



CUPE Ontario Health Care Workers' Coordinating Committee  
80 Commerce Valley Drive E. Suite 1, Markham, ON, L3T 0B2

## MEMO

TO: ALL CUPE CCAC Members

FROM: Kelly O'Sullivan - Chair and Heather Duff - Vice Chair - CUPE Ontario HCWCC

RE: UPDATE – Potential CCAC Restructuring

Date: February 8, 2016

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In December, the Ontario Ministry of Health and Long Term Care (MOHLTC) released a discussion paper related to Community Care Access Centres (CCACs), Local Health Integration Networks (LHINs) and some other health care providers. While the government's plans lack detail, the discussion paper and information supplied directly by the Ministry to CUPE indicates the following:

- The MOHLTC proposes “to move all CCAC functions into the LHINs.”
- The Ministry also proposes that “CCAC staff who support clients would be integrated into the LHINs and their collective agreements will be respected.”
- CCAC management structure “would be reviewed in conjunction with the management structure of expanded LHINs in order to support service planning and delivery in a way that maximizes care for patients and clients.”
- The MOHLTC proposes that for planning purposes sub-LHIN units will be established – perhaps 3 to 8 per LHIN. LHINs however will be the employer.
- The Ministry also proposes that, while LHINs will be the employer, some staff will be located at hospitals primary care practices, or Community Health Centres.
- The MOHLTC proposes that the LHINs will also get greater responsibility for planning and overseeing primary care (e.g. Family Health Teams) and Public Health. Unlike the CCACs, these sub-sectors will not be merged with the LHINs. Rather, *somewhat similar* to hospitals and LTC, they would be overseen by LHINs.
- The government plans two to three months of consultation on these proposals beginning in February but it does appear that they are determined to move ahead.
- The government says that following consultation, legislative changes will be needed (both the CCACs and LHINs have governing legislation). This will provide another opportunity to intervene should it be necessary.
- The government hopes to complete this process by April, 2017.
- The government also says that they are reviewing LHIN boundaries and LHIN governance.
- The MOHLTC indicates that, over time, contracts with service providers will be made more “coordinated” and “consistent”. This would be done “within the geographic model of the sub-LHIN” (rather than on a province-wide basis).



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CUPE has confirmed with the Ministry our intention to be a part of the consultation on these proposals and to learn more about the government's intentions. A merger with LHINs raises some questions of changes to the scope of bargaining units. Unlike CCACs, which are heavily unionized, the government indicates that no LHIN employees are currently unionized. The number of employees working at LHINs is also much smaller than the number working at CCACs. CUPE will seek to extend union protection to the much smaller group of LHIN employees where feasible and appropriate.

More broadly, CUPE will seek to ensure that workers are protected during any restructuring. Working conditions, collective bargaining provisions and public health care must be maintained or strengthened.

We will keep you informed as the process unfolds.