com/GoldRibbonCampaign)  
[www.childcan.on.ca](http://www.childcan.on.ca)  
[www.copsforcancer.ca](http://www.copsforcancer.ca)

Please support the Gold Ribbon Campaign and Cops for Cancer to honour and support our children in the fight against childhood cancers.



Hazel Pratt-Paige with Stephanie Simmons —Before Photo



Hazel Pratt-Paige with Aziza Dietz — After Photo

## IN MEMORY OF SISTER TAMMY HELLER:



On July 9th, 2011 the Labour Movement lost a tremendous Sister. Tammy Heller was a National Organizer for the CAW.

I had the pleasure of being at the bargaining table for the first round of CAW bargaining for The Village of Winston Park with Tammy and the Winston Park Committee. We were all amazed at **Tammy's strength and** dedication to Health Care Workers when dealing with the employer. The Health Care Sector was new to

the CAW then and Tammy handled the challenge with ease. So thank-you Tammy for being an inspiration to Sisters everywhere.

In Solidarity,  
Judy McLachlan



## HELLER, TAMARA DENISE:

HELLER, Tamara Denise After a brave battle we are heartbroken to announce the passing of Tamara Denise Heller, September 1, 1943 - July 9, 2011, of Kitchener, peacefully, at Grand River Hospital. Daughter of the late Peter and Kathleen Shabatura (nee Schlegel), Tammy is predeceased by her husband Jon (2004). Cherished mother of Toni Young (Tony), Robin Heller (Tina) and Rick Heller (Nadine), and grandmother to

Jamie, Jodie, Tiffany, B.J., Taylor, Eric, Nicole, Alyssa and Cody, and great-grandmother to Gage, Jayce, Naomi and Olivia Tamara. Dear sister Ken Shabatura (Judy), John Shabatura (Celine) and Betty Ann Blake (Mike). Tammy was a long-time employee of Lear Seating, then left to take a job with the CAW, where she worked until her retirement in 2008. Tammy loved her job and all of her CAW brothers

and sisters. Tamara was a member of the Ladies of the Moose and was involved in many charities and donated her time whenever and wherever it was needed. Tamara had a love for life, her family, travel, her casino trips and garage sales. Tamara played a major role in helping to change people's lives and will be truly missed by those whose lives she touched.

(The Record, July 9th

TAMMY LOVED  
HER JOB AND  
ALL OF HER CAW  
BROTHERS AND  
SISTERS.



# THE INFORMER

## NEWS FROM THE NORTH:



BROTHER  
WHITE  
AWARDED 3  
GREY BRUCE  
HIGH SCHOOL  
STUDENTS  
WITH THE  
GLBC ROBERT  
WHITE SOCIAL  
JUSTICE  
AWARD.

Grey Bruce Labour Council was honoured to have Bob White, retired CAW and CLC President in attendance at our year-end BBQ. Media was present as Brother White awarded 3 Grey Bruce high school students with the GLBC Robert White Social Justice Award. The 3 students will share \$1000 in award monies for exhibiting social justice values in their extra-curricular school and community activities. Pictured with Bob White are: Kevin MacKay VP Bruce, Mike Dunn Treasurer, Dave Trumble President, Brother White, Len Hope Sgt-at-Arms, Hazel Pratt-Paige VP Grey, Anne Morrison Secretary of Grey Bruce Labour Council executive.

Pictured with Hazel Pratt-Paige after the Cops for Cancer shave-off in Hanover on May 26<sup>th</sup> is Aziza Dietz who sang O Canada to open the event and assisted her mom hairstylist Cindy Dietz. Hazel was pledged over \$1200 for childhood cancer research and donated her hair to Locks of Love, an organization that provided wigs for children with medical hair-loss. Thank you to all

who sponsored Hazel in her fundraiser, especially CAW Local 1106.

Sign petition to Save Our Jails – Walkerton and Owen Sound jails to close and prisoners sent 2 hours away to Super jail in Penetanguishene, putting OPSEU workers out of jobs and affecting the local economy. Sign the petition on [grey-brucelabour.com](http://grey-brucelabour.com) and

In Solidarity,

Sister Hazel Pratt Paige  
Saugeen Village



## WALK A MILE IN HER SHOES:

Brother Shawn Rouse of CAW Local 1106 joined in the international men's march to stop rape, sexual assault and gender violence on Saturday May 7th 2011.

All funds from this event went towards the Sexual Assault Counseling program at Domestic Abuse Services Oxford.

For more information:

Website:

[http://daso.ca/walk\\_a\\_mile.php](http://daso.ca/walk_a_mile.php)

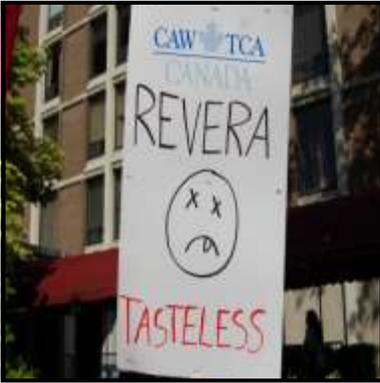
Facebook:

Walk a Mile in Her Shoes Oxford



# THE INFORMER

## VICTORIA PLACE INFORMATION PICKET:



**“WE  
DON’T  
BELIEVE  
THESE  
CUTS ARE  
JUSTIFIED”**

On June 5 & 6 2011, in Kitchener at one of the retirement homes represented by Local 1106, we held an information picket after the company notified the Local about the upcoming layoff. The local met with the company to discuss the layoffs. At the meeting the union found out the company refused to honour the seniority list.

The company put out a list and told the members to pick an available position/line (providing they are qualified) on the new schedules.

That day the members showed solidarity, and sent a message to the company, (no one picked a line.)

Full-time and part-time members will become casual workers.

Bill McLachlan, President of Local 1106 said, “We don’t

believe these cuts are justified, **We don’t believe they have the residents’ care as a priority!”** What impact is this going to have on the residents, where is the standard of care, the quality care, and the respect and dignity for the residents?

We filed grievances, for not following the collective agreement, now all matters will be taken to arbitration.

On July 11<sup>th</sup> 2011, The union held another information picket to send the message to **the company that we’re not** going to stand by and let this happen, and also to let the community know what is taking place at this workplace. It effects the workers badly but more so the residence.

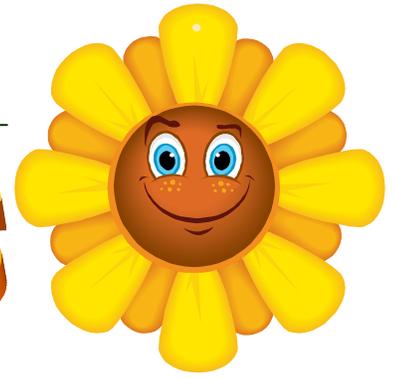
The union argues the layoffs being proposed undercut **workers’ sonority rights,** benefits and is a breach of

the collective agreement.

When there is a layoff in the workplace the numbers of residents to care for by each staff person increases, heavy care doubles and increases the risk to health and safety of the residence and our members. The local appreciates the support we received for the members from the community, family members and other local unions.

In solidarity,  
Ruth Pryce  
Vice-President





# FUNNIES

## THE REST OF US

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CALM—April 1997



*"I know. Let's play grownup. You be the heartless corporation that lays off Mommy and Daddy, and I'll auction off the house for taxes."*

# THE INFORMER

## KITCHENER SOCCER CLUB—SPIRIT U10 GIRLS A TEAM:



Our team is doing fantastic. So far we have won all our league games and we were the Champions at a Michigan Soccer Tournament in the U11 Division in May (we played up!!), Semi-Finalists for Ohio Nike Cup Challenge in April and recently in June we entered a tournament in Ancaster - we won 2 games 4-0, 5-0 but lost our 3rd Game 1-0...and we were sadly out of the race :( I can send you the picture shortly....just need to get the most recent one with the kids in front of the banner from a parent. The website itself is our team website that is for our players to see when their practice is etc...I will forward that as well. I'll aim to get everything to you by the weekend. I have attached the banner pdf doc for you to see....we hang it with pride at each of our games and tournaments!

**Here's our STATS - we are in No. 1 position!! Thanks! Ella  
Girls Under 10 Premier**

TEAM	GP	WIN	TIE	LOSS	GF	GA	+/-
1ST= KITCHENER A	5	5	0	0	28	3	25
2ND = GUELPH A	7	4	2	1	23	11	12
3RD = WATERLOO W	6	3	2	1	19	6	13
4TH = CAMBRIDGE A	7	2	0	5	10	24	-14
5TH = WATERLOO B	7	0	0	7	2	38	-36

KITCHENER SOCCER CLUB—SPIRIT A-97's FC U14 GIRLS A TEAM:



**CAW LOCAL 1106  
SPONSORED  
THIS TEAM!**

# THE INFORMER

education

## EDUCATION REPORT:



CALM GRAPHIC

The Local Education Committee is in the midst of setting up two Educationals for the fall. There will be a one day Grievance Handling Course run out of the Local Office on September 7, 2011. Also we have a one day Collective Bargaining Course being set up for November 23, 2011 also being held at the Local Office. Watch your Union Board for a flyer or contact the Local Office to be signed up.

The Education Committee which includes Violet Badger, Jane Binkley, Donelda Moore, Ruth Pryce and Judy McLachlan had the honor of selecting our Local Bursary recipients. There were four recipients chosen from eighteen applications. The applications were judged on content and independent thought.

Congratulations to Jessica Leslie (daughter of Patricia Leslie ), Katrina Granger (daughter of Kathy Granger ), Mitchell Arnew (son of Bryan Arnew ) and Phillip Olszewski (son of Kate Glowczyk ). Each received a \$1,000.00 bursary. Thanks to everyone that applied.

In Solidarity,  
Judy McLachlan

## CAW 1106 BURSARY WINNERS:

**Congratulations to our CAW  
Local 1106 Bursary Winners!!!**

JESSICA LESLIE  
KATRINA GRANGER  
MITCHELL ARNEW  
MATHEW PHILLIP OLSZEWSKI



Kate Glowczyk from Traverse Independence with her son Mathew Phillip Olszewski.



Mathew Phillip Olszewski, Judy McLachlan, Violet Badger and Mitchell Arnew.



Youth Committee

Are you under the age of 30?  
Would you like to learn more about the union?  
Would you like to give back to the community?

If so, get involved and join the Youth Committee!!!

The Youth Committee meets once per month at the CAW Union Hall to discuss current issues and plan for interesting ways we can help the community.

If you are interested in more information or would like to join please email [monika.bruder@grhosp.on.ca](mailto:monika.bruder@grhosp.on.ca)



# THE INFORMER

## CAW ABORIGINAL & WORKERS OF COLOUR CONFERENCE: (#1)



Together we will stand up and fight for respect, freedom, equality and justice.

REPORT BY SISTER JEAN WALTERS:  
As the chair of the union at Forest Heights LTC. I had the opportunity to attend the CAW Aboriginal & Workers of Colour conference in Port Elgin.

On June 24-26, 2011. The goal of this conference is to help us sisters and brothers to build on our strength and move forward.

The support and participation of our national president brother Ken Lewenza was truly uplifting and encouraging.

I am going to take this opportunity to inform not only the AWOC community within the union but all CAW members

that this conference not only strengthens us but gave us the tools we needed as members of such a great union to take control of our destiny.

As the great Mahatma Ghandi says "Be the change you want to see in the world."

The conference open our eyes to the Issues surrounding AWOC members and their families and how we as members can play a role in eradicating such struggle by writing letters to the editor, lobbying, making speeches, and resolutions. These tools will help with struggle such as the aboriginal people fight for the basic necessities of life such as clean drinking water and good schools, unjust treatment to

immigrants, refugees, and foreign workers. Last but not least and just as important building more Afro centric schools, as it has proven effective in decreasing the drop out rates of children within this community.

It was with great honor and pleasure to be among such knowledgeable and loving group of people. I want to thank our local 1106 for giving us the opportunity to attend this conference.

Together we will stand up and fight for respect, freedom, equality and justice.

In Solidarity,  
jean Walters  
Forest Heights LTC

## CAW ABORIGINAL & WORKERS OF COLOUR CONFERENCE: (#2)



REPORT BY SISTER SANDRA LEADER:  
On June 24th—26th, 2011, I attended the CAW Aboriginal & Workers of Colour (AWOC) conference at Port Elgin, Ontario. The CAW Director of Human Rights welcomed us and at that time I met our CAW National President, Ken Lewenza who gave us the opening remarks. **Our theme is "Building our Strength and Moving Forward" we talked about this...** Beside this, we talked about

immigrant and refugees, activism, racism and many more. John Aman, talked about what activism can do for workers (AWOC). Ruth Cameron talked about precarious work and immigrant workers safety. **Also, I learned about "Building Skills" like creating a speech, writing a resolution, writing to the editor, lobbying, etc.** I consider myself lucky to be a part of this organization. I made and met a lot of friends from other CAW

locals. Most of all, I gained an experience and learned many things. At the end of the day, I had fun socializing with the brothers and sisters of this organization. I had so much fun! fun! fun! I thank the CAW local 1106 for sending me and by giving me the privilege to attend this retreat. I appreciate it very much.

In Solidarity,  
Sandra Leader  
A.R. Goudie

## CAW ABORIGINAL & WORKERS OF COLOUR CONFERENCE: (#3)

REPORT BY SISTER THELMA BROWN-CARDY:

I would like to thank Ruth and the rest of the executive team for giving me the opportunity to attend the AWOC conference in Port Elgin June 24—26. It was an experience I will never forget. I also like to thank especially Bill for the acknowledgement of the

AWOC as part of local 1106. This gives me the opportunity to look into the struggles and effort of the AWOC.

The speakers, presentation and workshop was well executed by the knowledgeable AWOC committees. The participation and friendship shared from the many locals that attended. I have gath-

ered so much educational information about the AWOC that will make me more aware of the daily struggles people of colour had to attest. Thank you again to the 1106 local team.

In solidarity,  
Thelma Brown-Cardy  
A.R. Goudie



## GOVERNMENT CUTS FUNDING FOR SISTERS IN SPIRIT:

Government cuts funding for Sisters in Spirit  
Update/OSSTF/CALM

**THE NATIVE Women's Association of Canada (NWAC) Sisters in Spirit Project** has become a casualty of the Harper government's change to Status of Women Canada.

Sisters in Spirit was first funded in 2005 by Status of Women when it received \$5 million over five years as a special research, education and policy initiative to address the epidemic of violence threatening Aboriginal women in Canada. Today, NWAC is recognized by both governmental and non-governmental organizations as a leader on this issue, yet this past fall Sisters in Spirit did not get cabinet approval for renewal as a special project.

Although it was given \$500,000 in current funding **under the Women's Community Fund**, this does not allow them to work on the research, policy and advocacy that were at the core of the Sisters in Spirit project and its success.

This in itself was a serious **blow. But there's more. In its Throne Speech last year**, the Harper government praised Sisters in Spirit as the catalyst that brought the issue of missing and murdered Aboriginal women to light.

Then, in the 2010 spring budget, they announced there would be an investment of \$10 million to address this important concern. Put these two together and it would seem reasonable that NWAC could expect continued funding.

But, when details of the Department of Justice Canada funding came out last fall, it turns out that Sisters in Spirit was not only left out when it came to funding their work, it was not even part of the discussion on future policy and direction despite their acknowledged expertise and record of achievements over the past five years.

In making the funding announcement, the Status of Women minister said, **"Our plan will provide new tools for law enforcement and improve the justice system and victims' services."**

NWAC has since made public its **concerns that the government's plan only reinvents work already done by Sisters in Spirit**, such as the database of missing persons. It also does not include measures to tackle serious crimes like murder, but speaks only to violence as a whole. Nor does it address jurisdictional issues with the RCMP.



Update/OSSTF/CALM  
April 2011

# THE INFORMER

**TAX CUTS HURT...**

emergency services  
senior care  
community centres  
schools  
transit  
hospitals  
parks  
childcare  
roads  
arenas  
universities  
libraries

CAW TCA  
CANADA  
www.caw.ca

**INVEST IN PUBLIC SERVICES**  
The CAW represents workers across Canada in both the public and private sectors.

**We Can Do It!**

WPA PRODUCTION CO. ORIGINAL COMMITTEE

CALM—JANUARY 2011

**A  
WORKER'S  
GUIDE TO  
REPORTING  
A WORKPLACE  
INJURY/ILLNESS**

**IMMEDIATELY  
REPORT ALL WORKPLACE  
INJURIES/ILLNESSES  
TO YOUR EMPLOYER**

**SEEK IMMEDIATE MEDICAL ATTENTION**  
ie: First-Aid, Family Doctor,  
Hospital Emergency Dept., Clinic

**SEEK ASSISTANCE**  
From your Unit/Local WSIB Representative  
with the WSIB Form 6 - Worker's Report

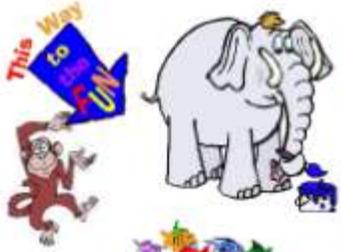
**DOCUMENTATION**  
Obtain copies of all WSIB documentation  
{Form 6} - Worker's Report, {Form 7} - Employer's Report  
& {Form 8} - Doctor's Report

**CO-OPERATE IN AN EARLY & SAFE RETURN TO WORK PROGRAM**  
**SEEK ASSISTANCE** from your Unit/Local WSIB Representative

CAW TCA  
CANADA

Proudly supported by CAW Healthcare Council and your Local Union

**This Way to UN**



**Family Day at the Toronto Zoo**



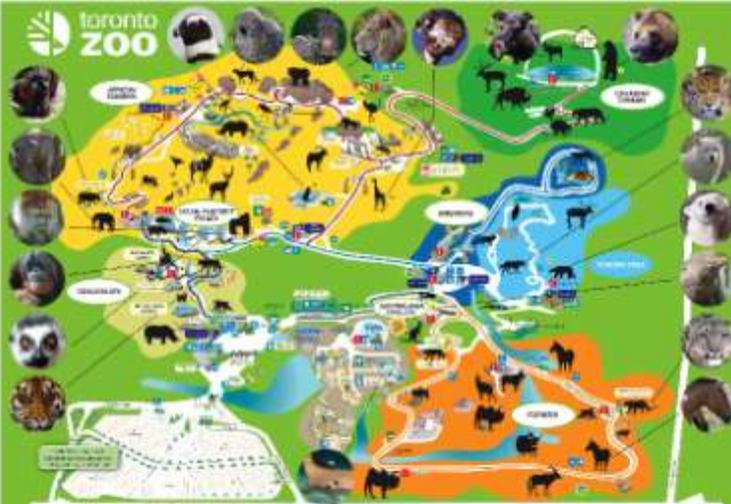
**Ticket Prices:**  
 Adult: \$20.00 (13yrs & up)  
 Children: \$10.00 (4yrs-12yrs)  
 Children under 4 **FREE**

**Saturday, September 10, 2011**

The bus will leave from Local 1106 at 8:00am and leave the Zoo at 5:00pm

**Includes:** Bus Transportation & \$15 food voucher

Take part and visit at one of the Largest Zoo's in the world with 5000 animals representing over 500 species from around the world.



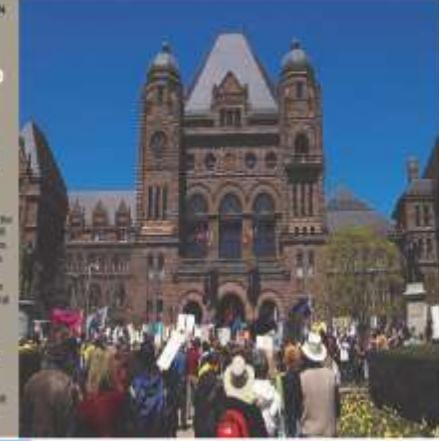
Tickets are available at the Local Union office  
 600 Webmald Drive, Kitchener  
 519-505-3140 or Toll Free: (1-866-881-9782)  
 Website: [www.caw1106.ca](http://www.caw1106.ca)  
 Email: [recreation@caw1106.ca](mailto:recreation@caw1106.ca)

**RALLY**

to safeguard **Public Health Care** for people, not for profit

IN THE PROVINCIAL ELECTION THIS OCTOBER

**WE NEED CLEAR COMMITMENTS TO SAFEGUARD LOCAL HEALTH CARE SERVICES & IMPROVE ACCESS TO CARE**



In public health care, we're on the top of the public's agenda. Every political party will promise to fund and improve health care. But to ensure it's not empty, Ontario needs clear commitments:

- \* Full service local hospitals safe from the loss of service cuts, closed ERs and rural hospital closures
- \* A right to access comprehensive chronic care whether a patient is in hospital, in nursing home or home care
- \* Advice to address severe funding and staffing shortages
- \* Investments and new capacity built in public and not-for-profit agencies and institutions

**ALL OUT**

**Queen's Park Toronto**  
 Tuesday, September 13, 2011  
 12 o'clock noon

<p><b>Comprehensive health care for Ontario patients and seniors</b></p> <p>chronic, rehabilitative, long term and home care that Ontarians can rely on to be there when we need it</p>	<p><b>Improved access to services in our local communities</b></p> <p>ensure hospital beds &amp; services to reduce ER backlogs and cancelled surgeries, address shortages of health care staff</p>	<p><b>Expandable non-profit and public care</b></p> <p>build capacity in public non-profit hospitals and long term care homes and restore public/non-profit home care</p>
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[www.ontariohealthcoalition.ca](http://www.ontariohealthcoalition.ca)

**WHERE WILL THE CAW LOCAL 1106 HEALTHCARE FLAG VISIT NEXT TIME???**

If you are interested in taking the flag with you on an adventure and bringing back a photo of you with the flag along with a story for the newsletter— please contact the local. Thank you!



In this issue the flag visited:

- Vancouver,
- Cuba,
- Fort Lauderdale,
- Africa





Representing Healthcare in Kitchener Ontario and Surrounding Area

# CAW LOCAL 1106

600 Wabanaki Drive  
Kitchener, ON  
N2C 2K4

Phone: 519-585-3160  
Toll Free: 1-866-881-9782  
Fax: 519-585-7624  
Email: info@caw1106.ca

**We're on the web!**  
www.caw1106.ca

## STANDING COMMITTEES

Education  
Elections  
Health & Safety, Environment  
Civil, Peace & Human Rights  
Skilled Trades  
Constitution and Bylaws  
Communication  
Union in Politics  
Recreation  
Women's  
Youth  
Aboriginal & Workers of Colour  
Grievance  
RPN  
Community Service

**TO MAKE A  
SUBMISSION TO OUR  
LOCAL  
NEWSLETTER PLEASE  
E-MAIL:  
Shannon Tobin  
at  
shannon@caw1106.ca**

**Please include your name  
and workplace with your  
submission.**

**Thank you!**

## EXECUTIVE BOARD

**PRESIDENT**  
Bill McLachlan  
Email: bill@caw1106.ca

**VICE PRESIDENT**  
Ruth Pryce  
Email: ruth@caw1106.ca

**VICE PRESIDENT OF WOMEN'S ISSUES**  
Yvonne Quigley  
Email: yvonne@caw1106.ca

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**TRUSTEE**  
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**TRUSTEE**  
Francis Reist  
francis@caw1106.ca



## CAW LOCAL 1106 UNITS

A.R. Goudie Eventide  
Home

Aramark Canada —  
Freeport Health Centre

Canadian Mental Health  
Association

Caressant Care NH/RH  
Harriston

Columbia Forest LTC

Forest Heights LTC

Grand River Hospital

Groves Memorial Hospital

Haldiman-Norfolk  
Community Senior  
Support Services

Participation House

The Village Seniors

Sunbeam Centre

Sunnyside Home

Trinity Village Care Centre

Victoria Place

The Village of Winston  
Park

Waterloo Regional Homes  
for Mental Health