



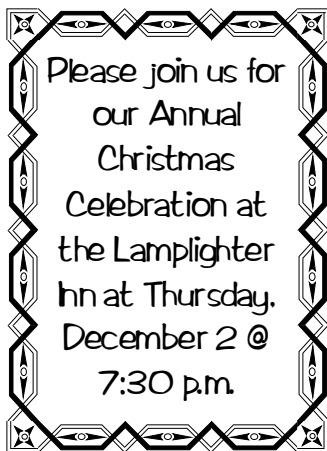
ONA Local 100 Newsletter

November 2010

Representing Members: Canadian Blood Services, Chelsey Park, Elmwood, Extencicare, LHSC (Allied & RN), Meadowpark Lodge and Middlesex Terrace

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Local Co-ordinator Report - Jill Ross



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I know that already this month's Local newsletter reads more like a book but the Local 100 executive along with other members of the Local have just returned from the ONA Biennial Convention. We are pumped; re-energized and excited by the work of the union. The Local had a group of 40 attendees in total, the biggest contingent of any other Local in the province. I wish everyone could have been there to see the expression and excitement in the eyes of all the first time attendees from the Local (including new BUPS) after the opening speech by our Provincial President Linda Haslam Stroud. She delivered her opening remarks followed by an ONA video that moved many of us to tears as she spoke about ONA successes and their work in advocating for the profession of not only nurses but our allied members as well. Your ward representatives who attended as well as the 6 draw winners (draw was for Local members to attend the Biennial) became so energized and over and over we heard that they had no idea what ONA as an organization did. Talk among the members about how to get the messaging out; how to become more actively involved in the

Local spilled over into breaks and dinners. For all of us, the high profile Local 100 has within ONA Central-makes all the extra hours and volunteer time worthwhile and we as a Local know we are on the right track.

I love the Biennial as it recharges my battery; provides me with the ability to network with the ONA staff and other health and safety advocates and provides me food for thought on how we as a Local can continue to improve the service delivery to our members. As a Local we have concentrated on education and succession planning and that will I believe continue to be our strategy for 2011.

I know that the LHSC bargaining unit is strong and often it seems that the other bargaining units seem to be overshadowed by that strength. The LHSC nursing bargaining unit is huge with a large membership. That does not mean that the members of the other bargaining units are not important but we struggle to get members out to meetings etc. I have had some initial dialogue with the other Bargaining unit presidents and we have some ideas for the

new year so stay tuned. Our hope is that when we hold a draw to attend the next Biennial, that members from the other Bargaining units will put their name forth as well for this great opportunity.

RHPA Personal Liability Insurance versus ONA Liability Insurance. Important to read! We need your help!

In 1990, the Regulated Health Professions Act was introduced. At that time discussion around mandatory liability Insurance was discussed but it did not become a mandatory requirement at that time. ONA had first introduced Malpractice Insurance to its members in 1976 and in 1980 it became mandatory for all members. There was some confusion around the interpretation of Unions being able to establish benefit and assurance programs so in April of 1992, ONA Liability Insurance Limited was established and is considered an excess insurer meaning that we provide extra insurance coverage where judgment is awarded, or a settlement is made, against an ONA member in excess of the primary insurance provided by the employer.

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CBS Report: Jonni-Lyn VanDeursen, BUP

Important- All employers have first liability coverage for their employees and ONA provides secondary insurance if the limits are exceeded from your employers insurance. Employers cannot opt out of carrying liability insurance.

Now, the RHPA has been changed and if passes through the government all parties covered by the RHPA will require "personal liability insurance" in 2012. The term "personal" was introduced late in the legislative process and without the knowledge of ONA. At this time, ONA believes our liability plan meets the "personal" requirement or will be accepted as a "recognized association" as contemplated by the legislation. However proving that to the powers that be will be a challenge.

ONA is meeting with government officials and the CNO to sort this out. We believe ONA does meet the requirements. For those that are members of RNAO. If you flip your card over you will see that the amount of insurance being required by the CNO is provided by the RNAO to the penny. If you compare plans, ONA's liability insurance actually provides more coverage than the RNAO plan or the amount being legislated by the CNO.

Help needed

ONA members are being asked to send a letter to the CNO to challenge the College and the Government position and allow the ONA liability insurance to continue. The BUPS are taking this on within each of their bargaining units. What the ONA president has to say to the government! - You are asking our members to accept a "0" salary increase; make them pay over \$200.00 to join an organization that was voluntary to get insurance coverage which is in

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Congratulations to the members that put your names forward for the election. The new executive for 2011-2012 is as follows:

Bargaining Unit President – Jonni-Lyn VanDeursen

London Full Time Rep – Helga Bamford

London Part Time Rep – Carol Lobodzinski

London Health and Safety – Janice Volmer

Negotiation Team – Jonni-Lyn VanDeursen and Carol Lobodzinski

Windsor Part Time Rep – Katherine Ducharme and Lynn Morgan

Windsor Health and Safety – Toni Allevato

Sarnia Part Time Rep and Health and Safety - Brandy McKinlay

There have been some inquiries about the article in The Standard regarding that members must acquire extra insurance. The insurance that is provided to you through ONA is sufficient and you do not need to purchase any further insurance unless your job requires it.

We are continuing to monitor the posted hours to make sure that they are equitable amongst the part time staff. Please let me know if you have any issues with your time.

Have a safe and happy holiday everyone!

Chelsey Park Report: Dianne Popp, BUP

Wow, it is hard to believe that Christmas is just around the corner!

At the ONA convention the CNO proposed change requiring members to purchase their own personal liability insurance was discussed and each member is asked to write a [hand written] letter to the CNO in an effort to lobby for changes to the proposed by-law amendments. What to include in the letter are posted on the ONA board. Deadline is Nov. 29.

Linda Silas, President of the CFNU [Canadian Federation of Nurses Unions] gave an update on the CFNU's activities for the past year. A newsletter is posted on the ONA board. I do have the CFNU book published in the summer "Experts & Evidence: Opportunities in Nursing". This book examines the challenges and opportunities facing the nursing profession and facing you, as a frontline nurse.

Please continue to fill out the Professional Practice [workload] forms especially if you have to cover for a vacant RN/RPN position on any shift. These forms are discussed at each ONA/Management meeting. These forms have helped other members improve their work life. At our last meeting it was mentioned that some members were possibly harassing other members and that a few RNs have been less than professional in their practice. Harassment/bullying are not allowed in any manner as well, it is an expectation that all RNs act in a professional way according to CNO standards and per CP policy. If you are called into the office for counseling/discipline, please do not go into the office alone.

If you do not have a printer attached to the computer you use to complete your CNO registration, call them and ask that they print you a receipt, if you have a printer remember to print

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off your receipt.

Our contract will come up for negotiation June 2011 and I am sure you have heard about the government trying to freeze wage increases to 0/0. A recent arbitrator did not follow this in a recent Home settlement and gave a 2% increase. I have submitted my name to stand for election on the central negotiating team. I hope everyone had a chance to vote.

Elmwood Report: Kim Robinson, BUP

Merry Christmas to everyone and hope you all have a happy holiday.

The biennial convention was very informative and it was so good to see so many nurses tighter at one time.

We have hired a new ADOC and our ADOC was promoted to DOC. So for the time being we have all of our management staff and our arbitration date has not yet been set.

There's no big changes to inform you of at this time and things are going smoothly. (let's keep it that way)

Hope to see you all at the Christmas meeting December 2 at the Lamplighter. Any concerns come and talk to me.

Extencicare Report: Aiden Burton, BUP

The Holiday season is upon us. It is amazing how quickly the past year has flown by.

We recently finished our set of education days for the 2010 year. Most people attended but if you didn't please see me for the package in order to educate yourself. If there are any suggestion for next year

please let the management team know.

I recently returned from ONA's 2010 Biennial in Toronto. It was an energizing, educational experience that included lot of information, humour, team building and networking. I hope to have a meeting in the near future to go over the information that I have brought back with me. Until then, I will post some information on our ONA board in the lunch room. One excellent part of the Biennial was the guest speaker, Dr. Steve Robbins. He was inspirational and I recommend searching You Tube to see some excerpts from some of his talks.

Elections occurred last month and there appeared to be no one who wished to take over the BUP position for our home. I have decided to continue on as BUP for the next two years. Our collective agreement expires this coming year and bargaining begins. I will keep you updated as things progress.

Finally, our year end meeting is coming up quickly. This meeting will be held on Tuesday, December 2, 2010 @ 7:30pm at the Lamplighter on Wellington Road. All ONA members are welcome and I hope to see you there.

LHSC (Allied) Report: Janice Bell, BUP

I would like to start by thanking Local 100 for sponsoring our lunch, held November 8, 2010 in recognition of MRT week. Unfortunately this year the Provincial Biennial Conference coincided with MRT week and although I missed the festivities, I was pleased to hear our Provincial President Linda Haslam-Stroud and our 1st Vice President Vicki McKenna each acknowledge MRT week in the presence of 842 nurses and Allied

health professionals.

In addition, I was pleased that the hotel where the conference was being held, provided an elaborate Remembrance Day service which we were all able to attend.

The education portion of the Biennial addressed the issue of pay equity. The presenters were: Liz McIntyre, from Cavalluzzo, Hayes, Shilton McIntyre & Cornish LLP / Barristers & Solicitors, Donna Walrond, ONA's Pay Equity Specialist / Litigator and Valerie MacDonald, who is the Manager, Contract Administration and Bargaining Process for ONA, as well as ONA's lead for pay equity. Several myths surrounding pay equity were exposed and dispelled, including "pay equity is completed only once" and "the percentage general wage increase we negotiated in collective bargaining means we achieved pay equity." Both of those statements are wrong and thanks to our team of "legal eagles", our Employers across the province are about to find out what they have not been doing to comply with the maintenance of the Pay Equity Act, signed in 1988. I think many of you would find the presentation both interesting and illuminating and as such, I will be sending out an electronic version of the presentation slides as an attachment in a group email.

Once again, we have completed our bargaining unit elections. I have posted a list of your bargaining unit leadership team members for 2011-2012 on the ONA board. Thank you to all who participated in the democratic process. Congratulations to the successful candidates. We have one new face . . . Kim Kirk on Grievance. Welcome aboard!

Congratulations to Brooke and Steve Minten as they welcomed a new baby girl, Alena, to their family on

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November 11th, 2010. Alena tipped the scales at 9 lbs. 6 ozs.

She came to us as Karen Barradas and she's leaving us as Karen Mus (It's ok, she got married!). Our loss, is Credit Valley's gain. We will all miss you Karen. You left your mark in London!

LHSC RN Report: Diane Strachan, BUP

We are just back from the Biennial Convention in Toronto where LHSC's bargaining unit put their best foot forward. We had the largest group in attendance ever – I mean ever!! This shows our commitment to ensuring that your dues monies (we receive a levy) is being reinvested back to the members. Through education and experiences such as the Biennial members are experiencing the Union in a way that is real and they are learning first -hand what ONA is about. Not just about wages!

The draw at Nurses Week to randomly pick nurses to come to the Biennial seems to have been an overwhelming success. The nurses who were in attendance (not reps, not executives) were very emotional when expressing their feelings about the experience they had. What I heard from each and every one of them was “ I HAD NO IDEA WHAT THE UNION ACTUALLY DOES! I FEEL EXCITEMENT TO BE PART OF ONA! I WILL REMEMBER WHEN I AM ON MY UNIT THAT I AM NOT ALONE – THAT THERE ARE 55000 NURSES STANDING WITH ME. THERE IS ALWAYS SOMETHING THAT WE CAN DO ABOUT WORKPLACE CONDITIONS AND CONCERNS. ONA NEVER, NEVER, NEVER GIVES UP!”

I will be asking for support at a general meeting to put in place a policy that will allow a draw for 5 members

to attend a provincial meeting each year in Toronto. These members will be outside of the rep network and executive – names of our peers who are not involved formally but pay dues and deserve to understand the work of their Union better. Judging from the response from this year, I feel that this money to support this education was the BEST VALUE we have had in a long time.

It seems that there is so much influencing our practice environments – from the budget and moves within the old and new buildings to the upcoming program transfer from St Joes. Christmas schedules are up, and soon we will be looking at planning vacations for 2011. What is so important for nurses to remember is that if you have concerns of any kind that are in relationship to professional practice or the employer employee relationship, ONA is here to work with you and ensure that voice is heard and that positive change occurs. Contact your rep, check the ONA boards (outside Tim's in link or outside the cafeteria on 3rd floor), watch the intranet site, read the newsletter or check the web page www.onaLocal100.on.ca for contact information. Keep an eye on what we are up to, join in and help.

Moving into the new building has been an adventure for some. Please pay attention to any change in nurse workflow or workload burden as your unit moves. I am very concerned regarding the “racetrack” layout of some units, and worried about my peers who already are doing more work than they should. Injuries will rise, sick time will rise and burn out will increase if we do not proactively talk about any difficulties up front and professionally. Please remember to use the resources we have in place to advocate for a quality practice environment should that be necessary.

Sometimes it is hard to remember that we are all part of a collective – that is what union's are about. Decisions are made for the good of the masses, global fairness and respect – and often it helps to understand decisions that are made by talking with us and learning about the broad implications for any decision. The Local survey for negotiations for 2011 is an example of how collective information is used to formulate the future. Through the use of the survey this past fall, we got a very clear and consistent message regarding casual and rpt usage – there was agreement across the whole building regarding the direction we need to go in. Based on this information, the team is developing language to address the priorities of the collective. Negotiations are scheduled to start late winter 2011 and we will do our best to get what the collective is asking for.

The ONA Central Have A Say questionnaire gave the central team clear instructions as well on the provincial level – again agreement and consensus from members regarding their priorities and concerns. I am honored to be representing you at this central table.

The bargaining unit seems to be getting busier and busier. The pressure to meet needs and try and provide the best service to members we can is causing us to have to change – oh no – change!!! Luckily I have a fabulous supportive ward rep network to rely on. James Murray and Jill Bishop – both bargaining unit executive members - are crucial and cornerstone to our ability to increase the service we are providing. I am exploring with them what other supports we need to provide. Certainly the ONA constitution has guidance for us, and we will be looking at this as we finish 2010 and planning for 2011. In the New Year I will need members to comment on new roles and accountabilities that we will be developing (we sound like the employer – haha) and approving the

use of the bargaining unit money's to keep the "working for free on your own personal time" to a minimum. I am not suggesting anyone make money off the union, but that our valuable reps who work on our behalf receive either time off in lieu of work, or straight time payment. As well, we have vacancies on some committees and need to sort out how to get more people involved. Every committee offers an opportunity for us to use our voices and professionalism in a positive and professional way – so I hate to leave any ONA seat empty!!!the chart of vacancies is included in this newsletter so I need to know if any members are interested in being appointed. The only exception is the 2013 negotiation team – we will be waiting until later in 2011 to hear from the bargaining unit how they would like these vacancies to be handled – and ensuring that good process is followed.

Hospital Association Committee

Some good work going on at this committee – PACU is currently still on the agenda as in outpatient clinics. Today is a report back meeting and I am looking forward to hearing about progress. This committee is important for professional practice issues and other concerns – members can attend to observe or present. If you have any topic you would like on the agenda, give the office a call.

LHSC OH Report - Jill Ross

Did I already say that I just love the Biennial? The work of our association over the last two years as it applies to the health and safety of our members since the last Biennial was highlighted and members should be very proud of the work accomplished by our two health and safety specialists Nancy Johnson and Erna Bujna.

Member research conducted by ONA continues to identify that one of the key functions of ONA is to lobby for better occupational health and safety legislation and regulations. SARS raised ONA's health and safety consciousness, and the tragic death of Lori Dupont fueled the Union's resolve to ensure that our workplaces are as safe and healthy as can be.

Since the last Biennial ONA has been actively involved in negotiating for change on many fronts:

- ONA convinced the Ontario Federation of Labour that the original government bill – Bill 168 – did not meet our needs in protecting our members. As a result of many meetings and a powerful presentation to the legislative standing committee by our own provincial president, an improved version of Bill 168 received royal assent in December 2009 for enactment by June 2010.
- New improved violence prevention programs were put into place with the assistance of ONA staff at Toronto East General (TEG) and the Centre for Addictions and Mental Health (CAMH). (Writer attended the education and training offered at TEG and many of the measures and procedures developed at TEG were adopted by LHSC.
- July 1st, 2010 saw the full application of the new law for the mandatory use of safety – engineered devices in all workplaces not just hospitals. *This*

legislation does not just apply to hollow bored needles!

- Increased enforcement by the Ministry of Labour in our workplaces, including charges for health and safety violations at hospitals in Orillia and Toronto, as well as convictions registered and fines levied against CAMH, Joseph Brant and Sudbury Regional. *The MOL has been auditing our LHSC workplace on a regular basis over the last few months as a result of their "Safe at Work Program"; response to critical injuries and calls placed by workers outlining their health and safety concerns. Orders have been written but no charges have ever been laid.*
- Improved communication between ONA and the MOHLTC during the H1N1 outbreak saw better worker protection concerns addressed in a more timely fashion.
- 2010 Expert Advisory Panel on Occupational Health and Safety-Vicki McKenna (LHSC Employee) presented a powerful evidenced based brief to this government-appointed expert panel. As a result, ONA had the opportunity to present yet another presentation to representatives of this panel where we shared evidence of lax occupational health and employers. *Local 100 participated in the ONA presentation.*
- ONA is leading the way in a ground breaking collaborative, multi party pilot project at the Niagara Health System to improve return to work outcomes for workers.

- The growth of our workplace health and safety programs, driven by ONA health and safety activists. Significantly, our JHSC members have been exercising their rights to investigate critical injuries in such locations such as LHSC, Hamilton Health Science Centre and others. At LHSC, through the electronic workplace occurrence reporting system, (AEMS) as Worker Co Chair I am receiving notification of every workplace incident that occurs throughout the organization the minute the injured worker hits the send button. The system is not perfect yet and certainly for the Chairs of the committee the workload is increased as we are notified of over 100 incidents monthly. Recently I have contacted the injured ONA workers with questions about how the injury happened and what steps they believe would prevent a similar accident to another. At the next LHSC bargaining unit meeting, we will be sorting out how we can use this information to lobby for better measures and procedures, PPE, and safe practice throughout the organization. As a BU we have had some initial dialogue as we recognize the importance the BU plays in ensuring safe return to work plans and taking action to prevent further injury to the worker and preventing another worker from being injured. As the Co Chair, I need to respond to reports I get from all workers not just ONA members so I am seeing that a plan will be put into place where James as the other LHSC executive and JHSC member, will

share the load with me. LHSC received MOL orders under Section 5 (1-5) of the healthcare regulations. The organization was heading this way but the orders provided for a target date for compliance. It is important that all of the other bargaining units within our Local ensure they are asking for the notices that are required to be provided under the OHSA

LHSC Critical fatality:

The Biennial Convention assembly received information around the loss of our member in January 2009. I don't believe that as a bargaining unit, we have provided to our membership exactly what matters we were asking the MOL to investigate in respect to occupational health and safety at LHSC. Here is an excerpt from the information provided to the assembly. If anyone is interested in more information call the office and we can provide that for you.

Here is the list::

- High risk procedures and infectious diseases
- Supervisor Competency
- Screening
- Point of care risk assessment
- Implementation of Safety Measures and Procedures
- Pandemic plan
- Hand Hygiene
- Cohorting
- Immuno Compromised workers
- Attendance Enhancement Program
- Respiratory Protection Program
- Donning and doffing

- Safe Staffing Measure and Procedure
- Training
- Accident reporting
- Operation and Efficacy of the JHSC.

This list was submitted to the MOL in January 2010. The organization has made some great gains and if you call the office we can send you the list of the positive outcomes to date.

Having said all that I want to share with all the members who took the time to complete the survey I sent out in September around "routine practices and additional precautions" and our ARO and C-difficile rates. I want you to know that I read each and every one. I collated all the information and this is what I learned. Nurses do understand routine practices and additional precautions; they understand the concept of that mental risk assessment to assess their risk of infection. I asked if nurses worry that the extra couple of minutes it will take to don protective equipment before responding to a patient emergency will lead to a negative outcome for a patient. Out of 112 surveys, 73 were very worried about this either all the time or at least some of the time. What do we do with this information?

The responses I received to the question around what your thoughts are around our continuing ARO and C-difficile rates- I don't know what to say! They were from the heart, brutally honest and confirmed what ONA has been saying all along. What has happened since the report was taken to the Oct JHSC?

The report is being taken to Director's Council for discussion. The JHSC will

await the response from that committee.

That report also was presented to the assembly of the Biennial Convention in a report back from me as to where we are at now at LHSC. LHSC attendees were thrilled to hear that their health and safety reps continue to be actively involved and that their concerns have made it to the floor of the Biennial Convention! The ONA health and safety specialist asked for and was delighted to receive the 59 comments made by our nurses to the state of infection control at LHSC. Nancy Johnson will be sharing that report with the various infection/ occupational health and safety committee she attends. That information has already been shared with Dr. Genosove, the physician director of the MOL.

It is not about highlighting the deficiencies or gaps a LHSC at all. It is about highlighting a problem that is widespread throughout most of our healthcare facilities; championing for change and listening to what our nurses are saying. What was suggested to me is that Local 100 is the only bargaining unit to complete such a survey and the results provide the evidence ONA needs to champion for protection of our nurses with respect to infection control seen through a health and safety lens.

Congratulations to everyone who participated in the survey. What a team!

In her summary, the VP holding the portfolio of Health and Safety, said-ONA's health and safety train is on the track! In the coming months we

will stoke our engines by educating more members about their rights, responsibilities and opportunities for enforcing health and safety law and contract provisions.

Meadowpark Report: Andrea Vaincourt, BUP

Wow Christmas is almost here! Biennial was a great experience. I have a lot of exciting information to share with you from biennial. I would like for you to join me on November 25th at 1500 to discuss with you some of the information I received. At the meeting I would like to discuss with you a letter writing campaign to the CNO regarding the proposed Personal Liability Insurance, The process ONA is making with regards to the government's proposed wage freeze. I will be giving you an update on our negotiations which appears we will be going into arbitration in 2011 for our first collective agreement. I would also like to discuss the need for a site rep while I am off on maternity leave in the spring.

Please join us on December 2, 2010 at 1930 at the Lamplighter for an ONA meeting agenda included.

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fact, less insurance offered by the ONA Liability Plan.

Please speak to your Bargaining Unit presidents on how you can help.

Wage Freeze

ONA has no intention of accepting a wage freeze this round of bargaining. We have help as arbitration awards are coming out stating that accepting a wage freeze is unconstitutional and unions are being provided with wage increases. It isn't over until it's over!

Review of Nursing program Curricula

At the last Biennial, the BOD was given the mandate to work with the Joint Provincial Nursing Committee (JPNC) to review the current core curriculum based on feedback from nurse leaders and nursing students themselves that the current nursing programs are not providing the foundation necessary to transition into the workplace upon graduation. Discussion continues. At this time ONA is supporting the Proposal from Colleges Ontario to allow Colleges the ability to grant degrees believing that a better clinical experience will happen through the College Programs. Until next time

Results of Elections - 2011/2012

LOCAL	
POSITION ELECTED:	
Local Coordinator - Jill Ross	
Secretary/Treasurer - Kathy Burgess	
Bargaining Unit Specific	
BARGAINING UNIT:	POSITION ELECTED:
Canadian Blood Services	Bargaining Unit President - JonniLyn VanDeursen
	FT Representatives - Helga Bamford
	PT Representatives - Carol Lobodzinki, Katherine Ducharme, Lynn Morgan, Brandy McKinley
	OH&S Representative - Janice Volmer, Brandy McKinlay, Toni Allevato
	OH&S Alternate - vacant
	Negotiation Representative - Carol Lobodzinki
Chelsey Park Nursing Home	Bargaining Unit President - Dianne Popp
Elmwood Nursing Home	Bargaining Unit President - Kim Robinson
Extendicare Nursing Home	Bargaining Unit President - Aiden Burton
LHSC (Allied)	Bargaining Unit President - Janice Bell
	Negotiation Team - Marc Fayle, Caterina Traini
	Labour/Management Committee - Marc Fayle, Abigail Erickson
	Grievance Committee - Kim Kirk
	OH&S Representative - Caterina Traini
LHSC (Nursing)	Bargaining Unit President - Diane Strachan
	Vice-President, OH&S - Jill Ross
	Vice-President, STD/LTD/WSIB/Accom/Other - Jill Bishop
	Vice-President, HR&E/Attend Manage/Other - James Murray
	Hospital Association Committee - Ingrid Ries - 2 vacant
	OH&S Committee - James Murray,
	FT Negotiation Team - Ingrid Ries & 2 vacancies
	PT Negotiation Team - Carol Farrell & 2 vacancies
	Infection Control Committee - Vacant
	Drugs & Therapeutics Committee (1)
	Product Evaluation Committee - Vacant
Meadowpark Nursing Home	Bargaining Unit President - Andrea Vaincourt (Interim)
Middlesex Terrace Nursing Home	Bargaining Unit President - Vacant

LOCAL ANNUAL General Meeting

GENERAL MEETING NOTICE



1. Call to order at 1930 hours. Report on attendance.
2. Adoption of agenda.
3. Reading and adoption of the last general membership meeting minutes.
4. Business arising from the last bargaining unit meeting.
5. Treasurer’s report.
6. Report from Bargaining Units: Canadian Blood Services, Chelsey Park, Elmwood, Extencicare, LHSC (Allied and RN), Meadowpark and Middlesex Terrace
7. Local Co-ordinator Report
8. New Business: **Report from the Biennial Meeting**
9. Adjournment

LOCAL 100 EXECUTIVE COMMITTEE

Local Co-ordinator	JILL ROSS
Secretary/Treasurer	MARIE GREER-KING
BUP—CBS	JONNI-LYN VANDEURSEN
BUP—Chelsey Park	DIANNE POPP
BUP—Elmwood	KIM ROBINSON
BUP—Extencicare	AIDEN BURTON
BUP—LHSC (Allied)	JANICE BELL
BUP—LHSC (RN's)	DIANE STRACHAN
BUP - Meadowpark	ANDREA VAINCOURT
BUP—Middlesex Terrace	VACANT