

2018 CUPE LHIN Sector Bargaining UPDATE

The first round of bargaining for the CUPE LHIN sector is now underway. It is exciting for many reasons; for example, our sector is working together for the first time since the Community Care Access Centres (CCACs) were merged into the LHINs.

Mid-April, the CUPE LHIN sector negotiating team met with the LHIN employer counterparts to exchange local and central proposals. The parties successfully determined which issues would be bargained centrally and which would be bargained locally. Final collective agreements for locals will only occur after both local and central issues are ratified by the members.

A few things you should know about LHIN central bargaining:

Central table negotiations resume on June 4.

What are a few of the CUPE issues covered in the central proposal?

- Workload
- Staffing Ratios
- Leaves
- Paid Holidays
- Technological Change

Currently, there are variations in previously negotiated CUPE collective agreements from the former CCAC sector. We want to be very clear that our CUPE central proposals are premised on superior provisions in existing collective agreements prevailing. CUPE harmonizes collective agreement provisions to benefit the most members we can. We are also committed to a settlement with no concessions and a wage increase.

A few things you should know about LHIN local bargaining:

Local bargaining has already started.

Some CUPE LHIN locals began local negotiations in May and others have local bargaining dates mid-to-end of May. Participating LHIN locals are being asked to conclude their local bargaining by June 1.

What are a few of the CUPE issues covered in local table bargaining?

- Vacation Scheduling
- Job Posting language
- Transportation language

We are optimistic that the majority of local issues will be resolved at local tables. But know that there is also agreement that local issues that can't be resolved will go to the central table negotiations.

The “s” word...

Our goal is to negotiate the best collective agreement possible on your behalf. But did you know that planning to avert a strike and being prepared to strike, if needed, adds strength to our bargaining position?

Over the next few weeks, as local bargaining unfolds and ends, and the next pocket of central negotiations begins, some of us will be considering what member-mobilizing actions are necessary to help us secure a new contract and, ultimately, grow unity in our sector.

CUPE LHIN sector survey results translate to proposals at the central table:

Respect and fairness, including fair hiring practices and policies in the workplace are important for many of you in the CUPE LHIN sector. In different ways, these factors influence workplace satisfaction and are reflected in several of the proposals on the central table.

Workload and manageable caseloads are a concern for many of you. Many of you arrive early, stay late or work through lunch, just to complete the day-to-day duties expected of you.

Many of you report a loss of control over your work and feel you have limited input into affecting positive changes.