



JANUARY 2025

OPSEU Frontlines

OPSEU Local 101's monthly newsletter

Happy New Year! We have a big year ahead!

2025 will be a very busy year for our Local. The collective agreements for members working at all 3 Employers will be expiring March 31, 2025. OPSEU has given notice to the Employers to Bargain.

Stay tuned for upcoming General Membership Meetings where we will be voting in new Negotiating Teams. We will also be having Demand Set meetings for members to bring forward their suggestions and requests for the Negotiating Team to take to bargaining.

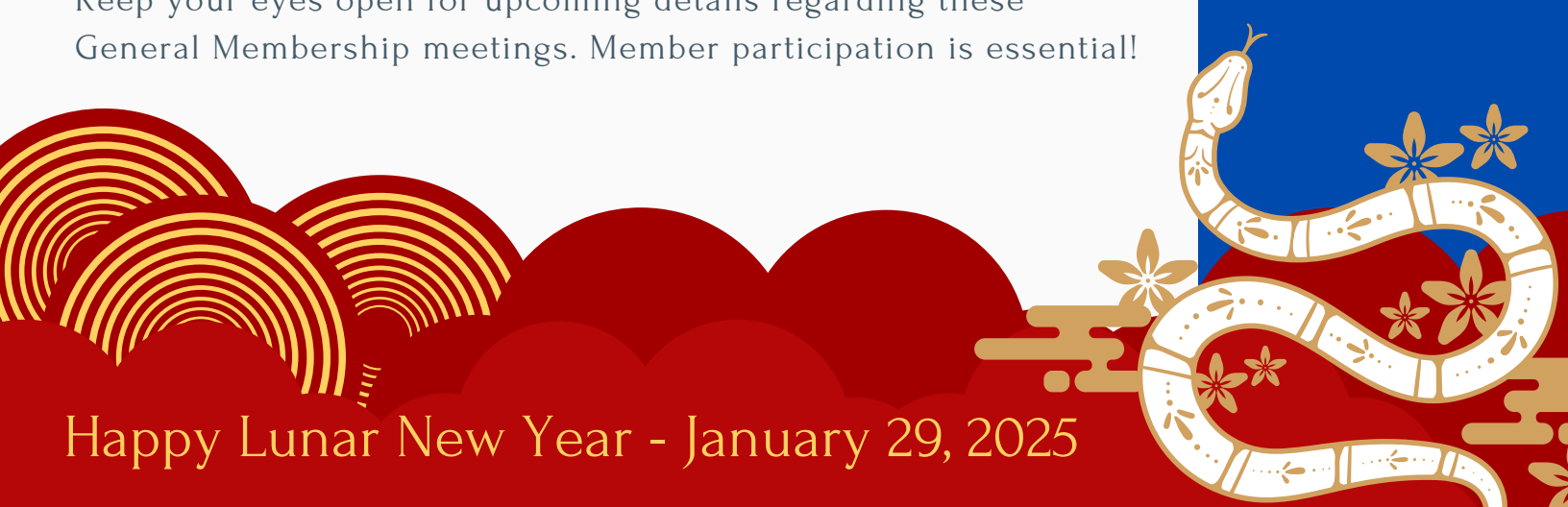
The annual OPSEU convention will be held April 24 - 27, 2025 in Toronto. We need to vote for delegates and alternates to attend this convention at a General Membership Meeting

Keep your eyes open for upcoming details regarding these General Membership meetings. Member participation is essential!

Upcoming Events and Notices:

GENERAL
MEMBERSHIP
AND
DEMAND SET
MEETINGS

DATES AND
SPECIFICS
COMING
SOON!
CHECK YOUR
EMAIL!



Happy Lunar New Year - January 29, 2025

Collective Agreements, Demand Set and Negotiations

Some members might be wondering...How does the negotiation process typically progress? How do I participate in this process and how does it impact me?

OPSEU Local 101 has members working for 3 Employers (WRH, HDGH and Erie Shores). The collective agreements between our members and these employers expire March 31, 2025. We have given notice to bargain to these 3 Employers.



Each respective group must vote for a Negotiating Team that will meet with the employer to decide what potential changes are made to the new Collective Agreement. It is important for you to vote for individuals you believe would do well representing the membership when they are in meetings with the Employer. Keep your eyes open for the General Membership Meeting where you will vote for your Negotiating Team.

Demand Set meetings will be held where members can bring forward and vote on proposed changes to the new Collective Agreement they would like their Negotiating Team to fight for. These changes typically include wage increases, increases or changes to benefits, compensations, scheduling, staffing, special wage adjustments/job classifications, vacation, etc. Attending the Demand Set meeting is important so you can bring forth and vote on changes that would improve your working conditions and job satisfaction.

Once elected, your Negotiating Team will need to spend time together preparing prior to meeting with the Employer. The process of negotiating a new collective agreement with the Employer can take anywhere from several months, to 1-2 years for both the Union and Employer to reach an agreement. The complexities of the issues, schedule conflicts from both sides, as well as any external factors (i.e. the pandemic and cyber attack!) can greatly impact how quickly a new collective agreement is negotiated. If it appears the negotiations have reached a stand still and parties can't reach an agreement, arbitration may be requested. An arbitrator will review the undecided issues and reach a fair settlement.

It is important for members to know that regardless of the length of the negotiation process, wage increases will be retroactively paid to when the previous collective agreement expired. For a new collective agreement to be finalized, it needs to be ratified, meaning a majority of the membership have agreed to it.



Meet a member

JENNIFER FORFITT, BA, ICADC, CPGC, TITC-CT

Howdy, y'all! I'm Jenn, and I have worked at Hotel Dieu-Grace Healthcare's Centre for Problem Gambling and Digital Dependency for the past 8+ years. I feel like time is flying by for me as I have a lot of fun in the role that I am in; I have the opportunity to work on intake for our bed-based services,

provide treatment to bed-based clients, provide counselling to outpatient clients, and give educational/information workshops to those in the community as well. I love this profession as there is never a dull moment, and each client is similar yet different from the next. I work with a fabulous team, and we all jive well and have much respect for each other, which is a huge reason why we have had a lot of success. A challenge with the realm of gambling is the constant marketing that is taking place for online gambling, which is much harder to combat due to the struggle with limiting access to it; given its easy access, people can spend much more money and fast, which can be crippling for many.

Outside of work, I lead a busy life as I am currently halfway through my Master of Social Work (MSW) program at the University of Windsor. In my free time, I enjoy relaxing with my husband and our two aging Weimaraner dogs. I also like to wash my car during the warmer months, as it provides me with a space to calm my thoughts and refocus. Additionally, I have been trying to preserve old family recipes, which is a work in progress for me. I enjoy taking day trips to places I love with friends and family. While I like to read, my school workload has made it difficult to find the time, so reading has taken a backseat for now.

One of the greatest advantages of being part of a union is the sense of solidarity and support you have when embarking on new opportunities in your career. With a union backing you, you can explore new roles and challenges with confidence, knowing that you're not alone on your journey.

OPSEU Region 1 Educationals offered March 15th & 16th in Windsor!

There's still time for members to submit applications to participate in the upcoming Educationals being held on March 15 and 16 in Windsor at the St. Clair Center for the Arts. Deadline to apply is Feb 7, 2025.



Course topics to choose from:

- Local Treasurer's Course
- Social Media for Union Activists
- Health and Safety: Level One
- Follow the Money: A First Course in Public Economics
- Public Speaking — Finding your voice, connecting with your audience
- Union Strategies for Attendance Management Programs

All specifics and forms can be found at:

<https://opseu.org/event/region-1-weekend-educational-march-15-and-16-2025/>

Do you have a child or grandchild entering a Canadian university or college this year? Check out our OPSEU Local 101 Scholarships!

There are 15 x \$1000 Scholarships available!

Scholarship information and forms have been updated on our website:

www.opseu101.org/scholarships

Deadline is June 4, 2025

Focusing on Health and Family

SHANNON DUNCAN

The new year is the perfect time to embrace healthier habits and connect with loved ones. Health and fitness challenges are great ways to kickstart your physical and mental well-being while making positive changes. Taking a break from alcohol for Dry January can improve your energy, reduce anxiety and support your overall health. The 100 squats Challenge is a simple way to build strength and tone your body. Don't worry if you can't do 100 on day 1, start with 10 and work your way up! By participating in both of these challenges through the Canadian Cancer Society, you can also help fund critical cancer research. The Pushup Challenge is another great way to get active and promote mental health awareness, you can also modify your exercises to suit your fitness level. Healthy eating can bring the whole family together. Try new, wholesome recipes like veggie packed soups, grain bowls or fresh salads, and involve your loved ones in the process. With Family Day just around the corner, it's a great time to enjoy quality moments with your family-pets included! Plan outdoor adventures, cozy nights in, or even fun activities like a hike with your dog at Point Pelee National Park, or watch a movie and snuggle with your cat. Our pets are part of the family and can bring joy, calm and comfort to everyday life. This year, focus on your health, your loved ones and the relationships that matter most. By embracing small, meaningful changes, you can create a year filled with wellness, balance and joy. Do you have a favourite recipe you would like to share with us? Send it to smduncan21@gmail.com or jenburtonliang@gmail.com. We will publish it in one of our upcoming newsletters.

My favourite bowl of beef, rice and cucumber.
I got this recipe from the app mealime!

1. Using a strainer rinse 1 cup of rice under cold water, drain,
2. transfer to a small saucepan. Add 2 cups of water, bring to a boil, cook 15-18 minutes. Remove from heat and let stand 5 min.
3. Wash and dry 2 English cucumbers, 2 (2cm) pieces of ginger, 1 small bunch of green onions
4. In a large salad bowl, combine and whisk together 2 tbs of rice vinegar, 2tsp honey and 1/4 tsp crushed red pepper.
5. Thinly slice cucumbers crosswise and add to the salad bowl.
6. Peel and grate or mince the ginger and transfer to a separate small bowl
7. Peel and mince or press 2 cloves of garlic and add to the ginger bowl
8. To the ginger and garlic, add 4 tbsp of soy sauce, 1 tsp sesame oil and 2 tsp of honey
9. Trim off the ends of the green onions and cut crosswise at an angle, keep for later
10. Preheat a nonstick pan to med-high, once the skillet is hot add 0.68 kg of ground beef, cook 3-4 minutes until browned and crumbly
11. Add soy sauce mixture and about $\frac{3}{4}$ of the green onions (save the rest for garnish) to the beef, stir to combine and cook additional 1-2 minutes (160 F)
12. Uncover the rice and fluff with a fork
13. To serve, divide the rice, beef and cucumbers between plates: garnish with the remaining green onions and chilli garlic sauce

