

FALL 2026

## From the Administrator's Desk

Dear Members,

As many of you know, CUPE Local 5441 was placed under administration by the CUPE National President on July 20, 2026. This decision was approved by the National Executive Board on August 5, 2026.

The National Executive Board has advised that it will review the decision on September 24, 2026. Time has been set aside should any member of the executive wish to make representation.

Site stewards have been appointed at each primary site, including SMH, PHC, and SJHC. Stewards have also been appointed for the subunits, including Spiritual Care and GDI.

Grievances continue to be filed, and every effort is being made to seek timely and meaningful resolutions. There are several upcoming continuation dates for arbitration files in process, as well as several dates that files have been assigned to.

All relieved executive members have now returned to work. In some cases, this took longer due to the length of the book-off that had initially been requested and the need to return members who were temporarily covering positions back to their original roles without disrupting approved leave or departmental coverage.

My key responsibility is to help prepare the Local to regain its autonomy and move out of administration within the next twelve-month time frame. To achieve this, member participation will be essential as we work together to rebuild and strengthen the Local. As this process moves forward, we are constantly:

- Continuing to assess the issues that led to the administration.
- Maintaining the day-to-day administration of the Local.
- Developing concrete plans of action to address concerns, with a focus on meaningful membership involvement.
- Beginning a review of the Local's finances and exploring the possibility of moving the Local's banking to a larger financial institution that is better suited to meet the Local's needs.

Rebuilding the Local will require open communication, active participation, and a shared commitment to supporting one another. Members are encouraged to stay engaged, ask questions, and take part in the work ahead as we move toward restoring the Local's autonomy.

In solidarity

### In this edition of the newsletter:

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**PAGE 1**  
Administrator  
Update

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**PAGE 2**  
Meet your Site  
Stewards! (*Part 1*)

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**PAGE 3**  
Meet your Site  
Stewards! (*Part 2*)

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**PAGE 4**  
Union  
Roadshow  
Dates and  
Locations

---

**PAGE 5**  
Union  
Representatives  
Contact  
Information

---

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## Meet your site stewards! (Part 1)



**Isabel Sociedade, SJHC**

I have been proudly employed with Unity Health Toronto at St. Joseph's Health Centre since February 5, 2005.

Throughout my years at St. Joe's, I have had the opportunity to grow both professionally and personally while being part of a workplace that truly feels like family. I currently hold a Clerical position in the Diagnostic Imaging Department, where I continue to contribute to the day-to-day operations and support of the department.

St. Joseph's has become much more than just a place of employment for me—it is a community where colleagues support one another, celebrate successes together, and stand by each other through challenges. The strong sense of family and belonging is one of the things I value most about working at St. Joe's.

In July 2025, I took on the role of Clerical Steward, allowing me to become more actively involved in supporting and advocating for my coworkers. In November 2025, I was elected Site Vice-President (VP) for St. Joseph's Health Centre (SJHC). I currently serve as a full-time Steward with CUPE Local 5441.

I am proud of the journey I have taken at St. Joseph's and grateful for the relationships, experiences, and opportunities that have shaped my career. I look forward to continuing to serve my coworkers, advocate for fairness and respect in the workplace, and contribute to the strong sense of community that makes St. Joe's feel like home.



**Perry So, Spiritual Care**

Steward for Spiritual Care Practitioners : I serve as a Spiritual Care Practitioner (Chaplain) at St. Michael's Hospital. I have worked at Unity Health since 2018. I have served with our local as Unit Vice-President since 2024; and Spiritual Care Stewart during current administration.

### Challenges for the Spiritual Care Bargaining:

- Workload / Psychological Safety has been a challenge following Redeployment (Frequency on On-Call Coverage, Weekend/ Overnight coverage of St. Michael's Hospital AND St. Joseph's Hospital)
- Management having removed pagers/not providing viable alternative to do our work
- Management not prioritizing staff safety or providing adequate support for overnight/ weekend staff despite having to travel multi-site.

### Highlights from our CA: 15.02 – Definitions of Overtime

This is important for our Part-Time members who are being called to provide care across multiple sites during their shift.

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## Meet your site stewards! (Part 2)

### Demetri Klerides, PHC

I have been a part of this organization since 1999, originally from the Wellesley Hospital. I have worked in multiple service departments in my time, most recently as an Patient Transporter in the Operating Room.

I have been involved in union work for over 20 years, in various roles starting as a steward, then moving on to Site VP for SMH and First VP of the entire local.

As part of my union work I have participated in fact findings, witness meetings, sensitive investigations and human rights investigations.

I have filed and fought numerous grievances in this time, both personal and policy, often finding resolutions but also progressing them to Mediation and Arbitration when a resolution could not be achieved.

I have participated in multiple committees including but not limited to:

- Joint Health & Safety Committee, for which I not only participated in, but co-chaired at both the SMH and PHC sites,
- Joint Job Harmonization committee, for which I also co-chaired
- Redeployment committee
- Bargaining Committee
- By-Law Committee
- Return to Work
- Implementation Committee
- Scheduling Committee.
- Labour Management Committee
- Grievance Committee

I have also participated heavily with the Ontario Council of Hospital Unions (OCHU) with Area 3 , specifically I have been the Secretary-Treasurer for 2 terms, and helped OCHU with various campaigns and rallies all over Ontario.

### Scott Vargas, SMH

Hi everyone, I'm Scott Vargas. I've been proud to call St. Michael's Hospital my workplace for the past 21 years, and I currently work as a Materials Coordinator supporting General Internal Medicine and Labour & Delivery.

I've been actively involved with CUPE Local 5441 for going on seven years and have had the privilege of serving as Site Vice-President for St. Michael's for that period. During that time, I've represented members through grievances, discipline and termination cases, workplace investigations, accommodation and return-to-work matters, WSIB issues, job postings, and many of the everyday workplace problems our members face.

I've made union education a big priority for myself over the years. I've completed Labour Relations training through TMU and Lancaster House, WSIB Levels 1–3, Arbitration, Return-to-Work and Joint Health & Safety training. I've also been active with OCHU and area 3, attending conferences, education sessions and opportunities that have allowed me to continue learning and bring that knowledge back to the members I represent.

One of the things I'm most proud of is the experience I've gained advocating for members and helping people through some very difficult situations at work. I've always believed that being a union representative is about more than knowing the collective agreement — it's about being available, listening to people, doing the work, and making sure members know they have someone willing to stand up for them.

After 21 years at St. Mike's, this hospital and the people who work here mean a lot to me, and I'm proud to continue representing and supporting our members.

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# Union Roadshow Calendar

## *What is this roadshow about?*

The purpose of the roadshow is for members to come meet us in-person to discuss issues affecting them in the workplace. We will be looking to provide ongoing opportunities for member engagement moving forward.

| Date and Time                             | Location                                                                                                                                                                                                                      | Bargaining Units                                                                     |
|-------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| Friday, September 4th<br>0900-1600        | <b>PHC</b><br>Room: C302                                                                                                                                                                                                      | Unit 00 - Clerical<br>Unit 01 - Service<br>Unit 02 - GDI<br>Unit 03 - Spiritual Care |
| Thursday, September<br>17th<br>0900-1600  | <b>SMH</b><br>Room: Pastille Room @<br>Regus (111 Queen St E,<br>South building, 4 <sup>th</sup> floor)                                                                                                                       | Unit 00 - Clerical<br>Unit 01 - Service<br>Unit 03 - Spiritual Care                  |
| Wednesday,<br>September 23rd<br>0900-1600 | <b>SJHC</b><br>Room: 1B – 105B                                                                                                                                                                                                | Unit 00 - Clerical<br>Unit 01 - Service<br>Unit 03 - Spiritual Care                  |
| Friday, September<br>25th<br>0900-1600    | <b>Virtual</b><br>Room: Zoom<br>Link: <a href="https://us02web.zoom.us/j/87983645596?pwd=z8qlaGysTe7FMslqTdDsgL4ebm0yCe.1">https://<br/>us02web.zoom.us/<br/>j/87983645596?<br/>pwd=z8qlaGysTe7FMslq<br/>TdDsgL4ebm0yCe.1</a> | All Bargaining Units                                                                 |



## **UNION REPRESENTATIVE CONTACT INFORMATION**

| <b>NAME AND SITE</b>     | <b>EMAIL AND PHONE #</b>                                                         |
|--------------------------|----------------------------------------------------------------------------------|
| Demetri Klerides, PHC    | <b>Email:</b> PHCSiteSteward@cupe5441.ca<br><b>Phone:</b> 647-619-0157           |
| Scott Vargas, SMH        | <b>Email:</b> SMHSiteSteward@cupe5441.ca<br><b>Phone:</b> 647-617-0392           |
| Isabel Sociedade, SJHC   | <b>Email:</b> SJHCSiteSteward@cupe5441.ca<br><b>Phone:</b> 647-619-0139          |
| Gabriel Lopez, GDI       | <b>Email:</b> GDIUnitSteward@cupe5441.ca<br><b>Phone:</b> 47-619-0133            |
| Perry So, Spiritual Care | <b>Email:</b> SpiritualCareUnitSteward@cupe5441.ca<br><b>Phone:</b> 647-619-0126 |