

# ANNUAL REPORT



# 2019

**SEIU** Healthcare

CANADA'S HEALTHCARE UNION





WORKING SHORT  
= LESS CARE  
SEIU Healthcare

WORKING SHORT  
= LESS CARE  
SEIU Healthcare

RESIDENTS  
OVER PROFITS  
SEIU Healthcare

WE DEMAND  
DIGNITY  
FOR OUR  
RESIDENTS  
SEIU Healthcare

REVERA'S PROFITS  
OVER RESIDENTS  
SEIU Healthcare

RESIDENTS  
OVER PROFITS  
SEIU Healthcare

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## WHO WE ARE

SEIU Healthcare, Canada's Healthcare Union, represents more than 60,000 frontline healthcare professionals. We work hard to protect workers' rights and to ensure employers value and respect their staff.

We advocate for fair and equitable working conditions through bold and innovative actions. We also stand up to safeguard and defend our public healthcare system.

SEIU Healthcare brings our members' concerns to the powers that be and we contribute to healthcare policies through our work with the government and other stakeholders.

We also strive to educate and empower our members through various training sessions and educational programs, including our Leadership Academy and Steward Training.



# OUR MEMBERS

SEIU Healthcare's diverse membership works in a variety of areas across the healthcare system, including:

- Activity aides
- Clerical support
- Developmental services workers
- Dietary aides
- Housekeepers
- Lab technicians
- Maintenance workers
- Registered nurses
- Registered practical nurses
- Social workers
- And more





SEIU Healthcare members were more active than ever in 2019. We faced numerous challenges this year from government cuts to bargaining against greedy for-profit corporations, but we never backed down from any fight. Our members rallied outside of their workplaces across the province, at corporate headquarters, and at Queen's Park.

Through initiatives such as our WAVE Team and internal organizing program, we increased and improved our member engagement. We continued to build our network of member leaders, which is now more than 5,000 members strong. Our empowered leaders are always ready to take action against any threats to frontline workers or the healthcare system.

As the President of SEIU Healthcare, I am so impressed with all that we have accomplished this past year. Together, we made our voices heard and achieved great victories.

Going into 2020, we must keep our momentum strong because there is still a lot of work to be done. It is imperative that we work together to improve working conditions by demanding increased staffing levels, protecting and creating more full-time jobs, and eliminating workplace violence.

Side-by-side, we will make a difference for frontline workers in Ontario.

**Sharleen Stewart**  
President, SEIU Healthcare



It was inspiring to see so much activism and leadership from our members this year. You rallied against injustices in your workplace, you called out the government for their shameful cuts to healthcare, and you stepped up into leadership roles in your workplace and union.

As the calendar turns to a new year, it is clear that the decisions we make together over the next few years will be the most important ones yet.

As a member-centric union, we will continue to increase our investments in engagement, education, political activism, and member-led campaigns. We are committed to ensuring that no matter where you live, what you do, or which sector you work in, you will have equal access to all our programs.

Heading into the next decade, we will be faced with a variety of challenges, but with our dedicated membership, led by incredible member leaders, I know we will become even stronger together.



**Tyler Downey**

Secretary-Treasurer, SEIU Healthcare





It was an honour to be appointed and then acclaimed in 2019 as your Executive Vice-President. As the first woman of colour to hold this position and as a former Executive Board member in the Women's seat, I am committed to ensuring that SEIU Healthcare remains the most inclusive and equitable union in Ontario.

This was a banner year for individual growth and member engagement. Our members were active politically, led rallies, fought back at bargaining, and participated in our education programs.

As a member, I had the opportunity to be a part of our Leadership Academy and Women's Advocate Program, so I know the important role our programs play in building strong, courageous leaders. As an officer, I am passionate about making sure that we expand on initiatives like these and give as many members as possible the opportunity to participate and get more involved.

As we enter 2020, we must continue to celebrate our diversity and champion human rights. As more than 60,000 frontline healthcare workers, our potential is limitless and I'm excited to see what will come next.

**Mina Amrith**

Executive Vice-President, SEIU Healthcare



In 2019, SEIU Healthcare's Nursing Division witnessed a significant increase in nurses getting involved in our union, taking on leadership roles, and advocating for change in our profession and in the healthcare system.

Our nurse leaders added significant value to bargaining committees, professional practice issues, rallies, research initiatives, political lobbying, educational events, and more.

Nurses have unique professional responsibilities and so we need more nurses representing nurses. With that in mind, we launched our Nurse WAVE Team this year. These dedicated leaders have spread the message to nurses that it is important they make their voices heard.

This year, we established three nursing calls to action that have fueled the work of our Nursing Division: Champions of Nursing Unity, Ending Workplace Violence, and Improving Practice = Improving Positive Patient Outcomes.

Together, we must continue to strengthen our nursing profession by resolving these critical issues. In 2020, we will continue to grow and lead the way to positive changes in nursing and healthcare.



**Jackie Walker**

Nursing Division President, SEIU Healthcare





SEIU Healthcare

# 2020 VISION

uRequest Live™

uRequest Live™

uRequest Live™

uRequest Live™





# OUR LEADERS AND EXECUTIVE BOARD

Our Executive Board consists of the following seats representing our membership:

## Three Officers:

- President
- Secretary-Treasurer
- Executive Vice-President

## Nursing Division President

## Three Sector seats with one member from:

- Home Care and Community Care
- Hospitals
- Long-Term Care

## Seven Community Representation seats with one member from:

- Aboriginal and Indigenous Peoples
- LGBTQ2+
- Persons with Disability
- Retirees
- Women
- Workers of Colour
- Young Workers

## Eight Regions with one member from:

- Region 1 - Thunder Bay
- Region 2 - Northumberland
- Region 3 - Georgian Bay
- Region 4 - Greater Toronto Area
- Region 5 - Hamilton/Halton
- Region 6 - Norfolk/Niagara
- Region 7 - London and Southwestern Ontario
- Region 8 - Algonquin



# NURSING DIVISION

SEIU Healthcare is the only union with a dedicated Nursing Division that holds convention and has a president, a constitution, and professional practice liaison staff. Our Nursing Division, led by President Jackie Walker, focuses on continued development of professional practices, innovative leadership, and collaboration among registered practical nurses (RPNs), registered nurses (RNs), and nurse practitioners (NPs) to enhance the delivery of patient care.

Our Nursing Division advocates for safe practice environments, promotes the use of Workload Review Forms, provides strategic education to frontline healthcare workers, and much more.







## SEIU Healthcare's nurses really stepped up in 2019!

During Nursing Week in May, nurses organized their own in-unit celebrations. This year, we had more than 80 events taking place across the province.

Throughout the year, SEIU Healthcare nurses held key roles on bargaining committees, joined workplace rallies, took action at Queen's Park to lobby the government, and worked hard to solve issues facing the nursing profession.

Our Nursing Division identified a gap in academic literature on RPN specific research. Therefore, in collaboration with McMaster University, we published a study on the role of RPNs in high-functioning nursing teams that recognized RPNs as an integral part of our healthcare system and effective patient care.



Don't forget! It's time to renew your Professional Liability Protection insurance for free at [seiunurses.ca](https://seiunurses.ca). You can also find many useful resources at this new website, including digital Workload Review Forms.

# MEMBERS IN ACTION

JANUARY 19

## Women's March 2019

SEIU Healthcare members and staff braved extreme cold temperatures to participate in Women's Marches across the province. Together, women are pushing for social justice for the most oppressed and marginalized people in our communities.



FEBRUARY 2

## One Roof Community Centre Dinner

Members in Peterborough prepared and served a dinner at One Roof Community Centre. Members, their families, and SEIU Healthcare staff cooked up pasta, caesar salad, garlic bread, and cake for about 150 people. The volunteers also distributed hand and feet warmers. To host this community meal, members had been holding a variety of different fundraisers.





**FEBRUARY 26**

### **CLC Lobby Day**

SEIU Healthcare members took part in the Canadian Labour Congress' Lobby Day on Parliament Hill in Ottawa. Our political activists met with members of Parliament and senators to discuss the importance of a national pharmacare plan, pension reform, and bankruptcy protection for workers. More than 250 people from across Canada and multiple unions participated in the Lobby Day and met with more than 100 legislators.



**MARCH 8**

### **International Women's Day**

SEIU Healthcare members filled the streets for the International Women's Day March in Toronto. This passionate group of leaders made their voices heard as they marched across the city. This year's theme was "Balance for Better" as a way to push back against policies that negatively impact women, demand pay equity, and to end workplace harassment and violence against women.



**MARCH 25**

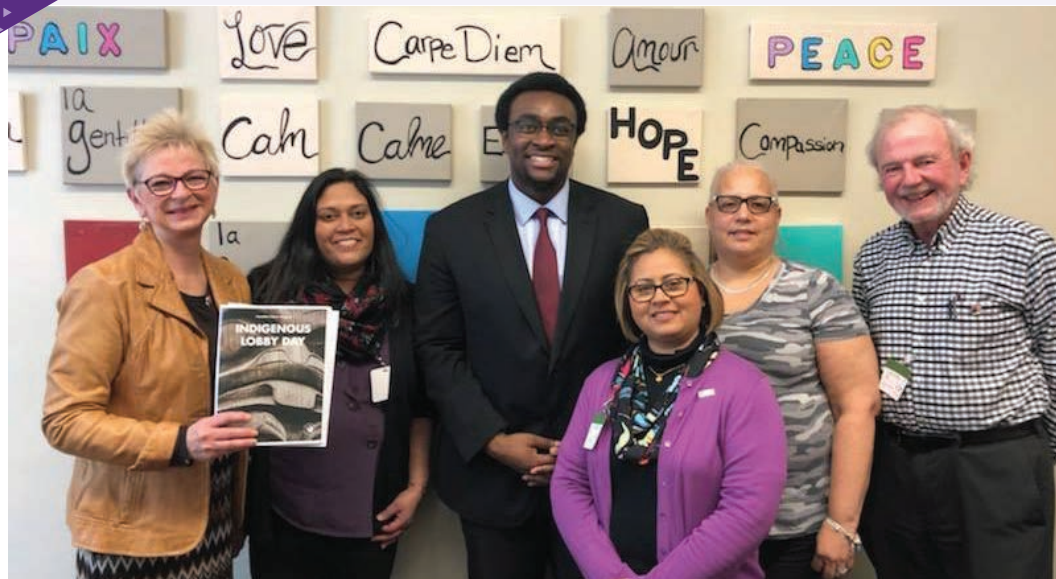
### **Nursing Leadership Assembly**

This year, we held our first-ever Nursing Division Leadership Assembly with more than 200 nurses in attendance. Our nurse leaders proposed meaningful ways that SEIU Healthcare's Nursing Division can take action to start resolving some of the critical issues affecting nurses and the healthcare system.

**APRIL 4**

### **Indigenous Lobby Day**

SEIU Healthcare participated in the first-ever Indigenous Lobby Day on Parliament Hill organized by the Canadian Labour Congress. Our representatives met with members of Parliament and senators to discuss important issues related to Canada's Indigenous people. Issues discussed included safe drinking water for First Nations communities, justice for missing and murdered Indigenous women and girls, Indigenous education, and more.





**APRIL 9**

## **Equal Pay Day**

SEIU Healthcare members joined the Equal Pay Coalition's rally outside the Minister of Labour's office in Toronto to demand that the government take immediate action to close the gender wage gap. SEIU Healthcare also led rallies outside the office of the Minister Responsible for Women's Issues in Nepean and the Minister of Finance's office in North Bay. On average women work 3.5 months into the new year before making as much as a man.



**APRIL 25**

## **Bluewater Health Pay Equity Rally**

SEIU Healthcare members, staff, and community supporters rallied outside of Bluewater Health in Sarnia to demand the hospital complete its pay equity plan. Bluewater Health has been resisting negotiating a pay equity plan with us for over a decade.



**MAY 2**

### **OHC Rally**

The Ontario Health Coalition (OHC) held a rally at Queen's Park with more than 10,000 people in attendance. Unions, healthcare professionals, and the public stood together to protest Premier Doug Ford's new healthcare proposals that include budget cuts that will result in privatization and mega-mergers in healthcare.

**MAY 15**

### **Nursing Lobby Day**

Nursing Lobby Day was a nurse-led initiative involving the participation of 40 nurse members. Nurses took their issues to Queen's Park to discuss them with 15 MPPs. Nurses shared their experiences with excessive and unsafe workloads, a lack of full-time nursing positions, violence and harassment in the workplace; and uncompensated and undercompensated additional nursing roles. Following Lobby Day, eight meetings were also held between nurses and MPPs at their constituency offices.





**SEPTEMBER 18**

### **Rally at Carea**

More than 150 members came out to rally at Carea Community Health Centre in Durham region. Though these members were certified in 2017, they still did not have their first collective agreement. Soon after the rally, Carea returned to the table and we negotiated one of the best first collective agreements we have ever achieved. Members received every item they were seeking and very significant pay increases.



**OCTOBER 4**

### **Southlake Rally**

Approximately 100 SEIU Healthcare members rallied outside of Southlake Regional Health Centre in Newmarket to call on the hospital to finalize a legitimate, fair, and joint pay equity plan. The hospital and our union, with the assistance of consultants, had almost finalized a joint pay equity plan. However, the hospital refused to complete the process and instead produced their own management plan, which in our union's view includes gender-biased ratings.



## DECEMBER 2

### Rally at ParaMed

Members rallied outside of ParaMed Home Health Care's head office in Toronto to demand more profits be put into care for clients. ParaMed does not give its PSWs or RPNs any pension or sick days, and is proposing no increase in benefits or travel time compensation.

## DECEMBER 11

### Rally at CarePartners' Corporate Head Office

Over 100 CarePartners personal support workers and union supporters took their fight to CarePartners' corporate head office in Kitchener to push back against the home care agency's movement toward locking out almost 3,000 PSWs right before the holidays. Our members have been bargaining with CarePartners for most of 2019 and they have not been presented with a fair collective agreement from their employer.







## MEMBER REP IN TRAINING PROGRAM

We launched our comprehensive Member Rep in Training Program this year. This was an initiative that was designed and created by SEIU Healthcare's leadership and our Executive Board. A handful of members were selected from a large pool of impressive applicants to participate in this intensive six-month program. These members worked hard to learn about all aspects of our organization and how to be highly skilled and successful union representatives. As a result of this program, three of the graduates were recently hired as SEIU Healthcare union representatives.





# WAVE TEAM

In 2019, there were up to 15 members participating on our WAVE Team. These member leaders played a critical part in driving member engagement during the Central Long-Term Care Bargaining process.

From February to May, the WAVE Team visited 93 long-term care homes and connected with 4,264 members.

- They had 2,310 members complete bargaining surveys and received signed Commitment Cards from 3,890 members.
- They assisted with actions on the ground including workplace rallies, purple action days, and information pickets outside of corporate investors meetings.

- The Team reached out to members to ask them to volunteer to support Central LTC Arbitration, which resulted in 100 members participating in this call to action.

From June to November, the WAVE Team visited 85 units, resulting in 2,104 conversations and received 1,895 signed Commitment Cards.

Throughout the year, The WAVE Team also visited many night shift members, especially during our HOOPP and pay equity information meetings held in a few units. In total, the WAVE Team made 28,099 phone calls this year and had 5,406 member-to-member conversations.





## NURSE WAVE TEAM

**ONE GOAL.  
ONE TEAM.  
ONE VISION.**

This year, we launched a WAVE Team just for our nurse members. These nurses played a key role in increasing nursing engagement and activism in our union. They have been hosting Lunch and Learn events where they have promoted the use of Workload Review Forms, were instrumental in organizing the Nursing Lobby Day, have been encouraging nurse members to sign Commitment Cards, and so much more.

# LET'S CELEBRATE



**FEBRUARY 17**

## **Black History Month Celebration**

More than 400 people attended this year's Black History Month Celebration at the Jamaican Canadian Association in Toronto. Members and their guests heard from experts in black culture, saw great dance performances, celebrated some outstanding SEIU Healthcare members, and enjoyed Caribbean dishes. This annual event continues to be one of the highlights of the year!

**JUNE 23**

## **Pride Parade**

Many SEIU Healthcare members and their families and friends participated in this year's Toronto Pride Parade. We rode a float covered with purple banners and balloons. Millions of spectators cheered on the 200 groups that participated in the parade. Pride celebrates the LGBTQ2+ communities and acknowledges the challenges these communities have faced over the years to fight for their rights.





**JULY 16**

### **Purple Day**

Our members really showed off their purple power this year! Members wore a lot of purple and held union celebrations in their workplaces across the province. Everyone had lots of fun gathering with their co-workers and created lasting memories.



**SEPTEMBER 2**

### **Labour Day**

Hundreds of SEIU Healthcare members, along with their friends and families, marched down the streets of Toronto to support the fight for justice in all our workplaces. Together, we marched, danced, and waved our flags. We also participated in events held in Barrie, Brantford, Brockville, Goderich, Hamilton/Oakville, Kingston, London, Lindsay, Niagara/St. Catharines, North Bay, Ottawa, Peterborough, Sarnia, Thunder Bay, and Waterloo.



**SEPTEMBER 5**

### **Mid-Autumn Festival**

SEIU Healthcare hosted a Mid-Autumn Festival banquet where over 150 members joined us to celebrate and feast. Our members enjoyed an elegant meal and played games throughout the night. The Mid-Autumn Festival represents a time where family and friends come together on the “fullest moon” of the year to reunite and give thanks.

**AUGUST 24**

### **Human Rights Conference**

SEIU Healthcare held its first-ever Human Rights Conference, with more than 300 SEIU Healthcare members joining us for this historic day. The conference heard from human rights advocates and a distinguished group of panelists who discussed challenging oppression and how to break down barriers. To end the event, members participated in breakout room sessions to create action plans for our equity seeking groups.





# NEW OFFICES

In 2019, we opened two new offices to have more space for member education and engagement, and to better accommodate our growing membership. On April 4, we hosted the grand opening of our new office in St. Catharines, which is located at 404 St Paul St. Members from St. Catharines attended the exciting celebration, which included tours and refreshments.

On December 5, we celebrated the grand opening of our new Ottawa office located at 1150 Morrison Drive Unit 110. SEIU Healthcare's Executive Vice-President Mina Amrith attended and refreshments were served.



# BEST OF THE REST

JUNE 13

## Announcing Mina Amrith as our new Executive Vice-President

Our President Sharleen Stewart appointed Mina Amrith as our new Executive Vice-President. Mina has more than 20 years of experience as an RPN at Sunnybrook Hospital, was the chair of our Women's Committee, and was a leader in our Women's Advocate Program. Mina is humbled and honoured to be the first rank and file member and the first women of colour Executive Vice-President for SEIU Healthcare.



JULY 12

## Ottawa Water Park

For the second straight year, approximately 140 members and their families from Extencicare Medex, New Orchard Lodge, Longfields Manor, The Westwood, Manoir Marochel, Hunt Club Manor, and The Edinburgh participated in our Ottawa Summer Event at Calypso Theme Waterpark. Members enjoyed the slides and shared a potluck lunch.





**JULY 20**

**Family Picnic Day**

An incredible 950 members came out to participate in our SEIU Healthcare Family Picnic Day at Canada's Wonderland. Members had a blast riding roller coasters, playing games, and eating food from a delicious all-you-can-eat buffet.



**AUGUST 10**

**Thunder Bay Day at The Ballpark**

SEIU Healthcare members had a night out at Port Arthur Stadium in Thunder Bay. Members and their families cheered on the Thunder Bay Border Cats as they played a doubleheader against the St. Cloud Rox.



**AUGUST 14**

### **Fishing Day**

The 9th annual Rob West Take a Kid Fishing Day at Glen Haffy Conservation Area in Caledon marked more than 1,000 children having now participated in this wonderful day of fishing, games, and fun.

**SEPTEMBER 11**

### **Stand! Movie Premiere**

100 members had the opportunity to watch the premiere of the movie Stand!, a musical about the 1919 Winnipeg General Strike. Our members gave the movie rave reviews. Check it out as a digital download in 2020.





## SEPTEMBER 27

### Golf Tournament

At the 13th annual SEIU Healthcare Charity Golf Tournament, we raised \$25,000 for Starlight Children's Foundation. This brings our total fundraising amount up to an incredible \$295,000. For over 30 years, this organization has been spreading joy to severely ill children across Canada through a unique blend of hospital to home programs designed for the whole family.



## SEPTEMBER 28

### Peterborough Baseball Game

Members in Peterborough, joined by SEIU Healthcare leadership and staff, came together as an enthusiastic team to play in a baseball tournament. This was a fundraiser to support Community Living and United Way.



### Scholarship Winners

A big congratulations to our 2019 SEIU Healthcare scholarship winners. These amazing and hard-working students are:

**Taylor Armstrong**

**Mackena Reilly**

**Emelia Assigbey**

**Margaret Cassar**

### NOVEMBER 4-8

### Education Committee Steward Training

Our diverse group of 19 Education Committee members came together at our head office for a week of training. The members were taught our new Steward Training program, were provided with tools and skills to be effective facilitators, and they gave us their feedback on the Steward Training material. Their guidance is what helps make our education programs highly relevant and effective for our membership. Starting in 2020, these members will begin leading our Steward Training program.





**NOVEMBER 22**

### **Ontario Paramedic Monument Organization**

SEIU Healthcare proudly hosted the Ontario Paramedic Monument Organization's inaugural meeting with representatives from SEIU Healthcare, Unifor, CUPE, Ontario Association of Paramedic Chiefs, Ontario First Nations, and an independent member from the paramedic community. The Paramedic Monument Organization was formed by frontline paramedics and ambulance communication officers to raise funds in order to build a monument at Queen's Park that honours the memories of the fallen.



**DECEMBER 7**

### **Niagara IceDogs Hockey Game**

SEIU Healthcare members had a night out together to watch the Niagara IceDogs as they took on the Sarnia Sting. Following the first goal, fans tossed teddy bears onto the rink, which are donated to Victim Services Niagara.

# CAMPAIGNS



## DSW Political Campaign

Member leaders Jackie Haynes and Sandee Green, along with many others, continued their campaign to achieve mandatory Workplace Safety and Insurance Board (WSIB) coverage for all developmental services workers (DSWs). WSIB is a government regulated insurance policy for workers who get injured on the job. Employers are not mandated to provide their workers with WSIB. Whereas WSIB covers 85% of wages, private insurance only covers 65% or less. To date, the team has met with almost 50 MPPs and had three productive meetings with the Ministry of Labour.

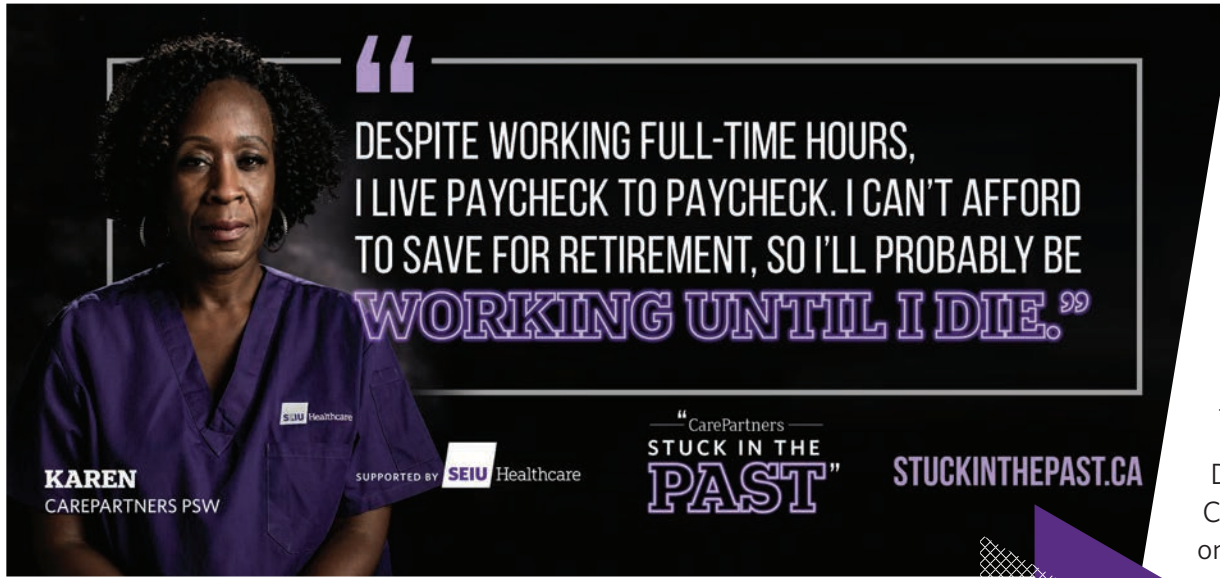


## Nursing Week Campaign

Nurses are a critical part of the healthcare system, yet they face numerous challenges that can affect patient care. Our billboard and digital ads focused on excessive workloads for nurses, a call to protect our nurses from workplace violence, and other important issues. The public was asked to take action for nurses at [www.seiunurses.ca](http://www.seiunurses.ca).







## CarePartners Stuck in the Past

Leading up to 2019 bargaining, we launched our “Stuck in the Past” campaign with print and digital advertisements that highlighted that CarePartners’ working conditions, processes, and wages are outdated and in need of modernizing ([www.stuckinthepast.ca](http://www.stuckinthepast.ca)). Members and the public sent more than a thousand pre-written letters directly to their MPPs and to CarePartners’ CEO Linda Knight about the issues PSWs face daily and the need for change.

During the week of April 8 to 12, members working at CarePartners across the province held numerous “march on the boss” rallies to let their employers know that their outdated ways are unacceptable. Using survey data, SEIU Healthcare created “Most Stuck in the Past: Health and Safety Awards” that members presented to management at CarePartners.

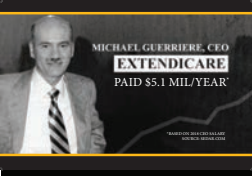
After CarePartners walked away from the table in June, we stepped up our Stuck in the Past campaign by having the bargaining committee hand deliver the thousand copies of the letter to the corporate head office in Kitchener. CEO of CarePartners, Linda Knight, shamefully did not meet with our members.

In November, we launched the next phase of our campaign, which includes a video with a touching story of CarePartners’ clients Don and Penny. By the end of 2019, the video had over 250,000 views.





# TELLTHEMTOCARE.CA



## Tell Them to Care

Ahead of Central Long-Term Care Bargaining, we launched our “Tell Them to Care” campaign to demand that Ontario’s long-term care and retirement home corporations invest more of their profits into care. Our public advertisements called out the shockingly high salaries of the CEOs of large corporations such as Revera, Extendicare, Chartwell, and Sienna. We brought attention to staff shortages and a lack of resources that are impacting the quality of care that seniors receive. We asked the public to send an email to CEOs at [tellthemtocare.ca](mailto:tellthemtocare.ca).



## DOUG FORD IS TAKING HEALTHCARE IN THE WRONG DIRECTION.

## Tell Him to Care

Premier Doug Ford has taken healthcare in the wrong direction by making funding cuts, freezing wages of frontline workers, and neglecting to implement higher staffing levels. He continues to allow private corporations to value profits over residents. We aired videos on television and social media that show the dire consequences of Ford’s approach to healthcare. We also asked the public to “Tell Him to Care” by sending a pre-written email at [tellhimtocare.ca](mailto:tellhimtocare.ca).





## Central Long-Term Care Bargaining Conference

During our Central Long-Term Care Bargaining Conference from April 2 to 3, more than 300 SEIU Healthcare members descended on The Toronto Congress Centre where the Ontario Long Term Care Association (OLTCA) was holding their annual conference. The OLTCA's conference slogan was "Together We Care", so we showed them what "Together We Care" really means. We told the executives of long-term care homes that it's time they put their profits into resident care.



## Local LTC Bargaining Training

At our Local LTC Bargaining Training, we continued to make our voices heard. Approximately 300 members and staff rallied at Extencicare's corporate head office in Toronto after they had denied many of our members' leave of absence requests to come to the training. Our President Sharleen Stewart left a symbolic mock cheque for \$3.9 million for Extencicare's CEO Michael Guerriere, which reflects his annual compensation.





From April to November of this year, our members working in long-term care have been so busy participating in numerous workplace rallies, purple action days, and information pickets. Members and leadership also participated in a press conference at Queen's Park to bring media and political attention to our Tell Them To Care campaign. Our members were fighting for increased staffing levels and safe working conditions to be able to better care for their residents.



SEIU Healthcare





## LTC ACTIONS BY THE NUMBERS:

45+

workplace rallies

6

purple action days

5

pickets outside of corporate investor meetings



## Central LTC Bargaining Outcomes

Bargaining and mediation lasted for seven days and required heading to arbitration for two more days. Nearly 100 SEIU Healthcare members volunteered to attend arbitration. As a result of all our rallies, campaigning, and member support, Arbitrator Jesin's three-year award included a 1.5% wage increase per year, which is 50% more than what would have been allowed under Doug Ford's recently passed Bill 124, all central long-term care members who previously did not receive a night premium of at least 25 cents will now receive one, and Workload Review Forms will be introduced at all participating nursing homes.

“ I am **afraid** of my supervisors and managers at CBI. I can't speak up about workplace concerns because if I do they cut my hours.”

AYAN | PSW, CBI

CBI HOME HEALTH  
LEADING CHANGE  
NEEDING

SUPPORTED BY  Healthcare

**BRING  
CHANGE  
TO CBI**

CONTACT US AT  
NEEDINGCHANGE.CA  
OR (289) 661-0919




## CBI, Needing Change

While CBI claims to be leading change, their workers are desperately in need of it. PSWs working for CBI face harassment from management, earn low wages, have zero retirement security, and have no paid sick days. We launched our “CBI, Needing Change” campaign at [needingchange.ca](http://needingchange.ca) featuring print and social media advertisements. On November 5, 425 home care PSWs from CBI Mississauga voted yes to joining SEIU Healthcare.

“ Even if I am sick, CBI **forces me to work**. I can't afford to miss a shift because I have no access to sick days.”

SAPNA | PSW, CBI

CBI HOME HEALTH  
LEADING CHANGE  
NEEDING

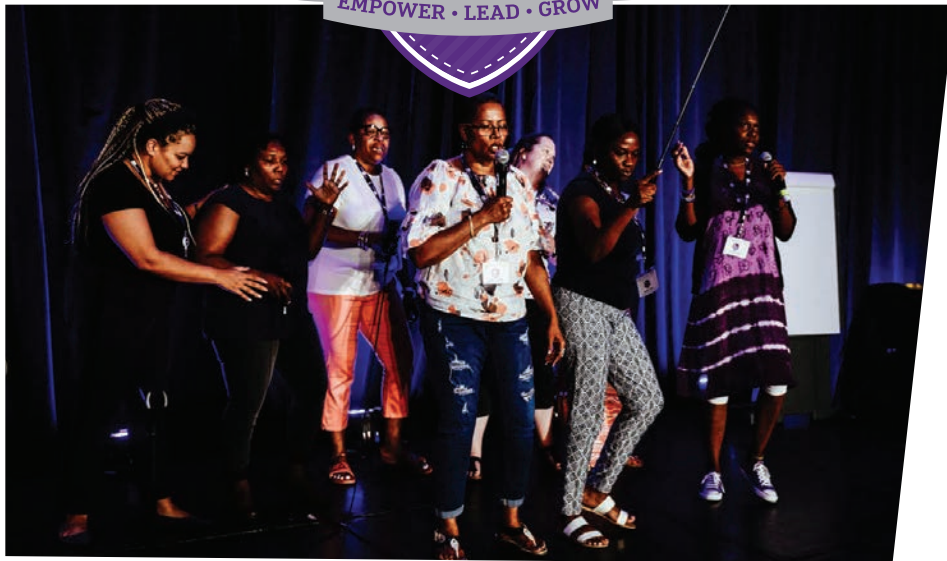
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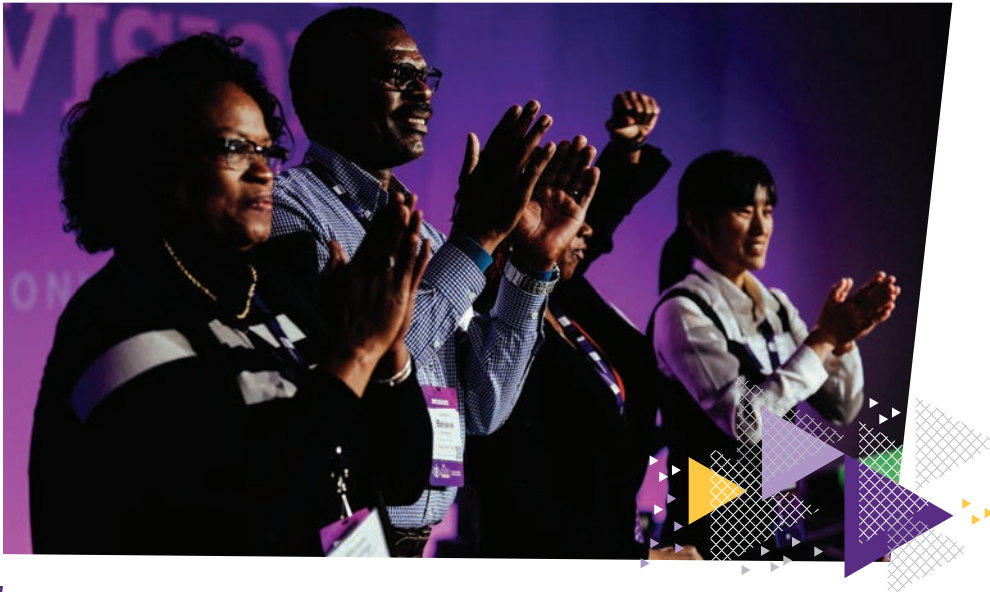




Over 200 SEIU Healthcare members came to the third annual Summer Academy from August 19 to 23. We have now had more than 1,000 members graduate from our Leadership Academy program. It was our goal to ensure that this year we welcomed many new members to the program.

The Academy had a jam-packed schedule filled with education sessions, networking events, interactive activities, and entertainment. Members learned about mental health awareness, facing management, and organizing in the workplace. The purpose of our Leadership Academy program is to create strong leaders in the workplace, encourage political activism, and support each other as we push for change.





From November 17 to 20, more than 300 members from across the province came together for our 2019 SEIU Healthcare Convention. Members embraced our union's "2020 Vision" as President Sharleen Stewart, Secretary-Treasurer Tyler Downey, and Executive Vice-President Mina Amrith were all acclaimed to continue in their leadership roles for another four-year term.





Members voted at Convention to pass a resolution to split Region 1 into two separate regions: Region 1 Thunder Bay and Region 8 Algonquin. We are proud to announce our new Executive Board members:

**Long-Term Care Sector:** Kelly Stephenson

**Hospital Sector:** Holly Hilliard

**Home Care and Community Care Sector:** Jodi Verburg

**Aboriginal and Indigenous People:** Shyanna Medicine

**Workers of Colour:** Susan Conliffe

**Women:** Gloria Turney

**LGBTQ2+:** Larry Kobos

**Young Workers:** Randy Singh-Chung

**Persons with Disability:** Luisa Dourado

**Retirees:** Marg Bourgoin

**Region 1 Thunder Bay:** Cathy Bishop

**Region 2 Northumberland:** Carla Sleep

**Region 3 Georgian Bay:** Jenn Frandsen

**Region 4 Greater Toronto Area:** Stephaney Williams

**Region 5 Hamilton/Halton:** Maureen Lewis

**Region 6 Norfolk/Niagara:** Jake Dale

**Region 7 London and Southern Ontario:** Christopher Stolte

**Region 8 Algonquin:** Joan Beverly

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At Convention, members also elected four new trustees:

**Trustees:** Sophia Bent, Believe Dhlwayo, Marlene Hemmings, Junli Wang



# 2019 NURSING DIVISION CONVENTION

Our 2019 Nursing Convention was held from November 21-22. Nurses elected the new Nursing Division board, participated in educational sessions, and developed action plans and statements to improve the nursing profession. Nursing Division President Jackie Walker was acclaimed to serve another three-year term and will be joined by the new Nursing Division board starting in 2020:

**Vice-President of Hospital:** Ashley MacRae

**Vice-President of Home Care and Community Care:**  
Suzanne Churchill

**Vice-President of Long-Term Care:** Jocelyn Borrás

**Region 1 Representative:** Sheena Woods

**Region 2 Representative:** Anna George

**Region 3 Representative:** Sandi Jones

**Region 4 Representative:** Dernel George

**Region 5 Representative:** Abiemwense Osawe

**Region 6 Representative:** Rafal Fratzczak

**Region 7 Representative:** Amy Lenover

**Region 8 Representative:** Gita Koushik



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## OUR NEW SISTERS AND BROTHERS IN 2019

We are thrilled to welcome new members from the following units to our SEIU Healthcare family:

- ParaMed Fullerton
- John Howard Society of Toronto
- Chartwell Willowdale Retirement Residence
- Atria Retirement Canada (Stamford Estates)
- Parkview Home
- Chartwell Constantia Retirement Residence
- Chartwell Park Place Aurora
- CBI Mississauga







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# Audrey McKay

AUGUST 19, 1961 - JULY 12, 2019



Audrey McKay started her journey with SEIU Healthcare in 2000. Her dedication to the labour movement truly demonstrated that she was meant to be a trade unionist, leader, activist, and educator. For over 19 years, Audrey shared her vast knowledge, creativity, and passion with our members and SEIU Healthcare staff. She was a mentor, a friend, and someone you could always rely on to get the job done and lift you up when you needed it the most.

The morning of Friday, July 12, 2019, our sister Audrey passed away peacefully at Hamilton General Hospital surrounded by her loving family. During her memorial service, family, friends, and colleagues shared stories about Audrey's outstanding work ethic and love for the labour movement.

Audrey started her career in the labour movement at The United Food and Commercial Workers International Union. She played a crucial role in the SEIU Healthcare's Leadership Academy since its inception in 2016, from creating course content from scratch to facilitating classes for hundreds of members. She also developed and facilitated steward training and health and safety programs.

She loved witnessing how our members grew from the educational experiences she helped organize. It was always clear to everyone she met that she was passionate about advocating for workers' rights. During her time at SEIU Healthcare, Audrey was able to create many friendships, connect with many members, and truly make a difference in our Education Department. Her wisdom and compassion will always be a part of SEIU Healthcare and she will always be remembered.



# CONTACT INFORMATION



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## LONDON

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## NORTH BAY

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## MEMBER RESOURCE CENTRE

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## THUNDER BAY

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Thunder Bay, Ontario, P7E 4X4





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