



CUPE LOCAL 966

## **BARGAINING BULLETIN #5**

**JANUARY 19, 2015**

**ATTENTION LOCAL 966 MEMBERS**

**Sheridan Villa, Malton Village, Peel Manor, Tall Pines,  
Human Services, Public Health, Public Works, TransHelp**  
**BARGAINING WITH THE REGION OF PEEL CONTINUES**

**MEMBERS ARE ENGAGED!**

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### **LOCAL 966 LEADERSHIP MEETS WITH MEMBERS OF OUR REGION OF PEEL UNITS**

Wednesday January 14, 2015 300 Local 966 members in our Region of Peel Units met at the Mississauga Convention Center to hear from the Local leadership on the state of bargaining with the Region of Peel.

At this meeting members were educated on: what the Local has done in the last year to prepare for bargaining with the Region, how the bargaining process works in Long Term Care and in the right to strike sector and were given the opportunity to ask questions about bargaining with the Region.

Katherine Willis, President elect who officially takes office January 28<sup>th</sup>, opened the meeting, praised members for attending the meeting having been given short notice. It reflects the concern members have about this round of bargaining.

Salil Arya, Vice President, who also takes office January 28<sup>th</sup> reviewed what Local 966 has done to prepare for bargaining. He reported that preparations for this round started January of 2014 with the election and subsequent training of all bargaining teams of our 8 Regional Units. In addition the 8 units have coordinated proposals in order to move lock step with each other so that no unit is left behind. Salil concluded saying, *“The executives of Local 966 cannot stress enough the importance of solidarity and supporting each other at all 8 bargaining tables.”*

Helen Manning, CUPE National Representative assigned to Local 966 and Spokesperson for the Union in bargaining walked through the bargaining process charts provided to members. These charts can also be viewed on the union website [www.cupelocal966.ca](http://www.cupelocal966.ca).

Members listened intently as Helen went through all the Region’s proposed concessions on benefits the Region is seeking, including

concessions that have not been noted in past Bargaining Bulletins such as,

- **Mandatory generic drug coverage**
- **A dispensing fee cap on prescriptions of \$6.40**
- **9 month dental recall**
- **Endodontic or Periodontic treatment to be provided by a specialist only with 4 units of scaling in any 12 month period may be performed by a general practitioner of dentistry**
- **Notice has been provided to the union that services and supplies will be paid that do not exceed reasonable and usual rates locally where supplies and services are provided**
- **New lifetime caps to anti obesity programmes. B6 and B12 injections for weight loss are an exception to these caps.**
- **Anti obesity programmes will be discontinued**
- **Elastic support stockings, including pressure gradient hose up to \$25 per person in a benefit year**
- **If members accept a Health Spending Account of \$350 per year upon acceptance of All employer concessions to benefits**

(Refer to Bulletins 2 and 3 for the list of other serious benefits concessions proposed by the Region)

### **Health Spending Accounts a Slippery Slope!**

Health Spending Accounts (HSA) are a sum of money that can be used to supplement benefits levels. Employers love the concept because if benefits costs increase the burden of the increase shifts to the members' HSA. In other words if costs rise the HSA will not buy as much for the plan member. You'll notice that the HSA proposal is only offered if members accept all other benefits concessions! Agreeing to deep concessions this round is bad enough but means the Region will keep demanding concessions in future rounds. Eventually little

will be left except the HSA! Game over, Region's strategy has worked!

### **Expert Advice and Analysis of Benefits**

Local 966 has engaged Canadian Benefits to analyse disclosure provided on benefits by the Region and advise the Local on benefits costs. Canadian Benefits works with Unions and has extensive history with CUPE as trainers, advisors and costing.

### **Members' React to Concessions**

A member of Human Services shared her health situation. *"My Husband and I are both diabetics. We have been attending the Bernstein Clinic to lose weight and eliminate our dependence on prescribed drugs which cost \$5,000 per month. The 80/20 cost share on drugs would mean I'll pay \$1,000 per month in after tax dollars for my prescribed drugs. So, now the Region wants to impose caps and limit obesity treatments that would save or eliminate my need for prescribed drugs. This makes no sense."*

Another member of Long Term Care commented, *"I am on my feet long hours caring for residents. A limit of \$25 dollars a year for support stockings that allow me to stay healthy is an insult to the work I do for the Region and my residents."* Support stockings are used for people with severe varicose vein issues, diabetes and other chronic conditions that affect the legs and feet.

Lastly another Member commented, *"Our Collective Agreements are decades old. We have given up other things such as better wages in return for a decent benefit plan. Let's not forget our history!"*

Stay engaged, go to our website regularly and encourage other members to do the same.

In solidarity,

Your Local 966 Executive and your  
Bargaining Teams