

# Bargaining Update

With your support a negotiated agreement is still possible



## Hospitals asked for these concessions in bargaining:

- cut percentage in lieu of benefits for part-time who join the pension plan from 14% to 10%
- reduce the value of seniority in job postings
- undermine chain bumping and job security
- reduce the percentage the hospitals pay for employee benefits from 75% to 50%
- reduce payment when an employee is on short-term sick leave
- make major changes to the ltd to reduce payments to employees on ltd

## Bargaining breaks off with hospitals

Hospitals refused to address workplace violence and pursued concessions in bargaining. Let's change their perspective!

After 3 weeks of negotiations, the hospitals still had many concessions on the bargaining table. But as importantly the hospitals would not seriously address the union's non-monetary proposals, especially measures to protect our members from workplace violence.

1

### No Concessions

Defending the gains we have made in the past

2

### Safe Work

Protecting our members from violent assault at work

3

### Compensation

Wage, vacations, premium increase and benefit improvements

## Pressure campaign begins to win a contract that addresses workplace violence and treats us with respect

Radio and television advertising and advertising on social media. Polling of the public. Polling our membership. Media tour of Ontario by hospital workers who were critically injured on the job and have never worked again since their assault. Media tour releasing a study of the impact of workplace violence on acute care staff. Workplace rallies and actions.



Maggie Jewell (Area 4 VP), Michael Hurley (President), Sharon Richer (Secretary-Treasurer) at media conference Sept. 22 at Queen's Park in Toronto announcing campaign

These are all elements of a campaign to press the hospitals to negotiate a collective agreement which treats our members respectfully and addresses their chief concerns.

The campaign kicked off with a media conference at the provincial legislature on September 22. It kicks into higher gear with a teleconference call of local union leaders on September 24 and a membership town hall conference call on September 25.

Local union leaders are meeting on October 1 in Toronto to approve a battle plan.

A major demonstration is planned during the CUPE national convention, which begins October 2.

## ARBITRATION WON'T RESOLVE THIS ROUND OF BARGAINING

Hospital staff do not have the legal right to strike and contract disputes are often resolved by interest arbitration.

But this time, the hospitals are insisting on major job security, seniority, benefit, ltd, part-time in lieu and other concessions.

The hospitals have rejected every suggestion from the union of potential impartial chairs for an arbitration board.

Our best solution is to campaign hard for a fair freely negotiated collective agreement that addresses our membership's priorities.

