

### General Membership Meetings

We continue to host our General Membership Meetings virtually via Google Meets. Meetings begin at 6:00 PM and will send a reminder notice at least twice throughout the month.'

**Our next meeting is Wednesday September 28, 2022.**

### Bargaining Committee

Your Bargaining Committee will be getting ready to meet with Management beginning in November 2022.

**Kayla Blanchette – President**  
**Cathy Lonergan – Member**  
**Ashley Walker – Member**  
**Tara Bernard – Alternate Member**  
**Jacynthe Barbeau – CUPE Rep**

The Bargaining Committee has started to prepare the articles to bargain. A survey will be distributed to all members. Please take the time to complete the survey. The bargaining committee represents the entire 4826 membership- we need your input.

### Seniority Matters

Seniority is an important part of being a Union member. Our seniority is based on hours worked and not your date of hire. **Seniority is now the determining factor in awarding all posted positions.**

This Executive and the ones prior have worked very hard to reach this agreement and acknowledgement from the Employer. Valuing and acknowledging we are ALL qualified following the offer of employment and recognizing our length of service was a very high priority for this local.

We will be bargaining new language into our new collective agreement to reflect the new process. The understanding regarding a *Lateral Process* no longer applies and will not be renegotiated. If you have any questions please do not hesitate to reach out.

### Staffing

We recognize how hard everyone is working and how stressful these last few years have been on many aspects of our lives. You are indeed front line heroes and we thank you.

We continue to meet monthly with Management and staffing has been a standing agenda item. It is important to note the staffing issues are not just an OFP issue, the entire developmental services sector is in crisis. We can also see that our health care system is in crisis; paramedic, nursing and emergency closures all over the province. **We want you to know we are here for you.** We consistently advocate for management's actions and decisions to be equitable and supportive. Continue to reach out to your Union Executive, Shop Stewards and Health & Safety representatives. We can only address your concerns if we know about them.

### Vacation – Article 20 Collective Agreement

We are aware that some members have had their vacation requests denied. We want to remind you that vacation request should be submitted according to Article 20 in our Collective Agreement. Leave requests outside these parameters will also be considered but are the first denied if there is a staffing shortage. Requests can also be withdrawn with 14 days notice should you change your plans but we strongly encourage members to review the article and reach out if you have any questions. Management will be circulating the next request for vacation as follows:

***"A second notice to submit vacation requests will be circulated no later than August 15th of each year, to be responded to by employees by September 1st for the vacation period of November 1st to April 30th. All vacation requests will be considered on the basis of operational requirements. The Employer shall respond no later than October 1st"***

Part-time members- even though you do not accrue paid vacation- we encourage you to submit your requests for time off.

We encourage you to switch shifts if you need time off and cannot get vacation approved. We ask all members- if you are open to switching shifts please reach out to our colleagues to support giving and potentially when you need it, getting a break. (Refer to protocol on Sharevision).

## Proof of Illness Article 21.04

The Union and Management have been discussing proof of illness (requesting doctor's notes) for many years. The article in the Collective Agreement was revised to ensure members be given the opportunity to review their leave in a Supervision prior to any disciplines or proof of illness being requested if Management felt that a pattern of absenteeism what noted.

We are aware of many inconsistencies and misinterpretations of the article. The Union has filed notice of a Step 1 Policy Grievance regarding this issue. If you have been asked by your Supervisor to obtain a proof of illness for calling in in sick for leave that was less than 3 consecutive days, please email Cathy Lonergan - Vice President at [vicepresident@cupe4826.com](mailto:vicepresident@cupe4826.com).

Members have the right to protected sick leave and we want the article applied fairly, consistently and ONLY when required. It is not a punishment tool or discipline tool for Management to use when upset that staff are not able to work. The health care system is in crisis and physicians have clearly stated that they do not want to be the "sick leave police" for employers who are struggling with staff shortages.

[Doctors urge employers to stop asking for sick notes | Ottawa Citizen](#)

## SOLIDARITY SWAG

The local will be providing t-shirts and other items for members to wear and show their support. Please email Tara Bernard at [secretary@cupe4826.com](mailto:secretary@cupe4826.com) to indicate your preferred size.

## GENERAL MEMBERSHIP

### MEETING

**Wednesday September 28, 2022**  
**6:00 PM Start**

### Agenda

1. Welcome and Roll Call of Officers
2. Reading of the Equality Statement
3. Land Acknowledgement
4. Reading and Approval of minutes
5. Matters Arising
6. Correspondence
7. Executive Reports
  - President
  - Chief Steward
  - Treasurer
8. Committee and Delegate Reports
  - Health and Safety
  - Bargaining Committee
  - Social Committee
9. New Business
  - Equity, Diversity and Inclusion Committee
10. Nominations will be accepted for the following executive positions:
  - President
  - Chief Steward
  - Trustees (3)
  - Health and Safety Co-Chairs (2)

Elections to be held at the October 2022 GMM

## LOCAL 4826 CONTACT LIST

General inquiries and information: [executive@cupe4826.com](mailto:executive@cupe4826.com)

<p><b>Kayla Blanchette</b> President 613-322-8538 <a href="mailto:president@cupe4826.com">president@cupe4826.com</a></p>	<p><b>Cathy Lonergan</b> Vice President 613-371-9597 <a href="mailto:vicepresident@cupe4826.com">vicepresident@cupe4826.com</a></p>	<p><b>Chine Opara</b> Chief Steward 613-986-6604 <a href="mailto:chiefsteward@cupe4826.com">chiefsteward@cupe4826.com</a></p>
<p><b>Tara Bernard</b> Recording Secretary 613-617-5208 <a href="mailto:recordingsecretary@cupe4826.com">recordingsecretary@cupe4826.com</a></p>	<p><b>Joanne Howell</b> Secretary Treasurer 613-291-1441 <a href="mailto:treasurer@cupe4826.com">treasurer@cupe4826.com</a></p>	<p><b>Health &amp; Safety Co-Chairs</b> Jennifer Gillette and Greg Perrin <a href="mailto:Local4826h.s@gmail.com">Local4826h.s@gmail.com</a></p>
<p><b><u>Stewards</u></b></p> <p><b>Ben Halnazarov</b> 343-777-0047</p> <p><b>Claudia Lopez</b> 613-236-1698</p> <p><b>Emily Ramos</b> 613-875-0588</p> <p>Ideally, we would want a representative for each location! If you want to learn more about stewarding you can reach out to the Chief Steward at <a href="mailto:chiefsteward@cupe4826.com">chiefsteward@cupe4826.com</a></p>	<p><b>Health and Safety – Some positions remain vacant- If you are interested in filling a position- please let us know.</b></p> <p><b>Marz Bagherian – Rossland</b> <a href="mailto:Marz2069@gmail.com">Marz2069@gmail.com</a></p> <p><b>Victoria Jean-Charles – Centerpointe</b> <a href="mailto:Victoriajc2@hotmail.com">Victoriajc2@hotmail.com</a></p> <p><b>Louisa Schandorf – Pallister</b> <a href="mailto:Louschand5@yahoo.ca">Louschand5@yahoo.ca</a></p> <p><b>Jennifer Gillette – Biscayne</b> <a href="mailto:Local4826h.s@gmail.com">Local4826h.s@gmail.com</a></p> <p><b>We are currently updating the reps for the remaining locations. Locations without an assigned representative may reach out to the Co-Chairs at <a href="mailto:Local4826h.s@gmail.com">Local4826h.s@gmail.com</a></b></p>	