



# Bargaining Update Summary

August 11-14, 2009

SEIU Local 1 Canada

## SEIU stands firm on job security and wages: new dates pending

**TORONTO, 17 Aug. 2009** – After one week of contract negotiations with the Ontario Hospital Association (OHA), SEIU Local 1 Canada held its ground on job security, made progress at the RPN Table, and emphasized important issues that are confronting our clerical and service members, both full and part-time.



SEIU Local 1 Canada Hospital Workers Council Bargaining Committee

### JOB SECURITY

Job security protections surfaced early on as the most important issue. SEIU is the only health care union with “10:01 Staff Planning” language, which requires hospital employers to notify SEIU in advance and to include members as equal partners in staff planning decisions. No other union has such strong language that protects members from outsourcing and workforce restructuring.



**“Outsourcing is a huge issue for clerical and service workers. In my hospital, we already have an agency that can step into our jobs, get paid half the wage, receive no benefits, and has no experience in our hospital.”**

Nancy Barrett, Humber River Regional Hospital

SEIU Local 1 Canada President Sharleen Stewart confirmed during bargaining: “We will not weaken our members’ staff planning protections.”

### CLERICAL & SERVICE WORKERS

The threat of job outsourcing was among Wednesday’s detailed discussions. Chief Negotiator Brad Philp reminded the OHA’s bargaining committee of the specialized skills that clerical and service workers provide in their hospitals and to patients.

cont’d on back

## NEXT STEPS:

From SEIU Local 1 Canada President Sharleen Stewart



We are well on our way to a renewed contract for our members in our Provincial Hospitals group, and I am pleased with what we have agreed upon up to now.

SEIU’s Bargaining Committee cooperated, challenged, and even squared off with the OHA during collective agreement negotiations, Aug. 10-14, 2009. I want to thank them personally and on behalf of all SEIU Local 1 Canada for their dedication to our hospital members’ interests and their professionalism.

There is still a good distance to go before the bargaining process is complete. More negotiations, conciliation and possibly arbitration will be required. All of which can occur during the course of contract negotiations, and we should know what course we will be taking within the next three weeks.

The result of the week’s bargaining is many of our members’ proposals have been tabled and are being considered. SEIU members have a lot of superior language in their contract, as compared to other health care unions. This must be protected. Our “10:01 Staff Planning” language is an example: it requires hospital employers to include SEIU members in staff planning or restructuring. That is a big advantage to SEIU members when there is a threat of job losses or contracting out jobs – and let’s face it, that is a real threat in the current economic climate.

The next steps are:

- Scheduling new dates to meet with the OHA.
- A conciliation officer was assigned prior to the start of bargaining. She will be joining SEIU and the OHA at some point soon. Having an experienced third party can be helpful to both sides in reaching agreement on more challenging issues.
- ‘Local Issues’ also have to be identified. ‘Local Bargaining’ follows the ‘Central Bargaining’ process, which we are currently in, to address the ‘local issues’ unique to each hospital, such as scheduling or wage adjustments.

As the bargaining process continues and new information becomes available you will be informed. Information is always available on our website ([www.seiulocal1.org](http://www.seiulocal1.org)). Bargaining Updates will be posted on your union board. You can also call the Member Resource Centre for bargaining updates on 1-877-MRC-SEIU (1-877-672-7348) anytime between 9:00 a.m. and 4:30 p.m., Monday to Friday. *In Solidarity, Sharleen Stewart*

**Member Resource Centre - 1-877-MRC-SEIU**

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

# “We’re closer to our goal of standardized contract language.” - Sharleen Stewart

con’d from front

“The contribution that so many of our members make for patients, such as housekeepers, environmental services and dietary employees,” Philp said, “always seem to be underappreciated.”

As a result, Philp asked the OHA representatives flatly: “Is housekeeping and dietary not part of patient care?” The OHA’s response demonstrated that they certainly are.



“We are getting down to the nitty-gritty issues, including monetary issues, and both sides have tabled wage proposals, which we will continue to discuss.”

Brad Philp, SEIU Chief Negotiator

## PART-TIME MEMBERS’ ISSUES

The SEIU Bargaining Committee emphasized part-time issues and the necessity to “fill the holes in our agreement that need to be filled.”

“The Bargaining Committee is committed to addressing the needs of part-time members and will not allow lesser contract conditions going forward,” SEIU President Sharleen Stewart reminded the committee in caucus Friday morning.



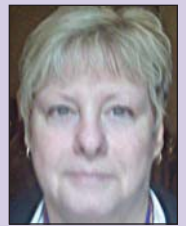
Committee Members, from left: Jean England, Diane Gray, Jennifer Biro

## RPN ISSUES

The RPN Table is unique to SEIU hospital bargaining. No other union in Ontario has a separate table within central bargaining to discuss the unique challenges RPN’s face in

“In the bargaining proposals there is an RPN section, so we can negotiate the special needs of RPNs. SEIU’s vision for the RPN Division is coming together in this round of bargaining.”

Wanda White, Greater Niagara General Hosp.



our rapidly changing health system. SEIU’s lead at the RPN Table is Hospital Workers Council (HWC) Chair and RPN Division Vice President Carol McDowell. On Thursday morning, McDowell reported at SEIU’s Bargaining Committee caucus meeting that the RPN Table discussions were productive, and, in fact, had renewed both side’s optimism as the lengthy negotiations proceeded into their fourth day.

**Hospitals included in Provincial (‘central’) Hospital Bargaining are:** Alexandra Marine and General Hospital, Baycrest Centre for Geriatric Care, Bluewater Health, Brant Community Healthcare System, Cambridge Memorial Hospital, Collingwood General and Marine Hospital, Haliburton Highlands Health Services, Halton Healthcare Services, Headwaters Health Care Centre, Hotel Dieu Shaver Health & Rehabilitation, Humber River Regional Hospital, Kirkland and District Hospital, Lennox and Addington County General Hospital, Listowel Memorial Hospital, MIC’s Group of Health Services, Mount Sinai Hospital, Muskoka-East Parry Sound Health Services, Niagara Health System, North Bay General Hospital (St. Joseph’s Treatment Centre, Nipissing Detox Centre, Crisis Intervention Centre), North Simcoe Hospital Alliance (Huron District Hospital, Penetanguishene Hospital), North York General Hospital, Orillia Soldiers’ Memorial Hospital, Quinte Healthcare Corporation, Runnymede Healthcare Centre, Sensenbrenner Hospital, Southlake Regional Health Centre, St. Joseph’s Care Group, Sunnybrook Health Sciences Centre, The McCausland Hospital, The Royal Victoria Hospital, Thunder Bay Regional Health Sciences Centre, Toronto East General Hospital, West Haldimand General Hospital, West Park Healthcare Centre, West Parry Sound Health Centre, William Osler Health Centre, and Women’s College Hospital.

| Representing Region       | Elected Committee Member                         |
|---------------------------|--|
| Thunder Bay & Algonquin   | Jean England , Thunder Bay Reg. Health Sciences  |
| Northumberland            | Margaret Bourgojn, Quinte Health Care Corp       |
| Northumberland            | Betty Fraser, Lennox & Addington County Hospital |
| Georgian Bay              | Jim Andriano, The Royal Victoria Hospital        |
| Georgian Bay              | Gregory Garratt, North Simcoe Hospital           |
| Greater Toronto Area      | Juanita Barrett, Toronto East General Hospital   |
| Greater Toronto Area      | Nancy Barrett, Humber River Regional Hospital    |
| Hamilton/Halton           | Diane Gray, Headwaters Health Care Centre        |
| Hamilton/Halton           | Piera Naddeo, William Osler Health Care          |
| Norfolk/Niagara           | Theresa Vaccaro, Niagara Health System           |
| Norfolk/Niagara           | Wanda White, Niagara Health System               |
| London & Southern Ontario | Claudette Drapeau, Bluewater Health              |
| London & Southern Ontario | Elizabeth Lannin, Listowel Memorial Hosp.        |

Check our website at [www.seiulocal1.org](http://www.seiulocal1.org) or watch your union board for Bargaining Updates



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**Member Resource Centre - 1-877-MRC-SEIU**