



Bargaining Conference

Chief Stewards employed at hospitals who are interested in sharpening their negotiating skills will be attending SEIU Local 1 Canada's upcoming bargaining conference on May 19 in Toronto. Identify your goals, priorities and initiatives to negotiate better contracts for SEIU members in your workplace. The Local's Central Bargaining Committee representatives will also be elected.



Survey Said!

The bargaining surveys are in! Thousands of surveys completed by SEIU hospital members poured into the union's head office like a landslide. The top bargaining priorities for hospital employees are job security, scheduling, and monetary issues. These surveys were completed by SEIU members over the past four months who work in hospitals.



Let the bargaining begin!

SEIU Local 1 Canada's Central Bargaining Committee will begin negotiations with the Ontario Hospital Association on June 8-11 and June 15-18. Negotiations will begin well before the current collective agreement expires in Oct. 10.



Learning about LHINs

Be on the lookout for module 4 on LHINs. Module 4 will explain how LHINs can threaten union solidarity. Last year, SEIU went on the road and talked to its members about how Local Health Integration Networks have the potential to restructure and privatize provincial health care in the province.



Daina Green, Pay Equity Specialist

Pay equity hospital update

Female workers in Ontario's hospitals still earn less than their male counterparts. One way to eliminate this wage gap is by implementing a pay equity plan or maintaining an existing plan, as many have not been updated since the early 1990s. Here is an area where SEIU is making a difference. SEIU is making sure hospital pay equity plans are updated and reflect new jobs and responsibilities in the hospital.

Jobs change over time. For example, while many traditional "men's jobs" in maintenance have disappeared, new male jobs have appeared in IT. That's why pay equity maintenance is important. Jobs need to be re-evaluated to see how their duties and responsibilities have changed.

SEIU hospital units are utilizing more modern job evaluation tools to capture the full range of work

done by members, especially in female-dominated jobs such as clerical and nursing. SEIU is also creating brand new pay equity plans in amalgamated hospitals with new job evaluation systems that make women's work more visible. The process becomes more transparent, and members can see what they are getting credit for in their evaluations. SEIU customizes

these plans for each workplace in a joint process with management.

Pay equity maintenance usu-

ally doesn't result in big adjustments. For the most part, women's wages have kept up with men. But it's good for the union and the hospital to see how work has changed.

Pay equity is an ongoing process. Contact your steward if you are not sure what is happening with pay equity in your workplace.

- Daina Green

SEIU's RPN Division is currently analyzing the status of existing pay equity plans

SEIU activists learn at workshops



Hundreds of SEIU hospital reps and members learned new strategies to combat attendance management policies as well as new information on processing WSIB claims. SEIU members will now be displaying more confidence in attendance management and return to work meetings at your hospitals.



The Bargaining Process is a long and winding road

Bargaining can be a long process. Negotiations between SEIU and the Ontario Hospital Association (OHA) can sometimes take months from start to finish. Here is how the bargaining process works.

Step 1: SEIU sends a notice of intent to bargain to the OHA. SEIU will also schedule a bargaining date and obtain all hospital employee details, such as wages, benefits, vacation entitlement, etc.

Step 2: The Bargaining Committee is elected and establishes bargaining priorities.

Step 3: The Bargaining Committee starts preparing a proposal.

Step 4: SEIU and the OHA will exchange proposals and schedules another date to bargain.

Step 5: Both parties return to the table and try to resolve any outstanding issues, as well as ex-

change any new language that either party wants included in the collective agreement.

Step 6: Repeat Step 5 until the union and the OHA come to an agreement.

Step 7: After an agreement has been reached, SEIU members will vote to ratify the deal. The OHA's negotiating team also takes the agreement back to senior management for their approval. If either side does not agree to the deal, both parties return to negotiations.

Usually both parties are not willing to concede anything too quickly. Sometimes a conciliation officer may step in if the parties cannot agree.

To help the process along, the parties generally deal with the non-monetary issues first, such as work schedules. That is because monetary issues are often contentious and can block other discussions.

**Hospital
Bargaining
Conference
May 19**

Hospital volunteers are not health care professionals

Would you want your 16-year old daughter or son volunteering their time to clean up an infected room in a hospital without pay? Would you want a close friend managing a psychiatric patient with a history of violent behaviour? Some think this a great way to cut costs.

An increasing number of hospitals throughout Ontario are recruiting volunteers to perform jobs that should be done by hospital staff.

Cleaning infected rooms, managing potentially violent patients, transporting urine and blood samples, carrying confidential medical files, and other sensitive job duties should only be done by fully trained and qualified hospital employees.

SEIU is making sure hospital simply follow its own policies and procedures. Some managers might be tempted to cut corners and use a volunteer, but these rules were created to protect patients and volunteers.

SEIU Local 1 Canada - 1-800-267-SEIU

SEIU Local 1 Canada - Hospital Workers Council, 2180 Steeles Ave. W., Suite 200, Concord, ON L4K 2Z5

