



CUPE LOCAL 966

BARGAINING BULLETIN #3

DECEMBER 17, 2014

BARGAINING WITH THE REGION OF PEEL

HAS JUST BEGUN.

GET INVOLVED, STAY ENGAGED!

PUBLIC HEALTH AND HUMAN SERVICES BARGAINING

DECEMBER 15, 16, 2014

We have committed to informing members of the events at the bargaining table in real time, or as close to real time as possible.

Both the Public Health and Human Services Bargaining Teams have had three days of bargaining so far with the Region. Talks will resume in the New Year.

At this point, both sides are approaching the bargaining table cautiously.

This round of bargaining is high stakes. Though we have not begun monetary discussions with the Region, we have already informed you (Bargaining Bulletin #2) that the Region has tabled major concessions on benefits, including sick time. The Region has also said these concessions will roll out across all eight Region of Peel Local 966 Units and have been tabled at the 4 Long Term Care Homes tables as well as Public Health and Human Services tables so far. They will be tabled at the Public Works and TransHelp Units as their bargaining begins in the New Year. If accepted, these concessions will have major impacts on members and their families.

There has so far been agreement on some minor non-monetary issues and priorities are being clarified and established by both sides.

We are attempting to clear the deck for bargaining in the New Year when we will begin the high stakes monetary discussions.

We want all of our Members to have a safe and Happy Holiday Season.

Please maintain solidarity with each other, your Union and your Bargaining Teams.

In solidarity,

CUPE Local 966 Executive and your Bargaining Team Members

BARGAINING CONCESSION DEMANDS OF THE REGION

In the Bargaining Bulletin #2 of December 3, 2014 we shared with you some of the concessions the Region has tabled. In fact, these are not all the concessions the Region has proposed.

Public Health

Region concession – Personal Days

In addition to the changes to sick time reported in Bulletin #2, the Region has proposed to delete your three paid personal days. Currently, members get three paid personal days every calendar year to tend to ill family members, attend appointments and to top up bereavement leave if needed.

Without these Personal days you will have to ask for a vacation day which has to be approved. If you do not have any vacation days left you will have to take unpaid time which also has to be approved.

Human Services

Region concession – Hours of Work

Article 17.01 (Paragraph 2) - The employer has proposed changing the last sentence as follows:

The normal days of work shall be Monday to Friday inclusive and Employees shall start work “**commencing at a time between 7:30 a.m. to 9:30 a.m. as determined by the Employer.**” How will a change to your starting hours affect you and your family?

WHO IS ON THE UNION AND EMPLOYER BARGAINING TEAMS?

Public Health

For the Union: Michelle Eagle (UVP), Kim Coasley, Georgina Maloney, Marcia McCuaig, Helen Manning (CUPE National Representative),

For the Employer: Dr. E. de Villa, Isabelle Mogck, Adele Lane, Mary Connell, Donna Kern, Trinh Chu (HR), Jeff Sawchuk (Manager HR), Rick Baldwin (Lawyer with Mathews Dinsdale Law Firm)

Human Services

For the Union: Katherine Willis, Michelle Oldham, Albert Masih, Julie Wilkins, Brian Purdy, Debbie Miller, Brianna Flynn, Helen Manning (CUPE National Representative)

For the Employer: Stella Danos-Papaconstantinou, Thomas Yoon, Jane Anderson – Renton, Grace Caron, Krista Ieraci (HRA), Jeff Sawchuk (Manager Labour Relations), Rick Baldwin (Lawyer with Mathews Dinsdale Law Firm)

HOW DOES THE BARGAINING TABLE WORK?

Members have been asking what bargaining actually looks like day-to-day at the bargaining table. We are in the early stages of bargaining having met just three days.

The Union and Employer bargaining teams sit opposite each other across a large table, or often in a hollow square set-up.

On the first day of bargaining, after introductions and opening comments by each side, hard copies of proposals are provided to each member of the other bargaining team (Union/Employer). Each bargaining team's spokesperson walks the other side through their proposals, describing the intent of the proposals to the other side. The lead spokesperson for each side is almost always the only person to talk across the table in order to control the discussion for their side and keep the intent of the proposals clear with one message. Your bargaining team plays a big part in determining what is said across the table. Following this mutual exchange there are questions and clarifications provided as requested by either side. All bargaining team members keep notes of the discussions.

As this round of bargaining began, the Employer replied first to the Union's opening proposals. The Employer responded in writing as to whether there was agreement to any of the Union's proposals, or a counter proposal, or a rejection of any of the Union's proposal(s). Each response in the early stages of bargaining is done in a face-to-face meeting. The Union then responded, also in writing, indicating any agreement, counter or rejection of the Employer's proposals.


As bargaining progresses and further exchanges are made the parties decide in their own caucuses what moves they will make to try and get agreement of the other party. This can take the form of amending proposals to be more palatable to the other side, withdrawing proposals that are no longer a priority and resubmitting proposals that are priority items. The back and forth continues in an attempt to get agreement that both parties feel they can take back to Members/Regional Council for ratification.

Time spent face-to-face with the Region's Bargaining team at the table can vary greatly depending on the circumstances. A lot of time is spent in our own caucus discussing, evaluating and developing responses to the Employer.

As bargaining progresses we will describe further what bargaining is looking like!

Want to know more?

Go to the Local 966 website: www.cupelocal966.ca

Look for the "Bargaining Process Chart". This chart lays out the possibilities for bargaining and will show you where your Unit is in the process. Keep going back as bargaining progresses to track your Unit's continued progress with the, "You Are Here", indicator. 

NOTE: Public Works and TransHelp Members will also see where they are in the bargaining process by going to the Bargaining Process Chart.