

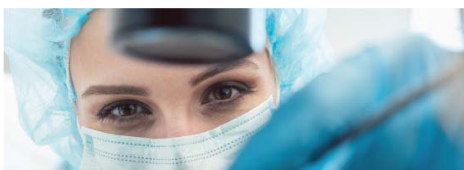
OUR FIRST 400 DAYS

By the date of the PSLRTA vote, OPSEU will have represented St. Joseph's for nearly 400 days.

Here is what our union achieved in our first 400 days at St. Michael's:

- We gave the hospital notice to bargain within ten days of being certified
- We distributed bargaining surveys to members in all departments within two weeks of being certified
- We secured a release of information from the hospital regarding our members' working conditions within two weeks of being certified
- We held our first unit meeting within two weeks of being certified and had a professional union representative on-site weekly, even before we were certified
- We elected stewards and a bargaining committee – within five weeks of certification
- We forced the hospital to create 3 Permanent Full-Time and 12 Permanent Part-Time Lab Technician positions in Specimen Management
- We filed Small Claims Court proceedings against the hospital on behalf of employees who had been denied appropriate overtime pay
- We won and distributed \$70,000.00 to members of our bargaining unit for unpaid overtime
- We filed three Unfair Labour Practice complaints against the hospital for failing to treat our members fairly or failing to bargain in good faith
- We gained a 2% wage increase for all employees in the bargaining unit – even before we had a first contract
- We forced the hospital to increase vacation entitlement for technicians from 2 to 3 weeks
- We won back vacation that had been lost by our members
- We won a grievance procedure to allow our members to protect their rights prior to the awarding of our first contract
- We won payment for nearly 2000 hours of standby pay to employees forced to be on-call
- We filed workload complaints in Haematology, Biochemistry, Microbiology and Specimen Management resulting in the hiring of staff in all four departments and the implementation of scheduling agreements
- We held weekly meetings between Union Reps and our members in the workplace
- We convened seventeen full days of bargaining for a first collective agreement
- After nine months of intensive bargaining, we had a date for interest arbitration

In our first 400 days at St. Michael's, a union representative was on-site 90 times – dealing directly with the hospital and meeting with our members. Can OPSEU say the same about St. Joseph's?



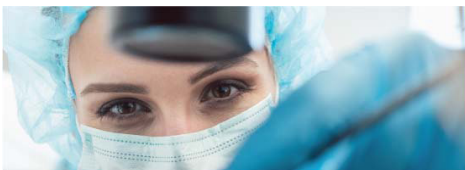
**Strong, local, on-site
representation.**

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CONTACT
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