



Local 329 Buzz

KEEPING MEMBERS UNITED

News and Information for OPSEU Local 329

May Issue

Message to our members

As many of you are aware our collective agreement expired April 1, 2017. Your bargaining team met for the first on May 25, 2017 and spent most of the day talking about how we should approach talks with management.

We are going to be putting out a survey to members. Management will be allowing members to use their hospital accounts and computers to complete it, as it is after all a collective agreement. Once the bargaining teams creates the survey, the link will be emailed to members and instructions on how to access it will also be available on our website, Facebook group, newsletter and OPSEU bulletin boards. We urge all Local 329 members (with the exception of Honeywell members who

bargain separately) to complete the survey. The results will be what steers this round of bargaining.

Although we do our best to communicate with everyone, it can be difficult to reach all 1000+ members within a reasonable timeframe. We are strongly encouraging all members to sign up for our Local 329 email distribution list and join our OPSEU Local 329 Facebook group. Bargaining affects us all and we want to reach as many of our members as possible throughout this process, so please, sign up for our distribution list and join our Facebook group! The more our members are informed about what's going on, the stronger our Local will become.

Health and safety matters

A Toxic Workplace—Not a “Careful” Workplace

April 1, 2017

By Terri Aversa, Health and Safety Officer,
Ontario Public Service Employees Union (OPSEU)

Sometimes the best way to define a toxic workplace is to define what's not. A “careful” workplace is not a toxic workplace. A “careful” workplace is what psychologist and criminologist Dr. Martin Shain describes in his 2016 book as “making every reasonable effort to be aware of how our conduct affects others and to gain a basic understanding of their rights, needs, and interests. Carefulness reflects an attitude of vigilance and a desire to be aware of the consequences of our acts and omissions in order to avoid reasonably foreseeable harm to others within our circle of influence.”

In 2010, Shain's groundbreaking report, [*The Perfect Legal Storm*](#) argues that the damages being paid out by employers to victims in at least seven areas of tribunal law cases carves out employer responsibility to create psychologically safe workplaces for their employees. According to Shain, case law enshrines an employer's duty of care to prevent, where they can, psychological harm to employees.

Shain's work led to the creation of and 2013 launch of the Canadian Standard CSA Z1003, [*Psychological Health and Safety in the Workplace*](#). At the time, Shain was optimistic that the Standard would permeate through Canada's workplaces. It would make workplaces more humane, and the good effects on employee health and morale would spill over to society at large to lessen the burden on the health care system and societal machinery. Shain argues that the Standard outlines how employers could create and sustain careful workplaces that would satisfy their duties to prevent negligent psychological harm.

Shain's hopes for workplace permeation were dashed. The moment the Standard was released, employer law firms rushed to write articles reassuring their employer clientele that the Standard was voluntary, and that employers did not have to follow it. Good employers will already be following it, because the Standard does no more than provide a roadmap for employers to create responsive and supportive organizations. Many organizations who operate in a responsive and supportive way are already doing what the Standard advises. These are “careful” workplaces as Shain coins the term in his book *The Careful Workplace*.

Shain now says that the Standard went in the wrong door. It went in the “HR door” when it should have gone in the “Health and safety door.” He also argues that it must be made compulsory if we are to realize the societal impacts he was hoping for. Shain's advice is clear; we need to pursue careful workplaces through using our health and safety rights.

- Shain, Martin. 2016. *The Careful Workplace: Seeking Psychological Safety at Work in the Era of Canada's National Standard*. Thomson Reuters Canada Limited. Toronto.

(Originally published in February 2017, this article has been reprinted in [Injuredworkersonline.org](#) by permission of the author. The need for psychologically safe and “careful” workplaces was highlighted once again with media reports this past week of the Prince Edward Island [Workers' Compensation Board decision linking workplace bullying to the death](#) by heart attack of residential services worker Eric Donovan. Following a back injury on the job, the worker again faced harassment in a stressful and toxic environment upon return to work – an unfortunately all too common situation).

Upcoming Events

"A mother is she who can take
the place of all others but whose
place no one else can take"
author unknown

We hope that all moms, step-
moms, moms-to-be and
grandmas had a wonderful
Mother's Day

Check out page 5 for upcoming
Social Committee events!

Housekeeping Appreciation Week
is June 5-9, 2017.

Thank you all for everything you
do.

"A Father is neither an anchor to
hold us back, nor a sail to get us
there, but a guiding light whose
love shows us the way" *author
unknown*

Wishing all dads, step-dads,
dads-to-be and grandads a very
special Father's Day.

Puzzle winners

There weren't any puzzles submitted for the month of April so no prizes were given out.

Don't forget to send in your completed puzzles every month for your chance to win.

We want to hear from you

Do you have any suggestions for newsletter content? Do you have a recipe you want to share? If so,

please send it to us via the "contact us" link on our website or email alyson.parent@yahoo.ca.

KEEP IN THE KNOW!

Have you signed up for the OPSEU Local 329 email distribution list yet?

If not, you could be missing out on important Local business.

Go to ospeulocal329.ca and subscribe now!

SHARE YOUR MESSAGE HERE!!!

Do you have a special announcement to make? Want to wish someone a happy birthday? Thank someone? Send us your message to alyson.parent@yahoo.ca and we will share it here (some restrictions apply).

Join our Facebook group: OPSEU Local 329

Social Committee News

Survey Results

107 surveys were completed. The most popular choices were: Blue Jays Game (tickets can be purchased at discounted group rates), random prizes/draws and Yuk-Yuks tickets. The Committee will make every effort to organize

these events for members. Please check our website, Facebook group and future newsletter issues for information about upcoming committee activities. Thank you again for your participation!

Survey Winners

Congratulations to the following members who were the lucky winners in our survey draw: Dean Scott, Kathy Gadoury, Sean Hazell, Rob Roach, Anne Cormier, Martina Vancour, Sheri Wiedrick, Elke Ham,

Louise Moreau and Kelly Taylor. You have each won a \$5.00 Tim Hortons gift card. Gail Redditt will be contacting you to arrange prize pick-up.

Upcoming Social Committee Events:

Canada 150 Goodie Bags: prize includes a "One Five Oh" bag, hat, stress ball, car flag, reusable water bottle, can cozy, huge marshmallows, roasting stick and a \$5.00 Tim Hortons gift card. Draws will take place the last week of June and the winners will be announced on our Facebook group page, Website and next newsletter issue. This is a random draw and all OPSEU Local 329 members (currently employed by Waypoint and Honeywell) are automatically entered.

Good Luck!



Oreo Truffles

(recipe from spoonuniversity.com)

Prep Time: 1 hour

Cook Time: 15 minutes

Total Time: 1 hour and 15 minutes

Servings: 30-40

Ingredients:

- 36 Oreo cookies
- 1 package (8 oz.) Philadelphia cream cheese, softened
- 3 cups semi-sweet chocolate morsels (substitute with white chocolate if preferred)

Directions:

1. Put Oreos into a zip lock bag and crush to crumbs.

2. Set $\frac{1}{4}$ cup of cookie crumbs aside for garnish (optional).

3. Combine Oreo crumbs and cream cheese in a medium-size bowl and mix until smooth and dark brown.

4. Shape truffle mix into 1-inch round balls using the palms of your hands and set aside on a cookie sheet lined with parchment paper.

5. Melt 1 cup of semi-sweet chocolate morsels in a small pot on low heat on the stove. Stir frequently, but not constantly. (Note: Chocolate burns easily and clumps together, so use the lowest possible heat and add a tablespoon of vegetable oil if it begins to clump).

6. Remove pot from heat immediately when most, but not all, of the chocolate is melted. Stir the chocolate continuously until it is smooth, shiny, and completely melted.

Note: You can also use a microwave to melt the chocolate. Use a microwave-safe bowl and heat on 50% power for 30-second intervals, stirring in between and rotating the bowl if necessary. Finish heating when most, but not all, of the chocolate is melted. Stir the chocolate continuously until it is smooth, shiny, and completely melted.

7. Roll 2-3 truffles at a time in pot of melted chocolate until fully coated.

8. Remove truffles from pot, place on cookie sheet and sprinkle with cookie crumbs.

9. Once all truffles have been coated, let them sit in the refrigerator for 45 minutes until firm or until you just can't wait any longer.

NAME: _____

EXT: _____

G	R	T	U	H	F	O	U	F	A	T	H	E	R	S	D	A	Y	Y	L	E	S	W
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J	N	I	L	K	A	H	A	O	M	R	B	L	U	P	G	R	R	S	A	W	A	D
A	P	P	L	S	O	C	I	A	L	C	O	M	M	I	T	T	E	E	V	C	R	K
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G	T	S	E	W	A	H	G	Y	M	M	I	W	D	O	P	Y	A	R	H	U	T	F

BARGAINING
CANADA ONE FIVE OH
FATHER'S DAY
GO JAYS GO
HOUSEKEEPING WEEK

IMPORTANT NOTICES
MOTHER'S DAY
RANDOM PRIZES
SIGN UP NOW
SOCIAL COMMITTEE

Please submit completed puzzles to Sharon Parent on Awenda by noon
on June 26, 2017 for your chance to win!