

CUPE LHIN Sector Central Bargaining Update

Good news – we're back at the table on September 4.

Moving forward and ever mindful of our commitment to negotiate the best collective agreement possible under a challenging bargaining climate, your CUPE LHIN central team explored options for returning to the table, following the breakdown of negotiations with the employer, on June 23 (2018).

We officially applied to the Ministry of Labour for a process called conciliation. That's where the ministry appoints an officer whose role is to help employers and unions reach agreement in negotiations. A conciliation officer was appointed on July 6. In addition, we reached out to the employer team and signalled our willingness to return to the table with or without the conciliator. The September 4 bargaining date, which will indeed take place without the conciliation officer, is a direct result of these efforts.

While it is positive that we are returning to the bargaining table, we would be remiss if we did not stress the context in which we are now negotiating. It is no secret that Ontario's PCs, have in opposition, and indeed in the last election campaign, been highly critical of the health planning done through the LHINs. Now in government, the PCs are conducting a line-by-line audit of government spending. The findings are due in a few weeks.

There is no denying we are at a critical point in these contract negotiations. But we are cautiously optimistic that the September 4 bargaining meeting will get us closer to achieving a new contract.

We are all in bargaining together.

Local CUPE LHIN sector representatives will be contacting you soon to discuss ways you can show support for the team bargaining on September 4.

At some point, you will be asked to participate in workplace solidarity actions and, most importantly, your local leadership will be asking you to take a strike vote to support your central bargaining team.

Remember that taking a strike vote is key to showing support for the goals you want to achieve in contract negotiations. This includes a wage increase and modest improvements in working conditions.

Providing the central bargaining team with a mandate for a strike is important leverage to getting a fair contract settlement and it doesn't mean the CUPE LHIN sector is automatically heading for a labour dispute.

We will be providing you with more information about solidarity actions. Stay tuned.

In solidarity,

**CUPE LHIN Sector Central
Negotiating Committee**

CUPE

CUPE LHIN Central Bargaining

What's agreed to?

What's outstanding?

What were the concessions tabled by the employers?

Because we want you to have as much information as possible before you take a strike a vote.

This fact sheet is a summary of the restricted-to items that were bargained at the central LHIN table. (These items are in addition to the agreed-to items for each local at their own local bargaining table). Also included are items that are still outstanding.

To preserve the integrity of the bargaining process, we are unable (at this time) to provide full details. However, when we have a tentative settlement, a comprehensive, detailed package will be put before you at ratification.

Items that have been agreed to:

- Improved and standardized language for no harassment/discrimination
- Standardized language for mat/parental leave
- All collective agreements to have a minimum of 24 months recall in a layoff

The items that are still left on the bargaining table:

- Benefits increases – we are still seeking incremental improvements to benefit plan areas including: 100 per cent employer paid premiums, improvements to vision, current ODA rates for dental, benefit option for part-time, and increases to vacation
- Wages
- Duration
- “Me-Too” Clause

Employers' concessions:

The LHIN employers tabled a large number of concessions this round of bargaining that the CUPE LHIN central bargaining team successfully fought off. They include the following:

- Decrease in per cent of salary covered by short-term disability payments
- Extension of long-term disability waiting period
- Definition of overtime and qualification for shift premium
- Hiring language
- Hours of operation and scheduling
- Co-pay for all benefits premiums
- Definition of a layoff