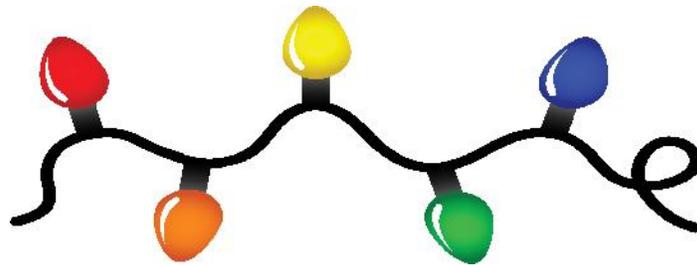


Season's Greetings

from the Board and staff of PARI-MP



Milk and Cookies with Santa

On Sunday, December 2nd, PARI-MP once again hosted Milk and Cookies with Santa at the Joseph Howe Superstore. It was a packed house and Santa didn't disappoint. Each of the kids got to decorate gingerbread men, participate in a colouring contest, get their picture taken with Santa, and received a gift from the big man himself.

Parents and kids enjoyed munching on cookies, treats and pizza.



Negotiations Update

Sandi Flemming
Executive Director

It has been a long wait. And the wait continues. The Board and staff at PARI-MP share our members frustration with the length of time it is taking to get a new collective agreement in place.

We started this process in the fall of 2010. We surveyed members, gave presentations to various programs, did a cross country scan of other provincial agreements and prepared our position to take to the Employer to try to get the best possible contract for our members. We started meeting with the Employer in the Spring of 2011 before the contract expired with the hopes of reaching an agreement.

The process usually is a long one. We meet several times over a period of 4-6 months. Each side shares their "proposals" for a new agreement and then the negotiating begins. We realize that we likely won't get everything we ask for, and the Employer will likely have to give more than they hope for.

This time it was different. We met several times and were unable to get a good deal for our members. We decided to refer the process to an arbitrator, something we hadn't done before. It was our hope that the arbitrator would give us a fair agreement. The first time we met with the arbitrator, he decided to try mediation between the parties. Although we met from 9 am until 5:30 the following morning, we were not successful at mediation. Again, PARI-MP wanted to get the best deal for our members and felt what we were being offered was not fair.

In August, we went back to the arbitrator. This time to have him decide. We each had the opportunity to make our case and left him to make a decision. It was our understanding that we would hear a decision in a timely fashion, perhaps between 4-6 weeks as we often see in other cases.

We still have not heard back from the arbitrator. Our lawyer has been emailing him regularly and we've even enlisted the help of the Employer to try to get him to respond. He has replied that this has been a challenging decision for him and he is still working on it.

Our options are very limited. We could try to convince the Employer to start with a new arbitrator, but that will take longer, cost more money and they may not even agree to it. We could ask the Employer to go back to the table and start negotiating with them again, but that would likely result in an even lower proposal from them. So, here we wait in the hopes that we will hear back any day now.

I know this may be all old news as it is just a rehash of the process over the past year. I feel that we should be open about what has been going on and try to help our members understand why this is taking so long.

If you do have any questions, please feel free to contact me at sandi@parimp.ca.

If we have not heard by the New Year, our committee will meet once again to determine our best course of action going forward.



Resident Well-Being Award

PARI-MP is pleased to announce the winner of this year's Resident Well-Being Award, Dr. Siraj Belkhair. Dr. Belkhair was presented a certificate from PARI-MP by Dr. Jon Bailey, our Well-Being Chair.

Excellence in Teaching Award

PARI-MP is also pleased to announce the winner of this year's Excellence in Teaching Award, Dr. Chris Seamone. Dr. Seamon was presented a plaque by Dr. Phil Davis, our Board President, and Dr. Jon Bailey, our Well-Being Chair.



**Please note:
The PARI-MP office will be closed from
Monday, December 24th to Tuesday, January 1st.
See you in 2013!**



MHCSI Lawtons Discount Program

Please note, your new cards will soon be arriving in the mail and they will have an expiry date of Dec 31, 2015.

If you do not receive your new cards by Dec 31st, please contact MHCSI at 1-888-686-6427. Your old card will continue to work until Jan 31st, 2013.

Highlights of the discount program:

- Hallmark Cards: 40% off
- Magazines: 15% off
- Giftware: 25% off
- Over the Counter products: 10% off (20% off Compliments Brands)
- Water: 10% off (Big 8 500ml & 1L: 50% off)
- Cosmetics, Sundry/General: 10% off
- Health & Beauty: 5% off (10% off Compliments Brands)
- Paper Products: 5% off Compliments Brands
- Confectionery (candy, chocolate...): 5% off
- Home HealthCare Rentals: 25% off
- Home HealthCare Retail: 10%

Exceptions:

- Selected Food items including pop over 1L
- Selected Household paper products
- Selected Home HealthCare/Rehab products
- Lotto, stamps, tickets, prescriptions



Halloween Party

This year we had our annual Halloween Party at the G Lounge in downtown Halifax on Saturday, October 27.

Many residents came out and danced the night away and there was an assortment of scary, hilarious and clever costumes.



Call Tracker System

Back in the winter of 2005 PARI-MP successfully negotiated a call stipend effective July 1, 2006. It was exciting to know that residents were finally getting a little bit extra pay for the long hours worked. The bargaining team at the time worked hard to convince the Employer this was a good thing. We worked with CDHA to develop a system of having residents input their own call and then after an “audit” of the call, it would be submitted to payroll for payment. They would only pay us quarterly as it would be too much administrative work to do bi-weekly or even monthly. This has been our system for the past six years.

Since then we have had to work out a few kinks, but overall we have a good system. We have had complaints from members about the timing of finalizing the call, so we recently met with CDHA and Dal Medix to make some improvements to the Call Tracker System. Starting in January, residents will be able to finalize their call at any time during the month after the call is completed. So if you do call from January 3rd to the 24th and have no more call after that, you can go in and finalize your call after the 24th.

The idea for the change is to make it easier for residents, and give more time, to finalize call and not have to wait until the end of the month. The system will still generate an email reminder at the beginning of the next month reminding you to go in and finalize your call. Also once you do finalize your call you can still add another shift if the reporting period is still open. If you have finalized your call once, even if you have done more call, you will only get the one reminder. It is up to you to remember to add in and finalize any additional call. The system will see that you have finalized so it will only give that one reminder.

If you have not submitted your call, the system will continue to generate a second reminder notifying you the period is about to close and you have not finalized your call.

We are hoping this will give more flexibility to our members by allowing you a longer period of time to finalize your call.

This new system will be implemented in January, so it will be ready by month end. There may be a period early in January after the holidays when the system is closed while the changes are being made.

If you have any questions about this new change, please feel free to contact PARI-MP at Sandi@parimp.ca.

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Upcoming Events

Don't miss out on any of PARI-MP's great events!

Stay tuned to your email for more details on these upcoming resident events.

Yoga Nights
Tuesday Nights, Starting January 8th

Movie Nights

Family Movie Matinees

Group Skating

Event Ideas

Do you have a great idea for an event you would like to see PARI-MP host? Drop us an email at Susan@parimp.ca and tell us about it.



*Do you have big news that you would like to share?
If you have an exciting announcement that you would like included in our newsletter
please email evie_sabean@hotmail.com.*