

The Westbury Members: H.O.P.E. Update

The Last Year **April 2023 – April 2024**

As many of you are aware, your HOPE Stewards with the assistance of your Rep Alvaro Segnitz, have been very busy filing Grievances on your behalf for unfair matters arising in your home.

Since April 2023, your Union HOPE has Won/Resolved 50t Grievances & 20t other individual complaints!

It's been a very busy year. Thank you to Stewards, Pinky Amarasinghe, Shamis Hassan, Ana Sandoval, Sandra Harris, Annabelle Silva, Marilyn Patterson, and Vivian Brown for all their dedication and hard work. **We are very pleased to report the Grievances listed below as resolved.**

March:

- 04-03-24. SO -Accommodation (Human Rights)
- 06-03-24 Group grievance. Dietary Aids not banking lieu days.
- 15-03-24. Group Grievance. Lockers.

February:

- 05-02-24 FP. Deduct insurance.
- 08-02-24 Group grievance. Age Care deducting Extra money for benefits from FT.

- 12-02-24 Group Grievance Vacation Pay out.
- 12-02-24. AG -In lieu of benefits (.90).
- 12-02-24. VB -Vacation paid as requested, got back the insurance.
- 15-02-24. RS -Missing 1 shift pay. plus denying a shift. They got paid.
- 27-02-24. PA -Sick day Paid.
- 29-02-24 KC - Stat day Paid.

January 2024. 04-01-24. PAY ROLL ERROR Only Union to Expedited to Arbitration.

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Bargaining & Conciliation

The Union and the Employer have started another round of bargaining for a stronger Agreement.



Your next Bargaining proposal Meeting is on April 16th. If you have any further questions or issues to bring forward, please come to the meeting and speak to your Rep Alvaro Segnitz. Hope to see you all there.

Looking forward to a better future!

January 2024

26-01-24. SO- Vacation. Paid

February 2023:

03-02-23 SP- Termination, Human Rights, final settlement signed. 04-2023

03-02-23. NN A- OT hours Paid.

23-02-23. MH - (Shift. Seniority)

March 2023:

16-03-23. EE - Accommodation, Human Rights. MOS: final accommodation April.14^t, 2023.

April 2023:

25-04-23. - (Group grievance) Preceptor Resource and Education program in LTC. 28-04-23.

May 2023:

02-05-23 Group grievance. Increase pay. (\$3.00)

08-05-23 MS - Accommodation, WSIB, Human Rights.

10-05-23. AS - Went back to original line.

28-05-23 AK - Went back to original line.

June 2023:

19-06-23. MOS signed. SURGE

23-06-23. LDM -. Seniority hours. Got paid.

July 2023:

17-07-23. RS -. Payment returned.

18-07-23. JG - . Vacation days.

27-07-23 SH -. 1 on 1 position.

29-07-23. Group grievance. Not following seniority.

August 2023:

09-08-23. Group grievance. 1 on 1 position. We won.

15-08-23. Group Grievance. In lieu of benefits for PT (\$0.90 cents). Retro pay.

17-08-23 Group Grievance Dietary. (\$0.25 cents paid). All got paid.

September 2023:

05-09-23. MC- Not following seniority. Got paid.

October 2023:

10-10-23 PR - Accommodation.

November 2023:

13-11-23 Group grievance. Covid Got paid.

17-11-23. JA.- Requesting LOA denied. got the days OFF.

December 2023:

10-12-23 RS - pay missing. got paid.

13-12-23 Group grievance. Pay Error

27-12-23 Policy grievance payroll

While CLAC was lying to members to change unions their own members went with out Arbitration on pay roll, vacation, sick time errors !!!

**No other Union has or will Represent you like
HOPE!**