



**CUPE Local 966**

**BARGAINING BULLETIN #4**

**JANUARY 07, 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.**

**GET INVOLVED, STAY ENGAGED!**

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**LONG TERM CARE HOMES  
BARGAINING**

As Local 966 Members begin a New Year we want to update our Members of Sheridan Villa, Peel Manor, Tall Pines and Malton Village on the status of your bargaining with the Region of Peel.

As you are aware the Arbitration Award issued August 11, 2014 finalized the negotiations following the expiry of the November 2011 Collective Agreement.

The binding Award imposed some serious concessions on our Long Term Care Members. In his Award the Arbitrator indicated that he had little choice but to award some of the same concessions taken by our Public Health, Human Services, Public Works and TransHelp Units who took 3 lengthy strikes in 2012 bargaining with the Region. He came to this decision because the Homes award addressed the same time period as our right to strike units' Collective Agreement terms. And Homes Members are also employees of the Region of Peel.

The August 2014 Award establishes the Homes' Collective Agreements which already expired November 2013 .

October 2014 Local 966 filed for Conciliation in order to hasten our ability to start negotiating with the Region for your next Collective Agreements.

Bargaining began on November 10<sup>th</sup>. Because of the number of concessions tabled by the Region Local 966 asked the Conciliator (A neutral 3<sup>rd</sup> party assigned by the Ministry of Labour) for a "No Board" report. When requested this meant the Local and the Region are headed to Interest Arbitration to resolve the outstanding issues on the table. It also means that in the interim period we still have the ability to negotiate with the Employer in Mediation in order to narrow the number of issues going to Arbitration.

The Conciliation Officer is now our Mediator and can keep assisting the parties to achieve a negotiated agreement right up to an arbitration date.

Despite our desire to continue bargaining it is likely we will end up in Arbitration on our priority issues such as benefits and job security.

### **Deep Concessions Proposed by the Region for the Renewed Collective Agreement**

November 10<sup>th</sup> the Region tabled deep concessions on benefits and sick time some of which our other units went on strike in 2012 to defeat and were successful at the time,


- **Prescription drugs to be paid 80% by the Employer and 20% by the Employee**
- **Preventative Basic Dental to reimbursed at 90% by the Employer and 10% paid by the Employee**
- **Compression Stockings reduced to a maximum of \$25.00 per person per year**
- **Incidental days will not replenish within the calendar year. The first three days of illness will be deducted from approved absence days and STD will start from the fourth day of illness. If you have exhausted your incidental days you may end up taking sick days with no pay.**
- **The individual insured cap on basic dental and major restorative of \$2,500 will now be the cap for your whole family. (Tabled at Homes tables only)**

Similar concessions have been tabled at the Public Health and Human Services tables. The Region has also been clear that similar concessions will be tabled at the Public Works and TransHelp tables when they start bargaining in the New Year. The Region is determined to achieve saving on benefits and sick time in all 8 Region of Peel Units of Local 966!

### **What does this mean?**

Because the Region is tabling similar concessions at all of its' bargaining tables they are hoping that if your agreement is decided through Interest Arbitration, they may be able to make arguments that what happens in our right to strike units may be replicated into the Homes agreements, again.

### **What can you do to support bargaining?**

- Attend any meetings called by Local 966,
- Sign up for Bargaining Support training – ask your Unit Vice President for details,
- Participate in bargaining support activities called by your UVP and Local 966,
- Show solidarity with your Sisters and Brothers in the Human Services, Public Health, Public Works and TransHelp Units, and
- Go to the Local 966 website: **[www.cupelocal966.ca](http://www.cupelocal966.ca)**  
On the website find the “Bargaining Process Chart Long Term Care”. 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. 

In solidarity,

Local 966 Executive and your  
Bargaining Teams

### **Please provide us with your home email address!**

Local 966 is collecting home emails from every member. This will allow you to receive all notices and bulletins quickly at your home! Please call the Local at 905 502-6599 #200 to provide your information or email: [recordingsec966@bellnet.ca](mailto:recordingsec966@bellnet.ca)