



BARGAINING BULLETIN #1

Bargaining for 2015 & 2016

Long Term Care Unit Bargaining

The Union and the Region of Peel met four times in November and December of 2016 to exchange proposals. The union is fighting for fair pay equity process for the front-line staff of the Long Term Care unit.

Your bargaining team wants to alert members to the following proposals and serious concessions tabled by the Region:

Criminal check or Declaration done

The Region of Peel is proposing that each 966 LTC employee sign a declaration yearly that discloses any criminal charges the member may have incurred. Your bargaining team is concerned that this could result in an increase in discipline including terminations.

Amalgamation of Long-Term Care

The Region has proposed to amalgamate the four long-term care bargaining units. Your bargaining team has pushed back and is not willing to look at this substantial change to the way the current bargaining units operate.

Schedules for the part-timers

The Region would like to see a stricter process around how part-time workers give their availability for shifts. They would like to see a minimum availability requirement.

In-kind remedy instead of payment of missed shifts

Currently, when an error is made in scheduling overtime for full-time workers, the employer is obligated to pay out the missed opportunity to the effected member. The Region would like to see this process changed and propose that the full-time worker be given an "in kind" shift instead. This means that the member would have to work an extra shift rather than being paid for the error outright.

Benefits

Some of the concessions tabled by the Region are:

- **80/20 (Region/Employee) co-payments on drugs.** If you or a family member takes medications for any reason, look at the price and calculate your 20% share of the cost you will bear for those drugs.
- **90/10 (Region/Employee) co-payments for basic Dental.** Be mindful that the ODA rate you pay is already a one-year lag.
- The employer has also proposed concessions to your benefit plans that include increases to the amount members may need to pay for prescriptions as well as dental work. They have also proposed the elimination of coverage on some items such as Dr. Bernstein injections.



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The union is fighting for job security and benefits for part-time/full-time and job postings. We have filed for a conciliation.

The next bargaining date for the Union and employer will be meeting again with a mediator from the Ministry of Labour on Friday, February 3, 2017 and Monday, February 6 2017.

How Members Can Be Engaged

Your bargaining teams are encouraging that all members contact all regional mayors and councilors via phone, e-mail and social media and ask for a fair deal. The office numbers are as follows:

Caledon City Hall: (905) 584-2272

Brampton City Hall: (905) 874-2616

Mississauga City Hall: (905) 896-5081

For more individual contact information, please visit the following website:

<https://www.peelregion.ca/council/councill/>

Please also note that member involvement is important. We encourage all members to attend all unit meetings to gather more detailed information, to ask questions and voice your opinion!