

Wage increases of just 1% and 1%?

In 2019 the Ford government passed Bill 124, which limits increases in wages and total compensation to no more than 1% a year for a 3-year period. This took effect for your contracts when they expired in 2021.

Our unions have fought Bill 124, organizing countless protests, together with other unions, but the legislation remains in place, and it has severely limited what the central board of arbitration was able to do in the areas of wages, benefits, and other forms of compensation.

As a result, the wages are 1% and 1% in each year of a 2-year contract.

Shift premiums are very modest.

The only significant benefit improvement is \$800 a year for mental health.

All of this is very hard to take given the heroic contribution that you have made to keeping health services operating through the pandemic for the people of Ontario.

We will return to bargaining in the spring of 2023. The first year of our next contracts will be covered by Bill 124, again limiting us to 1% increases in wages and total compensation.

Our goal is to achieve real wage increases in the second year of that contract. This will require us to give the government a strong push. We will need your active support in the next round of bargaining to achieve the kind of wage increases and other improvements that you so deserve.

In solidarity,



Michael Hurley
President, OCHU-CUPE



Sharleen Stewart
President, SEIU Healthcare

Arbitration Award Summary

A two-year term

- **CUPE: September 29, 2021 to September 28, 2023**

The Board found that it is bound to apply Bill 124 and as a result a maximum wage increase of 1% per year can be awarded

CUPE

- o Effective September 29, 2021: 1% general wage increase to all classifications
- o Effective September 29, 2022: 1% general wage increase to all classifications
- o Retroactivity to be negotiated as part of implementation agreement

Wage reopener

- o The parties agreed to a wage reopener if Bill 124 is repealed, amended or ruled unconstitutional

Employer concessions to job security were rejected

Health and safety – Pandemic protection

Newly awarded terms include:

- o Recognition of the precautionary principle: there is an obligation now for the hospital to not await scientific certainty including in providing accessible personal protective equipment
- o The employer must maintain adequate stocks of N95 and other personal protective equipment and make these available to employees in event of reasonable indications of emergence of pandemic, epidemic or outbreak of infectious disease in community served by hospital
- o The employer must provide mandatory training and maintenance and care of personal protective equipment
- o Information is to be provided to Joint Health and Safety Committee, including pandemic plans and related risk assessments

- o Transfer of pregnant employees from current duties if a physician identifies potential risk to employee or pregnancy

Violence:

- o Advance notice for employees interacting with known violent patients, or patients reasonably anticipated to be violent
- o Consideration to appropriateness of employees interacting with known violent patients alone
- o Notification to union in event of violent incidents

Shift premiums

Effective September 29, 2021:

- Increase evening shift premium by 6 cents to \$1.26
- Increase night shift by 6 cents to \$1.26
- Increase weekend shift by 7 cents to \$1.27

In the second year:

- o Effective September 29, 2022: Mental health benefit improved to \$800 annually, subject to superior conditions
- o Charge nurse premium of \$2/hour including union proposed language
- o Temporary transfer/responsibility allowance of \$1/hour

Agreed-to items

Change collective agreement to include gender neutral pronouns

5.02(b) Notification to the Union

- o Add “personal email address, if available”

9.06 Transfer and Seniority outside the Bargaining Unit

- o Employees working outside the bargaining unit accumulate seniority if returned within 9 months (from 12 months)

12.08 Education Leave

- o Hospital endeavour to schedule in-service during regular working hours
- o When required to engage in learning outside regular working hours receive straight time pay for all time spent
- o Hospital to make reasonable efforts to conduct e-learning during regular working hours
- o Where employees required to complete e-learning outside of regular working hours, receive straight time pay for all working hours
- o Part-time employees credited with seniority and service for all hours spent on learning opportunities

9.15 Professional Responsibility, Patient Care, Workloads & Staffing

- o Amended to apply to all regulated health professionals (not only RPNs)
- o New process for immediate resolution of workload claims
- o New process for addressing workload claims within 5 days
- o Workload review form for all RHPs to be available on hospital intranet

New LOU: Commitment to Equality, Diversity and Inclusivity

- o Mandates inclusion of at least 1 union member to the existing committee where one exists
- o Mandates establishment of committee where none exists, with at least 1 union member
- o Committee to discuss, research and implement strategies, initiatives and training programs aimed at promoting equity, diversity, and inclusion in the hospital in meaningful ways