

# 5269 UNION NEWS



CAS of Algoma Membership Newsletter– Vol. 2 No. 3 March 2025

<https://5269.cupe.ca/>

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#### Your Union

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## March News

The Winter that lasts and lasts is soon to come to an end. Well officially anyway as Spring is in March! But, we are from Northern Ontario and should not complain. We know what happens here mostly every winter. We have the ability to travel to warm destinations if we need a break.

Has everyone who had to move offices nicely settled in to their new spot?



Elections for President, Recording Secretary and Lead Steward were completed at the last meeting. With no one placing their name forward for consideration so the 3 members were acclaimed.

Next schedule Membership Meeting is on March 10th at 7:15 pm. In person is preferred at the meeting but watch for the link(s) if you can't.

Just sending out a "Kudos" to the staff who always seem to remain positive and upbeat and spread their happiness. Whether it is through a simple "hope you have a good day?" or buying a co worker a beverage or even something as easy and holding a set of doors open for someone with a loaded set of hands. Every positive vibe we can give each other matters. Thank You

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This month I want to bring to your attention two Employer Policies that I happen to stumble upon while eating my lunch one afternoon last month. Edited due to Space Restrictions in this newsletter but content accurate.

### Supervisor of Quality Assurance-

1. The Supervisor of Quality Assurance will perform annual reviews of internal policies regarding hiring practices and the on-going management of employee performance.
2. The Supervisor of Quality Assurance will perform an annual sample audit review of 10% of the existing personnel files that are maintained by the Human Resources Administrator.
3. The purpose of the review will be to ensure that all policies related to recruitment and on-going management of employee performance will be adhered to.
4. The review results will be provided to the Executive Director and the Human Resources Administrator for follow up.
5. The Human Resources Administrator will provide confirmation of any completed remedial work plans to the Executive Director.

The audit review will be completed by December 31 of every calendar year.

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And if you are considering retirement for 2025– please note-

Policy: AR-HR-ER.25

## PROCEDURE

Prior to submitting the Notice of Intent to Retire, employees are encouraged to contact the Manager of Human Resources to discuss relevant information and develop a retirement plan. The employee will then notify his/her Supervisor and the Human Resource department in writing his/her intent to retire, stating the date of retirement. The Notice of Intent to Retire form (attached) should be submitted a minimum of four (4) months prior to the retirement date. If possible six (6) months notice is preferable.

The Payroll and Benefits Coordinator will forward to the employee a package containing information on the application for OMERS pension and the OACAS Retiree Benefits Plan (Employee paid).

### The 101 on Bill 124 :

Many who finally received a payout negotiate direct with the government. Examples being the Jail Guards, Nurses Association, AMAPCEO among others. Some received payouts up to as high as 7.5%. This is because they negotiate directly and get paid directly from the Ministry.

But, when it comes to a settlement payment for many in the **Social Service Sector** -we fall in the grey area where transfer payments do not come direct from the Ministry. CAS's, Developmental Services, Community Agencies and Child Care Agencies are among those who's finances funnel through a 3<sup>rd</sup> party.

*Fred Hahn, Ontario president of the Canadian Union of Public Employees, said workers in social service sectors have not found the experience of getting a settlement as straightforward.*

*"It is not proving that simple in community agencies, in social services, in child care and in developmental services," he told Global News.*

*"Unless all of our employers are lying to us, simultaneously together because what they're telling us is that they simply are not able, and will not be funded, to provide the rectification that we are demanding."*

*Hahn did say a "big chunk" of the workers represented by CUPE had received or negotiated back-pay deals but suggested those still waiting were already among the least well-paid.*

- ⇒ Yes, our employer told us there is no money available and turned down our request to re-open the wage negotiation part of our Collective Agreement when Bill 124 was declared illegal.
- ⇒ Yes we then decided to try going to arbitration but if we lost in that courtroom, there was absolutely no way at all that we could ever receive payment for the lost years. This is when we decided to pull our arbitration date and join the class action lawsuit with other Unions at no cost to our local. Just know it will slowly make it's way in the courts but it could be years before we get any news on a verdict.

But, do we just sit on our butts and wait for a verdict? Cost of living continues to rise and the money owed to us would have been nice to help pay for these increases.

At the national level, they have been meeting and planning on how to help us. Last week, we had a meeting and found out that CUPE National has made a decision to join OPSEU in a large, loud, and possibly province altering campaign to fight the government for our money. There is energy, and a willingness to continue to fight.

Campaign WORTH FIGHTING FOR has begun.

This is not a campaign fighting our employer, we are reaching much higher. Watch out Provincial Government- We are ready, willing and able to fight you. Many voices make big noise, get attention and positive results.

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## LINKS TO FUN IN MARCH WITH THE FAMILY

### [Fun activities for March Break | Destination Ontario](#)

- ♦ [Family staycation packages](#)
- ♦ [Toddlers and kids](#)
- ♦ [Tweens](#)
- ♦ [Teens](#)

Our very own Bushplane Museum made the cut .



### March Observances & Fun Facts

|                           |  |
|---------------------------|--|
| March 2025 is Observed as | ▶ Brain Injury Awareness Month               |
|                           | ▶ Deaf History Month                         |
|                           | ▶ Juvenile Arthritis Awareness Month         |
|                           | ▶ National Colorectal Cancer Awareness Month |
|                           | ▶ National Kidney Month                      |
|                           | ▶ National Nutrition Month                   |
|                           | ▶ National Social Work Month                 |
|                           | ▶ Red Cross Month                            |

March Birthstone  
💎

Aquamarine, Bloodstone & Jade

Canadian Fruit & Veges for the Month of March  
🍒🥦

▶ Potatoes

March Flower (Canada)  
🌸

Daffodil and Jonquil

March Astrological Sign

Pisces (till 20th) & Aries (21st→)

### Welcome to New Member who joined Jane's Team:

Jonathon Bujold– Child Protection Worker - Pilgrim Street Office  
Cathie Macmichael– Child and Family Service Worker– Pilgrim Street Office  
Gatwech Ruathdel– Child and Family Service Worker– Northern Ave. Office

### Keeping Up with our Members:

We need to know if you have changed your active email, your cell number, your address etc. with us. We cannot get urgent message s if you do not allow us this information.

Also include any phone number changes you may have had since giving us your information. We rely on you for this.

Email: [MembershipOfficerCupe5269@gmail.com](mailto:MembershipOfficerCupe5269@gmail.com)

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CUPE District Councils are groups of CUPE locals from a particular region that work together on common issues. Their work includes community projects, political action at the local level, bargaining support and the promotion of strong public services and other CUPE ideals.

The locals associate in the Algoma District are:

- ◇ Local 16 Algoma District School Board-Caretakers, Maintenance, Cafeteria and Stores
- ◇ Local 894 Group Health Centre
- ◇ Local 1528 Algoma Public Health
- ◇ Local 1880 Community Living Algoma, MoD, Huron Lodge
- ◇ Local 3631 Algoma District Service Administration Board
- ◇ Local 3695 Algoma Manor
- ◇ Local 4148 SSM Pee Wee Arena, HSDCSB EA's and Clerical
- ◇ Local 4685 FJ Davey Home
- ◇ Local 5171 North Shore Health Network
- ◇ Local 5269 Children's Aid Society of Algoma

The objectives of SSM & District CUPE Council are to:

- Provide an opportunity for members to influence and shape their future through free democratic trade unionism;
- Eliminate harassment and discrimination of any sort or on any basis; for the equality of treatment regardless of class, race, colour, nationality, age, sex/gender, language, sexual orientation, place of origin, ancestry, religious beliefs, or mental and physical disability; and the active opposition of discrimination of same wherever it occurs or appears;
- To communicate and network with Locals, Division and CUPE National;
- To assist in the organizing of the unorganized;
- To aid and encourage the use of Union made goods and services;
- To promote and encourage educational programs for its affiliates;
- To secure legislation which will safeguard and improve the right so public employees through maximum participation of its affiliates in the overall program of the Canadian Union of Public Employees and through maximum participation of the Council in municipal affairs;
- Establish strong working relationships with the public we serve and the communities in which we work and live; and Support CUPE in reaching all of the objectives set out in Article II of the CUPE National Constitution.

Locally held education is being planned and the schedule will be posted soon. Mental Health First Aid, Introduction to Stewarding , Grievance Handling, Conflict Resolution, Financial Essentials, Financial Officers, Mediating Member to Member Conflict, Conflict Ready Executive, Parliamentary Procedures.